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THE ROCKETEER

THURSDAY, MARCH 23, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 6



NAWS hosts 'Order of the Arrow Conclave' scouting honor camp

By Kathi Ramont
 Staff Writer

Every eight years the local Boy Scout Council has the opportunity to host the "Order of the Arrow Conclave," a national Scout "honor" camping organization. Last weekend, the Naval Air Weapons Station provided the facilities needed to host the approximately 550 Arrowmen and adults who camped outdoors and participated in competition, training and fellowship activities.

Capt. Charles A. Stevenson, NAWS commanding officer, welcomed the Scouts at opening ceremonies Friday night at the China Lake Auditorium. The Navy color guard presented colors while the Center's new National Anthem film played in the background. "It was fantastic. I don't know how in 90 seconds you could any better put in the boys' minds a sense of what this place is all about," said Don Winter, Scout Conclave adviser and electronics engineer in the Guidance and Control Division.

This two-day event is held for competitions and socializing between different "lodges" from the Southern California area. Only members of the "Order of the Arrow" can attend a Conclave. To be in the Order, a candidate must be elected by his peers in his troop and be a first-class scout. This is achieved by having several camping experiences and at least one long-term campout in the wilderness.

"Together in service" was the theme for the 1995 Conclave. The theme was selected because the Conclave is a time to refresh the bonds of brotherhood in the Order and to begin to move forward in service to their lodges and to scouting.

"Order of the Arrow 1995 W4A Section Conclave," the local Yowlumne Lodge, was the service lodge for this Conclave. According to Winter, Greg Oshel, a senior at Burroughs High School, was in charge of the whole thing. "He did a super job of putting it all together," Winter said. "Old timers who have been in scouting for years said that this was one of the best conclaves they'd

Please see **SCOUTS**, Page 12

Partial lane closures
 at the main gate
 March 23 - 27
 between 7 a.m. and
 7 p.m. When necessary
 traffic will detour
 through Blandy Street
 gate.

MAD DASH set for
 April Fool's Day

MAD commanding officer
 challenges everyone at China
 Lake to race 10K or walk 5K

See Calendar, Page 2 for more
 information on the race.

Teamwork provides solution to hazardous waste problem at labs

By Peggy Shoaf
 Environmental Public Involvement Office

Teamwork and the desire to help protect the environment have resulted in a plan to provide a central point for collecting and storing hazardous wastes generated from Michelson and Lauritsen labs.

Coming to work and finding cans of hazardous waste dumped in a trash can or in front of an office isn't something most employees at Michelson Lab want to find. While it doesn't happen often, it does happen. People often don't know what constitutes hazardous waste, the proper procedures for getting rid of it or they find those procedures too much of a bother and decide to leave it to someone else to take care of.

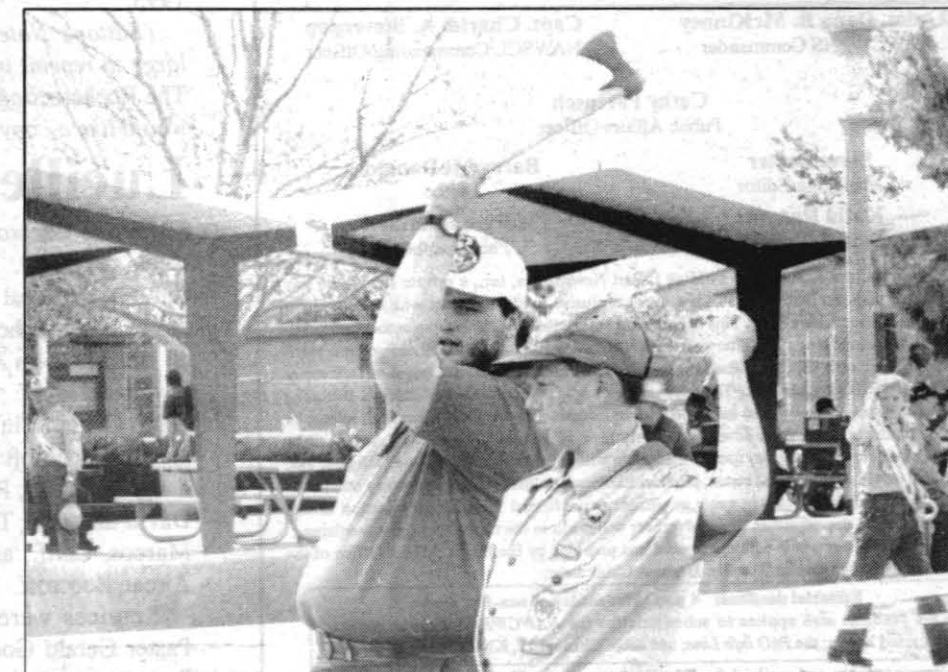
Unfortunately, that kind of behavior is a violation of all kinds of ordinances and laws, which could result in some heavy fines and penalties, not to mention criminal action.

To help alleviate the problem, some Michelson Lab employees got together to figure out a solution to the improper disposal by coordinating a central collection point for storing hazardous waste and a single point of contact who "was an expert" in properly disposing of the waste.

Common hazardous wastes include solvents of any kind, including cleaning solvents; paints; oils; and so forth.

"The Engineering Prototype Branch really started the ball rolling," said Richard Smith, the facility coordinator for Michelson Lab. "The branch's hazardous waste coordinator, Bob Steele, and his assistance, Dave Pate, decided the branch had a serious problem in properly handling its own hazardous waste. To help eliminate that problem, they designated two facilities as 'holding' facilities. Then they decided they had enough room to hold additional hazardous waste if other people from Michelson Lab wanted to use it. Later

Please see **HAZ WASTE**, Page 11



Photos by Kathi Ramont

BOY SCOUTS learn the proper way to throw a hatchet as one of their many skills during the Order of the Arrow Conclave held at NAVWS facilities last weekend.

Milt Burford
 7.0 competency

Third in a series on NAWCWPNS
 level one competency leaders

10

**Navy Meritorious
 Service Awards**

Profiles of recent winners

5

Weather

	High	Low	Gusts	Humidity
Wed	75	46	19	51-14%
Thurs	76	46	28	58-24%
Fri	58	51	12	—
Sat	66	50	22	—
Sun	71	40	9	—
Mon	73	42	8	80-29%
Tues	80	47	13	83-30%

	High	Low	Gusts	Humidity
Wed	83	48	7	79-26%
Thurs	82	47	11	76-21%
Fri	84	45	11	65-20%
Sat	81	49	28	—
Sun	82	49	22	—
Mon	78	54	23	64-25%
Tues	66	53	29	74-23%

China Lake Calendar

Saturday, March 25

• Bluejacket of the Year Award Dinner, 6 p.m. at the Seafarer Club

Wednesday, March 29

• DRMO auction at Barstow Marine Corps Logistics Base, 8 a.m.

Saturday, April 1

• MAD Dash — Registration 6:45-7:45 a.m. Dash starts 8 a.m. at MAD parking lot. Early entry fee is \$12. For more information call 939-6601

• IWCPOA Family Fun Day and Picnic at 10 a.m. at the King Avenue Park (behind old CPO Club)

Tuesday, April 11

• WACOM meeting at Seafarer Club

Saturday, April 22

• Spring Break Teen Dance, 6 p.m. to midnight at the Teen Center. Call 927-TEEN for more information

THE ROCKETEER

RAdm. Dana B. McKinney
NAWCWPNS Commander

Capt. Charles A. Stevenson
NAWSCL Commanding Officer

Cathy Partusch
Public Affairs Officer

Steve Boster
Managing Editor
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Editorial deadline: 4 p.m., Wednesday of non-flex weeks.

This deadline also applies to submissions for the NAWCWPNS Announcements contained herein; the PEO Info Line; and cable Channel 17, KNID Reader Ads.

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code C08033 (750000D), NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name: under the QuickMail menu select Directory Services, then select CL NAWC WIDE NS NameServer directory service and CL MAINSITE zone, and try find.) Fax information to 939-2796, or call 939-3354.

Information intended for use in PEO Info Line and KNID Reader Ads should be sent to Linda Lou Crosby at THE ROCKETEER's mail or QuickMail address, or she may be reached at 927-3095.

Advertising is the sole responsibility of High Desert Newspapers, Inc., 224 East Ridgecrest Blvd., Ridgecrest, CA 93555, (619) 375-4481. Advertising deadline is noon, the Friday before publication.



The Commanding Officer's Desktop

By Capt. Charles A. Stevenson
NAWS Commanding Officer



Question:

My question is two part. There are many more people who will shortly be required to move to Hangar Four and the Advanced Weapons Lab. (1) What are the plans for a traffic light/turn lane at the intersections of Sandquist and Lauritsen Roads for traffic going west on West Lauritsen to Hangar Four and AWL? (2) The road, West Lauritsen, is in great need of repair and I am sure there will be many angry people (including myself) who will need front end repair work after driving on that road. My second question is, when will the road be repaired?

Answer:

The west portion of Lauritsen Road is indeed in very poor condition. Minimal maintenance has been done as this section of road is planned to be removed when the new fuel farm project is constructed this year. The first item of construction in the new fuel farm project will be the new access roads to the new hangars.

I have enclosed three drawings from the construction project that describe the proposed work. The first drawing shows the proposed roadwork in the base bid. This includes the removal of the west portion of Lauritsen Road, realignment and reconstruction of the Sandquist and Lauritsen intersection, and the reconstruction of a portion of Talon Road up to the hangar access road.

The proposed new intersection layout at Sandquist and Lauritsen is shown in the second drawing. If sufficient funds are available in this project, Lauritsen Road will be extended across to the hangar access road as shown in the third drawing. All contractors' proposals were due at EFA WEST on March 7. The selection process started on March 8 and hopefully the contract will be awarded in April 1995.

(Editor's Note: The three drawings mentioned above were too large to reprint in The Rocketeer. However, copies are available at The Rocketeer office. Stop by the office at 902 Nimitz Avenue if you would like a copy of them.)

Lucille Beecroft passes on

Lucille Beecroft, a retired China Lake librarian, passed away last week at age 79. Last year she and her husband, Robert, were featured in the local Combined Federal Campaign video demonstrating the benefits to the community from the annual CFC effort.

Born 1915 in Albany, N.Y., she moved to Ridgecrest in 1970 from Riverside, Calif. After retirement she remained active in the Desert Oasis Garden Club and WACOM.

Mrs. Beecroft is survived by her husband of 46 years; son and daughter-in-law, Robert and Carol Beecroft; brother and sister-in-law, David and Elsa Torbert of Idaho; brother-in-law, Leslie Joes of San Marcos, Calif.; and four grandchildren, Brian, Breanna, Brett and Airean Beecroft.

Services were held Monday at Holland & Lyons Chape with Pastor Gerald Goodman officiating. Burial was at Desert Memorial Park.

Free benefit handbook is currently available for all federal employees

Federal employees can get a free guide, *The 'Ins' and 'Outs' of Your Federal Benefits*. The 40-page booklet includes chapters on salaries, leave benefits, health and life insurance programs, labor-management relations, retirement, buyouts, reductions in force, resumes and relocation benefits.

The book, courtesy of Public Employees Roundtable and its corporate forum, also has a chart to help federal employees determine their retirement income requirements.

For a copy, limited to one per caller, dial toll-free 1-800-442-6654.

Pages From The Past

March 22 & 29, 1985

Early this year, a fleet squadron (VA- 83) successfully launched a HARM over the NWC Ranges for the first time. . . Lt. Lee Phillips directed the local Reserve Unit 0176 as they moved vintage aircraft from Salt Wells to the airfield area for eventual renovation. . . Capt. John Patterson, former NWC chief staff officer, is back as head of the Aircraft Department. . . AZ3 Cynthia Langford was the NWC entrant in the High Desert Military Person of the Year competition, won by an airman from George AFB.

March 21 & 28, 1975

Mike Molner was elected to a second consecutive term as president of the IWV Council of the Navy League. . . Eric Bengtson, an illustrator with TID, recently won first place in a cartoon graphics competition sponsored by Industrial Arts magazine. . . Carol Bosquet is the new president of the Navy Wives Club aboard NWC. . . Lt. Terry Allen of VX-5 was named China Lake's Athlete of the Month for March. . . Harry Parode was named chairman of the 1975 Combined Federal Campaign.

March 19 & 26, 1965

William B. McLean, NOTS technical director, appeared on NBC television to premier a documentary film made here, "The Dolphins That Joined the Navy."

Hugh W. Hunter is the new head of research at NOTS. . . Pierre St. Amand has been named to disaster research groups by the State of California and the United Nations. . . Richard V. Boyd is now program manger of the successful Chaparral efforts at China Lake. . . Gus Mead became the 11th Station employee to receive a NOTS 20-year pin.

March 18 & 25, 1955

James Tucker, a BHS senior, was named Civil Air Patrol Cadet of the Year, said Lt. A.V. Jensen, CO of the CAP cadet unit. . . H.D. Williams, Civil Defense coordinator, plans an open meeting in the Community Center for April 12. . . Capt. D.B. Young, NOTS commander, is seeking more Wherry Act homes for China Lake.

COMMUNITY EVENTS

The 8th annual Senior Grad Night Party, sponsored by the Committee for a Safe Graduation, will hold its second committee meeting tonight, March 23, at the Burroughs High School library at 7 p.m. All senior high school parents are welcome to attend. Parents of sophomore and junior students are needed to help the food committee and they should contact Gary and Barbara Staab at 375-3237. Volunteers are also needed to act as host and hostesses at the party on June 8. Please contact Joanie Bayne at 375-7531 or Bill Hutmacher at 375-7565 to volunteer.

####

Social Security representatives meet with individuals every other Thursday from 9:30 a.m. to 12:30 p.m. at Kerr McGee Center, 100 W. California Ave., Ridgecrest. They will be there today, Mar. 23, and Apr. 13 and 27. 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.

####

Dan Cain, an experienced, professional trainer will present two workshops on "Building a Better Board Team" on Friday, March 24, at the Carriage Inn. The administrator's workshop will be conducted from 8 to 11 a.m. and the board workshop will be from 12 to 5 p.m. The United Way invites board members, potential board members, adminis-

trators or anyone interested to participate. Registration fees are \$30 at the door for the administrator's workshop and \$35 at the door for the board workshop. Please make reservations at the United Way Office, 901 N. Heritage Drive, Ridgecrest, 375-1920.

####

A family fun day "Bonanza," sponsored by the Burroughs High School Band Boosters will be March 25 at the BHS football field from 7 a.m. to 3 p.m. Events include a run for students and adults, cow chip bingo, food and game booths and JJ and Rae the Clowns. For more information call Sue at 375-3309; Cheryl at 384-2126 or Janet at 375-4670.

####

The Aguabonita Flyfishers is sponsoring a rod building class scheduled to begin April 5 at the Grace Lutheran Church at 7:30 p.m. This class will be an overview of rod build-

ing, and is intended to help the novice decide what kind of rod to construct. Work on individual projects will begin on April 21 and 22. A dedicated builder could have a beautiful rod finished in as little as a week, ready to enjoy all summer long. For information call Chuck Newmyer at 375-5810.

####

Family planning services are provided by the Kern County Health Department. New patients or patients returning after three years are required to attend the informational family planning class, prior to being given an appointment. Sliding scale fee based on income and family size and Medi-Cal are accepted as payment. Depo-Provera injections are available. In Ridgecrest, the next Family Planning Clinic will be March 28 from 9 a.m. to 3 p.m. at the department office at 250 W. Ridgecrest Blvd.

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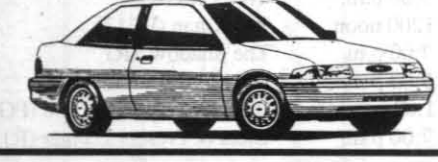
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By VAdm. John A. Lockard
Commander, NAVAIRSYSCOM

Let me begin by saying how privileged I feel to have the opportunity to represent the talented and dedicated men and women of the Naval Aviation Systems Team. It is a great honor to assume command of an organization so ready to meet our future challenges. VAdm. Bowes has provided the vision and direction for true cultural change, and has set us on the right path. I pledge to continue the journey. With your help, we will make the vision a reality.

To do this, we must acknowledge the needs and contributions of those who measure the quality of our support—our customers. Our Navy/Marine Corps Team demands the highest level of service to protect our national interests here and abroad. I see four primary areas by

which we will be measured, and to which we will be expected to add value.

The first is our TEAM's ability to support and enhance Navy/Marine Corps readiness. The BRAC process has resulted in a 50 percent drawdown of our depot capability. Uninterrupted service to the Fleet must be maintained throughout this time of transition. Working closely with ASO and the Type Commanders, our TEAM will continue to ensure readiness is protected.

Second, our TEAM will be expected to support our Navy's recapitalization effort. We are well on our way with the F/A-18 E/F, the Navy's future front-line fighter, and the Marine Corps' V-22. We will provide these mission essential platforms on time, on cost, and at the performance level our operators have asked for. There is no other alternative.

We will be judged by our ability to reduce infrastructure cost to the absolute minimum essential, demonstrating increased dependence on other parts of the Navy (regional maintenance); our sister services (interservicing); and partnerships with industry where appropriate. We must make BRAC happen in an orderly way. By the end of my tour, we will have reduced from 47,000 people to 32,000; from 18 sites to nine; and one third of our people will be asked to relocate their homes. I have visited many of our sites and am proud to say they are facing this difficult transition with a positive attitude.

The final area by which our TEAM will be measured is our ability to find the resources to modernize naval aviation—beyond the E/F and V-22, to include ASW, helicopters, and the

remainder of tactical aviation and associated weapons. We will do this by knowing and controlling the total cost of operating and supporting our weapons systems. This is no easy task, but it is something we must get a firm handle on to reduce cost and invest in our future.

I can say with great confidence that we are ready to meet the challenges that lie ahead. Working together, our TEAM will provide Navy and Marine Corps aviation with the technology, machinery and tools it needs to fly into the 21st century.

We have an exciting and challenging future before us. If we take care of our customers, we will succeed in maintaining our reputation for leadership, innovation and superior service to our nation. I am proud to be your leader, and I look forward to working with you over the next few years.



Petty Officer Mark Smith

Second Navy Achievement Medal to Smith at WTS Quarters ceremony

For the second time in his career, Aviation Electrician's Mate First Class (Air Warfare) Mark T. Smith received a Navy Achievement Medal. This time it was presented by Cdr. R.C. Sweeney, commanding officer, Weapons Test Squadron, China Lake, during last month's quarter's ceremonies.

Petty Officer Smith's award was for

professional achievement while assigned to Strike Fighter Squadron 146 from 1991 to January of this year. In the citation to accompany the award, VAdm. R.J. Spame, commander, Naval Air Force, U.S. Pacific Fleet, said, "He displayed exceptional technical expertise in implementing a comprehensive rate and system training program for a maintenance training improvement program."

Also during the month's quarters ceremonies, Petty Officer Second Class Aaron W. Newbolt received his second Good Conduct Medal and a first award of a Good Conduct Medal went to Petty Officer Third Class Michael A. Williamson.

Please see **WTS QUARTERS**, Page 4

Navy League's 1994 Bluejacket of the Year Award Dinner this Saturday at Seafarer

The Indian Wells Valley Council of the Navy League of the United States will sponsor and host the 26th Annual Bluejacket of the Year Award at its March 25 dinner meeting. The candidates are the Sailors or Marines of the Quarter for 1994 from the Naval Air Weapons Station China Lake, the Air Test and Evaluation Squadron Nine (VX-9) and the Marine Aviation Detachment China Lake.

These candidates were selected on the basis of their leadership, dedication, performance of duties and personal qualities, the same characteristics that will be used in the

selection of Bluejacket of the Year. Bud Biery, who was the master of ceremonies for the 24th and 25th awards, will continue in this function.

This year's banquet is set for the NAWS China Lake Seafarer Club. Tickets are available at the China Lake Public Affairs Office or from Command Master Chief Fears at VX-9, Master Chief Hauser at the Weapons Test Squadron or by calling Cecile Biery at 446-4730 or Lynda Smith at 375-7859.

Tickets are \$12.50 per person.

Bluejacket profile — AO1(AW) Gary Howorka

Bluejacket candidate Aviation Ordnanceman First Class (Air Warfare) Gary Howorka said seriously, "I've been blessed with really great people to work with. If it wasn't for them, I don't know that I'd be nominated for any type of award." But his nomination as a Bluejacket of the Year belies his modesty. Currently assigned to the Weapons Test Squadron maintenance control, he was a NAWS senior sailor of the quarter for third quarter 1994. He currently is assigned to the WTS and is certified "Safe for Flight" for the F/A-18, A-6E and HH-1N aircraft. He performs as an auxiliary security force squad leader and as the NAWS/WTS command physical readiness proctor.

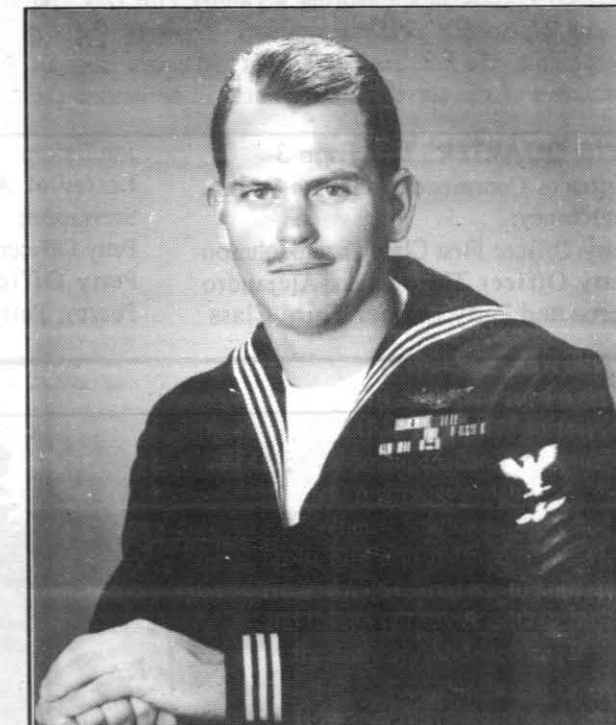
"When I first came in, I had a mentor and I looked up to him and learned a lot. He was a 'gunner,'" said Howorka. "He told me to show up on time, pay attention and things will work out. Because of him I'd like to stay in the military and become a squadron ordnance officer."

Howorka plays as hard as he works. He lifts weights daily, runs several times a week and has participated in every running event that has happened in the Indian Wells Valley since his arrival in July 1992. "I've put in a couple of seasons of flag football and softball, but the most fun I've had recently is snowboarding," he said. He enjoys all aspects of the outdoors and takes advantage of the nearby areas to camp and four-wheel drive.

Last year he helped the Red Cross set up a health fair at Cerro Coso Community College. His other free time is taken up with academic work towards his associate's degree. He finished four semesters at Cerro Coso Community College during this tour. When he transfers to Naval Air Station Miramar in April he plans on finishing his degree there.

Howorka joined the Navy in July 1992 and attended recruit training at Great Lakes. He attended AO "A" school at Naval Air Technical Training Center Memphis, Tenn. He then reported to Fighter Squadron VF-124 Fleet Readiness Aviation Maintenance Personnel (FRAMP), NAS Miramar, Calif., where he learned basic fundamentals of the F-14 armament systems. Following FRAMP school, he caught up to Fight Squadron VF-114, which was deployed in the Indian Ocean. He earned his enlisted aviation warfare specialist pin, advancing to second class, and was certified as an ordnance quality assurance/safety observer and collateral duty inspector. During his tour with VF-114 he participated in Operations Praying Mantis, Desert Storm and Fiery Vigil. During this time he received a good conduct medal and was selected sailor of the month and quarter.

Searching for a challenging shore tour, he first went to Fighter Squadron VA-128 FRAMP NAS Whidbey Island, and then came to China Lake. He spent two months here in the Ordnance Division of the Aircraft Department before requesting advanced training at Lemoore. Upon his return to China Lake, he was certified quality assurance/safety observer, F/A-18 collateral



duty inspector and assistant night shift supervisor. He advanced to petty officer first class and was then assigned as Ordnance Branch night shift supervisor.

Howorka says he tells squadronmates that he's enjoyed this tour so much, that if China Lake is available on his next shore tour, he's coming back to "The Lake."

Vampires earn Air Medal, other Navy performance honors

Five Commendation Medals and two Achievement Medals

Several members of Air Test and Evaluation Squadron Nine (VX-9) were honored at a recent quarters ceremony in Hangar One. Capt. Scott Ronnie, VX-9 commanding officer, presented an Air Medal, five Navy Commendation Medals, two Navy Achievement Medals and two Good Conduct Awards.

LCdr. Michael J. Stahl was presented his first Air Medal for his service as an EA-6B pilot with VAQ 136 while embarked on the USS Independence and deployed in support of Operation Southern Watch from August, 1992 until



LCdr. Michael J. Stahl
January, 1994. He completed 20 successful combat missions over southern Iraq. The citation was signed by Adm. J. M.

Boorda, Chief of Naval Operations, for President Clinton.

Lt. Michael S. Murphy earned a gold star in lieu of his fifth award of Navy Commendation Medal. The award was for service at VX-9 as All-Weather Attack Branch Head and Operational Test Director. His All Weather Attack Branch successfully completed operational testing on 12 major CNO-sponsored projects, including the A-6E SWIP, MK-16 Mine Fin and the Airborne Active Electronic Decoy.

Earning his first Navy Commendation Medal was Lt. Nils A. Resare, who was honored for meritorious service as an A-6E bombardier/navigator with VA-52. The citation with the award says Lt. Resare performed his demanding duties in an exemplary fashion while engaged in combat operations in support of Operations Restore Hope and Southern Watch from December, 1992 through March 1993.

Lt. Jeffery J. Iovine received the Navy Commendation Medal for performance as personnel officers, NATOPS officer and operational test director for VX-9. The citation singled out his efforts as an operational test director for five major CNO-sponsored projects including HARM Block IV Upgrade, and EA-6B Advanced Capability. He also guided VX-9 through two NATOPS inspections with outstanding results.

Lt. Donald H. Braswell earned the Navy Commendation Medal for service with VFA-25 from March 1991 through October, 1994. The citation read in part, "His unswerving dedication proved pivotal in Strike Fighter Squadron Twenty Five becoming the first NAS Lemoore squadron to win the Arleigh Burke Fleet Trophy for the greatest improvement in combat readiness in the Pacific Fleet.

Lt. John B. Williams' Navy Commendation Medal came from his work at VX-9 as the F/A-18 Tactical Manual Model Managers, quality assurance officer and operational test director. He created new tactics dealing with proper employment of laser target designators, the Standoff Land Attack Missile and the GBU-24 Hard Target Penetrator. His professional efforts have also included publication of article in the VX-9 Bat Bulletin and Approach Magazine.

Petty Officer First Class Garry L. Williams accepted the Navy Achievement Medal from Capt. Ronnie for work as the Command Carrier Counselor, Naval Station Long Beach from July 1992 until September 1994. The citation, signed by VAdm. D. B. Robinson, Commander, Naval Surface Force, U.S. Pacific Fleet, said Williams "totally revitalized a dormant command retention program and constructed Reenlistment Incentive Coupon Book. Petty Officer



Eulogio D. Devera

Program with tremendous success.

Petty Officer Second Class Eulogio D. Devera received a Navy Achievement Medal for service as an administrative leading petty officer in the flight deck division aboard the USS Constellation from January, 1993 through November, 1994. The citation reads in part, "Displaying exceptional technical expertise and administrative acumen, he expertly managed the division's administrative support and contributed significantly to the record setting 405 sorties flown by the Constellation Battle Group and the safe executive of more than 5,200 aircraft moves and 3,000 recoveries.

Good Conduct Medals went to the following VX-9 sailors:

Petty Officer third Class Beko M. Rivera, Airman Scott E. Miller and Petty Officer Third Class Benjamin V. Laster.

IWV Chief Petty Officers Association plans 'Family Fun Day & Picnic' on April Fools Day

The Indian Wells Valley Chief Petty Officer Association (IWVCOA), a service organization of the Senior-Enlisted Community of the United States Armed Forces, is sponsoring a Family Fun Day and Picnic on April 1, 1995 (no kidding).

Open to the families of all E-7's and above from all branches of the services, the picnic will be held at the

King Avenue park (behind the old CPO Club) beginning at 10 a.m. The IWVCOA will provide barbecued meats and refreshments. Families can bring a side dish.

The IWVCOA contributes to many organizations, such as local youth programs, educational groups, sports activities, NAWS MWR, highway clean-up, food baskets, emergency financial assistance and running

bingo. Social activities sponsored include the annual CPO Ball. Meetings are in the CPO Lounge of the Seafarer Club, 11 a.m. the third Thursday of the month.

Information may be obtained by calling NAWS Command Master Chief AOCM Willis at 939-6501 or IWVCOA President AGC Casperson at 939-5081.

WTS QUARTERS from Page 3

Letter of Commendation from RAdm. McKinney:

Petty Officer First Class David Johnson
Petty Officer Third Class Alejandro Perez and Petty Officer Third Class

Jon Dalton

Letter of Appreciation from Capt. Stevenson:

Petty Officer First Class Jackie Hoyt
Petty Officer Second Class Shawn Percy, Petty Officer Third Class Jon

Dalton and Airman Danny Thurman

Aircrew Wings:

Airman Peter Lewicki

Letters of Promotion Appointments

Petty Officer First Class Joseph Hawkins
Petty Officer Second Class Charles Eitel

Petty Officer Second Class Kevin Kelleher and Petty Officer Third Class Brian McConeghy

WTS Plane Captain of the Month:

Petty Officer Third Class John Ainslie, February and Airman John Jay, January.

All Faith Chapel Services

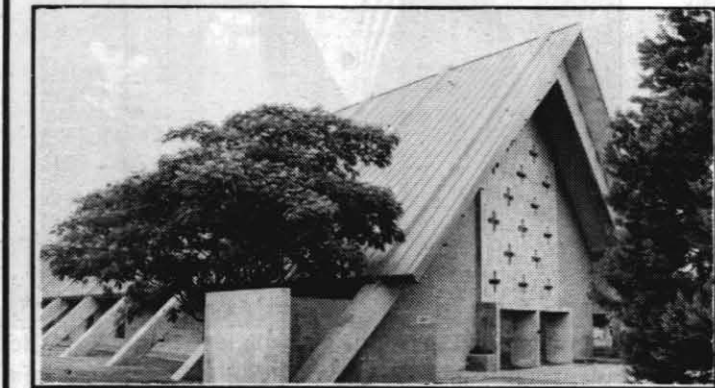
Protestant

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

Roman Catholic

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

Hearing Impaired Equipment and Nursery are available



Chaplain T. Mele, LCdr., CHC, USN
Chaplain C. Allan Ford, Lt.jg., CHC, USN
Chaplain Steve Longman, Lt., CHC, USNR
Joel Abraham, student rabbi

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

REC BITS

Morale, Welfare & Recreation Department

Writing and Composition by Debra Poindexter, MWR Marketing

"Go for it" wins Volleyball championships

What can be said about a terrific season? Do you speak of losing half your team from the previous season or that their would be enough players for a record 10 teams or the vital contributions of the team and a 17 win and 1 loss season. These are some of the thoughts of the "Go for it" volleyball champions. The super human effort by all players resulted in yet another winning season.

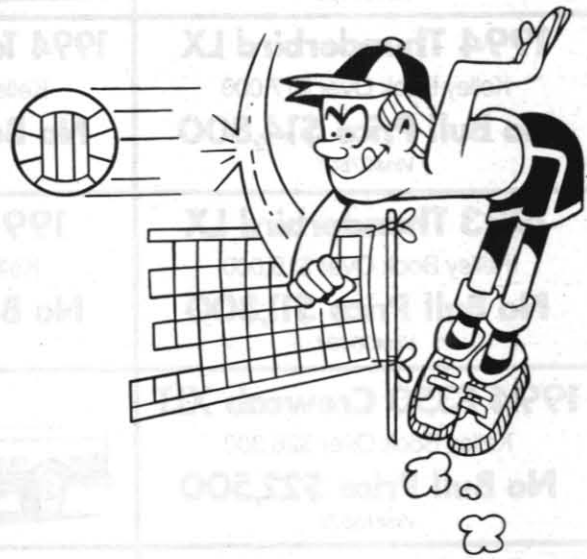
The first match of the double elimination was coached by Don Wooley, a strong Southpac coach. The "Go for it" team came from behind both games with a score of 15-12 and 15-11. The next match was against an aggressive, fast hustling team-"Bomb Away," coached by Chris Christian. "Go for it" had a real struggle defending their title against this dynamic team.

On the second week of this tourney, "Shut up" and "Serve II" (Co-league champions coached by Randy

Kirkendall) beat "Bombs Away" in a long 3 game match. Exhausted or not, it was time to take on "Go for it."

The first game of the match was still a warm-up game for "Go for it". They had lost two of their big middle hitters and lost by a score of 8-15. During the second game, Carl Norland (the middle hitter) arrived and what a difference this lineup made and the team took advantage of his powerful abilities. The game was won 15-6!

Some real sportsmanship efforts by both teams was evident throughout this grueling competition. Winning the tourney and tying for first place during the season was the result of "team players" such as Lemont Dawson, Ken Johnson, Alex Bernardo, Steve Felix, Chuck Jones, Kevin Switzer and Tara Wolcott to name a few. See ya next season!



Splash flash

Water Aerobics

Monday - Thursday, 11:30 a.m.-12:30 p.m.

Aquacize

Monday - Thursday, 5:30 p.m. - 6:30 p.m.

American Red Cross

Lifeguard Training Course

17 - 21 April

8:00 a.m. - 12:00 noon & 1:00 p.m. - 5:00 p.m.

Must sign up in advance.

Includes Community CPR & First Aid.

Adult Swim Lessons

Beginning in April on Mondays, Wednesdays & Fridays from 7:00 p.m. - 8:00 p.m. Must be 14 years of age. Sign up for weekly classes.

For more information contact Jenny Slater at 939-0756.

Softball Scores RESULTS FOR INTRAMURAL SOFTBALL

March 14th, 1995
GRIZZLY BEARS (2) VS ANCHORS (13)
SHOT GUNS (15) VS OVER THE HILL (5)
RUN A MUK (8) VS SNAFU'S (9)

March 16th, 1995
BEEP BALLS (41) VS SNAFU'S (2)
SHOT GUN (9) VS RUN A MUK (17)
OVER THE HILL (2) VS ANCHORS (16)



And you thought the laughs were over - not!

Two exceptional stand-up comics appear on April 6th and April 20th from 5:00 p.m. to 11:00 p.m. at the Seafarer Club! The DJ begins the evening with music at 5:00 p.m. with dancing after the comedy show. The comedians start at 7:30 p.m.

Besides great comics, enjoy door prizes and a special menu. Active Duty Military receive free admission and all others pay \$5.00 per person. Tickets are available at the Seafarer Club. MWR encourages everyone to get your tickets in advance.

For additional information, contact the Seafarer Club at 939-8658.

Free movies

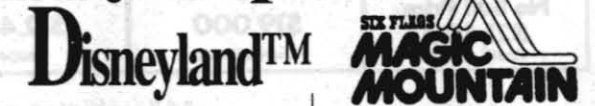
The "FREE" movie program is open to all active duty military, retired military, reservists and their family members. Refreshments are available! Movie schedule is subject to change. For more information, call 939-2010 or 939-3252.

March 24	6:30 p.m.	Clear & Present Danger (R)
	9:00 p.m.	True Lies (R)
March 25	1200 noon	Blankman (PG13)
	7:00 p.m.	The Shadow (R)
	9:00 p.m.	Natural Born Killers (R)
March 26	1:00 p.m.	It Could Happen to You (PG)
	7:00 p.m.	Clear & Present Danger (R)

Tonight is Flex 59

Great entertainment and games are waiting for you at the Seafarer Club tonight. Ted Lemon (the best of the DJ's) begins at 5:00 p.m. until 11:00 p.m. Door prizes, special munchies, dancing and friendly conversations await you. For additional information, call the Club at 939-8658.

Just for teens Day trips



Tuesday, April 18th

- Teens will leave the Teen Center at 7:00 a.m.
- Return time is 2:30 a.m.
- Each teen will be brought home by MWR.
- Only \$27.00 per person.
- Bring extra spending money for food, etc.
- Parents must pay at the Teen Center.
- Entry deadline is Wednesday, April 5, 1995.

Friday, April 21st

- Teens will leave the Teen Center at 7:00 a.m.
- Return time is 2:30 a.m.
- Each teen will be brought home by MWR.
- Only \$21.00 per person.
- Bring extra spending money for food, etc.
- Parents must pay at the Teen Center.
- Entry deadline is Wednesday, April 5, 1995.

For additional information, call Bill Gilmarin, Teen Center Manager at 927-TEEN or Letta Drake, Youth Center Manager at 939-2909.
For Teen Center Members Only!
Get your Membership Today!

Basketball players wanted

Play begins April 3rd and ends May 31st, 1995. Deadline for league entry March 24th. Coaches meeting will be held March 30th. Games will be held on Mondays and Wednesdays. Join in on all the fun by calling Michelle Archuleta at 939-0754. Sign-up today!

Softball tourney

This all-day softball tournament will be held April 29th. The competitions begin at 8:00 a.m. and end at 5:00 p.m. Deadline for entry is April 21st. For more information contact Michelle Archuleta at 939-0754.

"B" mountain challenge

Mountain bike races will be held on three exciting Saturdays beginning at 8:00 a.m., April 15th, April 29th and May 13th. This is a timed trial event. Sign-up at the Gym. Come join in the fun and excitement of racing up "B" mountain.

For information contact Michelle Archuleta at 939-0754.

DEMO SURVEY from Page 13**Job Satisfaction**

The survey indicates most employees remain satisfied with their job, with S&E's being the most satisfied. When asked, "I like working here," an overwhelming 91% of the China Lake employees and 87% of the employees at Point Mugu responding either agreed or strongly agreed with this statement.

Pay Satisfaction

Slightly more than half of all respondents said they were satisfied with their pay. There was a great degree of variation among the occupational groups with the administrative and scientists & engineers among those most pleased. Locally, slightly over 50% of the S&E's at both sites agree or strongly agree with the statement, "Considering my skills & the effort I put into my work, I am satisfied with my pay." If all occupational groups are included, China Lake responded to

this question with 42% agreeing or strongly agreeing, 9% remain undecided. At Point Mugu, 38% agree or strongly agree with the statement, while 7% are undecided.

Views on Performance Appraisal

The majority of employees reported they understood the performance appraisal system, but did not consider it a valuable tool for assisting their performance in the workplace. However, China Lake and Point Mugu's response to the

question, "How much did your performance appraisal help you to assess your strengths and weaknesses?" found 53% at China Lake and 61% at Point Mugu felt the system was somewhat to very helpful in assessing their strengths or weaknesses.

Control over Work

Most employees at all sites felt they had a substantial degree of control over their work. Seventy percent of the replies from China Lake and 64% from Point Mugu indicated this feeling as they agreed or strongly agreed with the statement, "I have a great deal of say over what has to be done on my job."

Organizational Climate

Attitudes toward affirmative action and changes in the organization were probed with questions related to the organizational climate. The report said a majority of employees felt affirmative action policies have no adverse impact on productivity and they helped advance opportunities for women and minorities.

Attitudes on Demonstration Project

Employees who have been in the project the longest tended to give it the most support. When asked to agree or disagree with the statement "I am in favor of the demonstration project," an average of 64% of those at San Diego and China Lake (where the project has existed the longest) agreed or strongly agreed with the statement. Another 34% remains undecided in their opinions about the Demonstration Project. Past experience at both China Lake and San Diego has shown new participants in a personnel demonstration project tend to remain undecided until they have more experience with the program.

Plan ahead for emergency survival with first aid skills

are stopped breathing, bleeding, cuts from flying or broken glass, shock and broken bones.

If a person has stopped breathing and if the victim appears to be unconscious, tap and shout, "Are you okay?" and proceed as follows:

Open the airway; use head tilt/chin-lift and check breathing for 3-5 seconds unless you suspect a spinal injury.

If there is no breathing, give two breaths—1-1/2 seconds per breath.

Check the victim's breathing and pulse at the side of the neck for 5-10 seconds.

If there's a pulse but no breathing and the victim is an adult, give him or her one breath every five seconds.

If there's no pulse, begin CPR and get medical assistance.

Bleeding: Using a sterile dressing or clean cloth, apply firm, steady pressure. Elevate the wound if you do not suspect a broken bone. If bleeding continues, press harder with a new dressing on top of the old one.

Shock: Keep the victim lying down; elevate his/her feet if there is no spinal injury. Prevent chilling; obtain medical help.

Breaks, sprains: Immobilize injuries such as broken, dislocated or sprained bones with splints or slings.



By Larry Stensaa

You may be on your own for 72 hours or more after an earthquake. The magnitude 6.7 Northridge earthquake caused more than 9,000 injuries. The majority of them were not serious and did not require hospitalization. In fact, agencies were able to complete most essential life-saving operations within hours.

In a larger, regional earthquake, however, emergency medical services agencies may be overwhelmed, and you may be on your own for 72 hours or more.

A first aid kit is an essential part of any earthquake kit, especially after a large, regional earthquake. Your kit should include the following items to treat injuries that commonly result from earthquakes: first aid book, bandages, adhesive strips, butterfly bandages, elastic bandages, roller bandages, dust masks, 4x4 sterile gauze dressings (individually wrapped), magnifying glass to see splinters, nonallergenic adhesive tape, safety pins, scissors, triangular bandages, antiseptic wipes, blunt-tipped scissors, latex gloves, small plastic cup top wash/rinse eyes, space blanket, thermometer, antibiotic salve, tweezers, high-absorbency pads, tincture of benzoin or other disinfectant, saline for eye irrigation, small paper cups, aspirin and acetaminophen, liquid soap, disposable towels and tissues.

Earthquakes can cause a number of injuries. The most common

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Meritorious Service Awards presented to NAWCWPNS employees

By Pam Harris

As scientists, pioneers and educators, these outstanding civilians have contributed both professionally and personally to enriching NAWCWPNS legacy. Throughout their long careers in federal service, these individuals have demonstrated both the desire and ability to go beyond what is normally expected of an employee and are therefore very deserving of the highest civilian award authorized by the NAWCWPNS commander — the meritorious service award. A collective tribute to their accomplishments is presented.

Milton K. Burford

Milt Burford's name is synonymous with China Lake leadership. Milt has pioneered numerous work groups, committees and teams during his professional tenure. As the Weapon System Program Manager for the Antimaterial Cluster Weapon (CBU-59/B), Milt took this complex submunition system concept through all phases of RD&TE and into the Fleet. Milt is a national expert on cluster



Milton K. Burford

weapons design, application and concept evaluation, and as associate head of the Conventional Weapons Division, was tapped by the U.S. Naval Academy to assist in weapons design and ordnance training curriculum development. His leadership roles include: head, EWTES Division, where he established the INADS Program Office to develop and install modern naval threat radar systems at Echo Range; head, Aircraft Weapons Integration Department; and associate director, Aircraft Weapons System Directorate. Milt initiated the Center's software process initiative and is currently chairperson of the Senior Executive Team overseeing this activity. His active involvement in the EEO Advisory Committee, Available Talent Pool Committee, 1994 VSIP/VERA Team, Long-Term Training Committee, SEMDP Panel and the China Lake Armament Museum have factored significantly in the success of these efforts.

Almer B. (Burt) Galloway

For 36 years, Burt Galloway's career at China Lake was highlighted by his unwavering service as an educator and mentor to a number of junior scientists. Recognized as a national authority on weapons effectiveness analysis, Burt was a force behind the creation of the Joint Munitions Effectiveness Manual (JMEM), the tri-service weaponizing manual for non-nuclear weapons. Burt's

foresight in bringing about the evolution of computer-aided PC-based manuals to replace paper versions was a step toward the 21st Century.

Patrick H. Hall

Former head of the Sensors and Platforms Section of the Infrared Guidance and Controls Branch, Pat Hall's contributions had significant impact toward advancing the design and development of missile propulsion systems equipment dealing with generating, propagating, detecting and processing electromagnetic energy in frequency bands ranging from IR through ultraviolet. Pat's contributions are capped by his work integrating optical sensor and signal processing technologies for test and guidance instrumentation and sensors into a number of weapons systems, including Sidewinder AIM-9X.

Thomas A. Hamilton

Tom Hamilton's professional career has been distinguished by his nationally-recognized ability to address technical issues at the system level, positively impacting several key Navy programs

over the years. Most noteworthy is Tom's development of the six-degree-of-freedom simulation for the AGILE/Quickturn Project, a program that demonstrated potential for a highly maneuverable airframe. Under Tom's guidance as Advanced Intercept Air-to-Air Missile Program manager, the feasibility of new technologies such as millimeter wave and dual-spectrum guidance and ramjet technology were demonstrated. Tom is now at work defining the concept for the Advanced Medium Range Air-to-Air Missile (AMRAAM).

Fay A. Hoban

Designing the Supersonic test vehicle for SNORT was just one of many outstanding contributions made by Fay Hoban. Fay was also a key player in the dynamic evaluation of the 20-mm ring switch as well as T&E of the Sidewinder 9-M cryogenic cooler. Fay's other noteworthy projects include the Tri-Fast Seeker, Vertical Launch ASROC Missile's digital autopilot, fiber-optics payout systems, TIGER-free Gyro Seeker, Please see **MERITORIOUS**, next page

Fay A. Hoban

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MERITORIOUS from previous page

AGILE's guidance units, and AIM-VAL/ACEVAL IR guidance.

Richard Smith Hughes

Richard Hughes is an internationally recognized authority in the design of electronic seeker components for missile guidance. Richard's signature has been left on components for analog design, signal processing, application-specific integrated circuits, and detector logarithmic video amplifiers for a number of missiles as well as medical electronics, laser radars and ultrasonics. Richard's leadership roles in establishing the Demonstration Program for personnel management at China Lake and the Departmental Technician Review Panel and NWC Fellowship Program for distinguished technical leaders are also recognized.

John Joyner

John Joyner's ability to evaluate IR systems has been referred to as a "national treasure" by those who seek his expertise. His contributions and technical leadership in the RD&TE of electro-optical and IR seeker technology and devices for both foreign and domestic

missile systems and programs are among his outstanding professional achievements.

Lewis J. Kibbe

Lewis Kibbe's belief that "physics is physics no matter where, when, or to what it is applied" has enabled him to realistically evaluate a variety of proposed and existing DoD weapons systems to the Navy's benefit. After successfully assisting with the layout of Echo Range Facility, Lewis became the senior analyst for the

Weapons Planning Group (formerly Warfare Analysis Office), and in later years the head of this group. Lewis' contributions have surfaced in numerous anti-ship missile defense systems as well as air-to-air, air-to-surface and surface-to-air programs. His in-depth knowledge of DoD systems has been augmented by an encyclopedic under-



John Joyner



Lewis J. Kibbe

standing of the capabilities of U.S. adversaries, contributing significantly to the U.S. Navy's mission.

Oran McNiel

A leader for over 15 years in the automatic radar classification of ships, Oran McNiel was recently selected as field activity coordinator and primary technical lead for the \$73M Automatic Radar Periscope Detection and Discrimination Enhanced Advanced Technology Demonstration, which could provide the Navy with a valuable new tool for performing submarine detection in littoral area. In this capacity, Oran has planned and staffed two major data collection efforts using the NRL P-3 and the PMRF ranges.

Joseph A. Mosko

A pioneer in broadband microwave components and antiradiation-guided missile development, Joseph Mosko is internationally recognized as an unparalleled expert in microwave missile guidance. His work has found its way into every antiradar-guided missile the military forces have developed over the last quarter of a century. Joseph was on the



Oran McNiel



David Reade

cutting edge in developing new technologies such as strip transmission lines, strip-line-power dividers, couplers, phase shifters, arithmetic networks and multiarm spiral antennas as applied to multi-octave bandwidth passive systems.

David Reade

A nationally recognized leader in automatic target recognition (ATR) technology, David Reade's work on range-only-radar classifiers contributed to the success of the modified HARPOON seeker in 1991. A former co-chairperson of the Tri-service and Industry ATR Working Group, David is still an active Navy representative. His leadership expertise for the discriminator portion of the Automatic Radar Periscope Detection and Discrimination Project has proven invaluable. As ATR technology coordinator for the Air Force Joint STARS Upgrade Program, David is working to execute an

advanced ATR demonstration on Joint STARS and P-3, which will lead to ATR capability for all SAR-equipped aircraft, placing NAWCWPNS in a leadership position

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'Women's History Month' message from the CNO

WASHINGTON — The following is the CNO's message in honor of Women's History Month:

The 1995 Women's History Month theme, "Promises To Keep," explores the pioneering work of women in all occupations and reminds today's generation of the obligation we have to build upon the legacy of these trailblazers.

In every decade and in every Navy community, there have been women who have responded to the needs of their nation.

Decisions made during states of emergency allowed women to move into many new roles in the Navy. Women served at sea during some of our nation's earliest conflicts.

Women contract nurses served on Navy ships during the War of 1812 and in the Civil War. Following establishment of the Navy Nurse Corps in 1908, the role of women continued to expand, growing to include service in hospital ships and transports in World War I.

On March 17, 1917, Loretta Perfectus Walsh enlisted in the U.S. Naval Reserve, becoming the first active-duty Navy woman, and the first woman to serve in any of the armed forces in a non-nurse occupation.

By the end of World War I, more than 11,250 yeoman females were serving in the U.S. Navy.

The contributions of these women

laid the foundation for the establishment of Women Accepted for Volunteer Emergency Service (WAVES) in World War II. More than 100,000 WAVES served.

During this period, medical needs moved Navy nurses into combat zones. Navy nurses were captured in Manila by the Japanese, becoming the Navy's first women prisoners of war. Navy flight nurses assigned to Guam in 1944 were part of aircrews to evacuate wounded from Iwo Jima and Okinawa. The consistently high-caliber performance of Navy nurses and WAVES convinced Congress to permanently incorporate women into the armed forces in 1948.

Navy women continued to serve at sea and in flight crews through the Korean War and Vietnam conflict.

As non-traditional duty for women became conventional, the next generation of Navy women opened new doors in naval service. In 1978, women first served on non-combatant vessels in sea going ratings and designators.

Last year marked 16 years of women serving on support ships, and the start of yet another role for Navy women. Women's History Month 1994 sailed into previously uncharted waters, with the ordering of women to combatant ships.

This year's Women's History Month celebrates this new era with *USS Dwight D. Eisenhower's* return to home

port, as the first combatant ship to deploy with women permanently assigned.

Everyone is familiar with Adm. Grace Hopper, the innovative computer genius, but there are other Navy women who can inspire us. Phyllis Daily, the first Black Navy nurse, commissioned 50 years ago in March 1945; and Alene B. Duerk, the first woman to achieve flag rank in July 1972. Today, the Navy has seven women flag officers and three women afloat commanding officers. Currently there are 13 women command master chiefs, six of whom are serving at sea or with deployed squadrons. Today's women have also walked in the footsteps of such groups as Women Air Service Pilots, the forerunners of the first Navy women aviators winged in 1974.

Twenty years after the pinning of these pioneers, Navy women F/A-18 pilots became the first women combat pilots to enforce the no-fly zone over southern Iraq. Building on the accomplishments of past generations, Navy women have fulfilled the legacy left to them.

To obtain a copy of the seven-page history highlights of Women in the Navy, contact the Office of the Special Assistant for Women's Policy (PERS-00W) at DSN 225-9232 or commercial (703) 695-9232.

Special plate for vets

SACRAMENTO — Objective reached. That is the latest word from the California Department of Veterans Affairs regarding sales of the new red, white and blue veterans' license plate.

State Director of Veterans Affairs, Jay Vargas, presented a check in the amount of \$150,000 to the Department of Motor Vehicles. The money paves the way for the first 5,000 veterans' plates, which will begin appearing soon on California vehicles.

"It's going to be a beautiful plate. We're looking forward to them being distributed in early March," said Vargas, a Medal of Honor recipient who fought in Vietnam.

According to Vargas, veterans purchasing and displaying the plates will be an asset in supporting county veteran service offices statewide. Proceeds from the sale of the veterans' plates will maintain or expand the California Veteran Service Offices, currently operating in 56 of California's 58 counties. CVSOs help veterans and their families apply for veterans' benefits, particularly those administered by the federal government.

Vehicle owners participating in the program can display a special sticker on their plates — choosing from among 100 different emblems and logos representing military associations, veterans' organizations and each branch of the military service.

OPM sharing Demo Plan survey information

The Office of Personnel Management (OPM) recently released results of a 1993 survey evaluating the Personnel Demonstration Project at various Navy installations. A sample of employees at Albuquerque (24), White Sands (42), China Lake (1193), Point Mugu (2149) and San Diego (619, formerly NOSC, currently NRAD) responded to the survey. Both China Lake and San Diego have been involved in employee attitude surveys since the Personnel Demonstration Project was established at their sites more than 15 years ago. Employees at Albuquerque, White Sands and Point Mugu have only recently joined in the Demonstration Project and this was the first survey since their involvement. Therefore all employees at those sites were given the opportunity to respond. The outcome of this survey will serve as base line data at these sites.

The results of the survey are reported by site and by occupational group. The questions are split into the following categories: job satisfaction, pay satisfaction, views on performance appraisal, control over work, organization climate and views on the Demonstration Project. Most of survey consisted of a series of statements about job-related conditions and asked the respondent to what extent they agreed or disagreed with the statement in question.

Please see **DEMO SURVEY**, Page 16

Video Listings

KNID

March 27 - March 31

5:30 p.m.: Navy News
5:55 p.m.: The Story of the Seabees
6:20 p.m.: NAVAIR Labor/Management Agreement
6:25 p.m.: Achieving Success
7:01 p.m.: Taste of the West

April 3 - April 7

5:30 p.m.: Navy News
5:55 p.m.: The Story of the Seabees
6:15 p.m.: Seabees in Vietnam
6:35 p.m.: Technology and Tradition
6:55 p.m.: Midwest Flood

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Media has pre-treaty look at sites

Within the next few months, inspectors from one or more of the four nuclear republics of the former Soviet Union will visit the Naval Air Weapons Station China Lake to conduct a Strategic Arms Reduction Treaty inspection.

In anticipation of this first baseline inspection, NAWS hosted a Media Day on Feb. 23 with representatives of several media outlets from Kern, San Bernardino and Los Angeles counties.

As part of the Media Day, the visitors were briefed by Capt. Charles A. Stevenson, NAWS commanding officer, and Bill Vechione, START inspection coordinator. They also saw a video tape on the treaty and inspection process prepared by the Navy's Strategic Systems Program Office.

The China Lake site is one of seven Navy facilities and the only NAWCWPNS declared facility for START inspection.

SCOUTS from Page 1

ever attended." Oshel is an Eagle Scout and Vice-Chief East of the Yowlumne Lodge. He is a member of Troop 35 and Post 690.

Approximately 75 scouts in the South Sierra Council, a dozen from Ridgecrest, participated in the Conclave. Other China Lake employees, including Roy Parris, Bill Burns, Charles Casperson and Pete Lesniak also volunteered their time and efforts to help out the campers.

China Lake is declared a storage facility for Submarine-Launched Ballistic Missile first stage motors. Inspectable sites include strategic bomber bases, intercontinental ballistic missile sites, submarine launched ballistic missile bases and other strategic offensive arms related sites, including storage, training, test and evaluation facilities.

Capt. Stevenson said, "To date we've prepared for these upcoming inspections by developing an implementation and compliance plan and conducting two mock inspections."

The NAWS CO added it was important to remember, "the START inspection activities will be conducted in compliance with all existing safety and security requirements and with the minimum disruption to normal mission-related work at China Lake."

This activity is self supporting and reimburses the host for services and meals. The Scouts camped at Schoeffel Field, next to the gym and theater, and meals were provided by the Seafarer Club.

Scout training was conducted at Murray Junior High School, and Solar Park was used for the Conclave Fair Saturday afternoon and for many of the sporting competitions.

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For prices and operational matters, call Dorri Gunderson. For technical matters, call Tom Rindt. Both are at 375-5744.

March 29 DRMO auction will take place at Barstow Marine Corps Base

The Defense Reutilization and Marketing Office at China Lake will be participating in a geographic zone sale of surplus government property along with Barstow, 29 Palms, Edwards AFB and Nellis AFB on Wednesday, March 29.

The sale site and bidding will take place at 8 a.m. at DRMO Barstow, which is located at the Marine Corps Logistics Base, Barstow.

The public may either attend personally or fax their bids to the sale site. The bid receipt deadline for faxed bids is noon, March 28. Fax machines will be available at each site where property is located. Bid deposits are not required.

Among the 500 items offered will be typewriters, plotters, radio transmitters, disk drives, uninterruptible power systems and a repairable piano.

Information everyone can use: personnel badging and vehicle decals

China Lake's Visitor Center (Pass & I.D.) has provided information regarding personnel badging and vehicle decal requirements.

Requests for official visitor badges may be hand carried or sent via fax to 939-3996. Most requests will be processed and completed within three to five working days. No more than four requests will be processed by telephone.

Out-going visit requests may be hand carried or sent via guard mail. These requests will be processed and completed within one business day.

Controlled area access passes are issued for the purpose of granting access to restricted areas for non-government/contract employees who have a need to routinely enter that restricted area. Example: A spouse of a government/military member who has one vehicle and has to take a husband or wife to work in a restricted area. Upon

approval, the pass will be issued within three to five working days.

Special Area Access Passes (SAAP badges) are designed to be issued at the department level to their employees who must access a restricted area on an other-than-routine basis. A request can be made by sending a memorandum, signed by the department head, head of staff or department security officer, to the Visitor's Center, 824112D, or fax to 939-3996. Once received and approved, these will take approximately three to five days to issue.

Government personnel badging can be completed on a walk-in basis. It is recommended that the badge be renewed approximately one month prior to its expiration date.

For vehicle decal's, the requester must have in their possession a current driver's license, current vehicle registration and proof of insurance. Motorcycles

will be on display locally from 7:30 a.m. to 3 p.m. beginning March 23. A complete list as well as sales terms and conditions is also made available.

Successful bidders may begin removal of property on Thursday, March 30, provided full payment is made.

Payment must be in cash or guaranteed instrument (cashier's check, money order, traveler's check, etc.) and can be

made at the site holding the property.

Because the Defense Reutilization and Marketing Office is located in a secured area of the Naval Air Weapons Station, prospective bidders must stop at the main gate visitor's center and obtain a pass before coming aboard.

For further details concerning the auction, contact Phyllis at the DRMO, 939-2502/2538.

will be issued a permanent decal only if the registered owner has successfully completed the required motorcycle safety course and can display the course completion card. Temporary motorcycle decals will be issued only to personnel who have registered for the next motorcycle safety course, and only until the finish date of that class.

Community passes are issued for the purpose of use of the facilities at NAWS, by other than government employees, military members and official visitors. Community passes are only issued on Wednesday afternoons, Thursdays and non-flex Fridays. Once the application is submitted and approved, it will take approximately three to five working days for processing.

Contractor badging is available on a walk-in basis. Picture badges will only be issued for permanent contractors or personnel here one year or more.

Foreign visitor requests are handled by Ruthann Deadmond, at Information Security. She can be contacted at 939-2412.

Request for area/country clearances should be sent by memorandum to the below listed address. A preliminary copy may be sent via facsimile to 939-3996.

A new telephone number is now available for official visitor badge requests, employee badging, vehicle decal's, contractor badging, foreign visitor requests, community passes, after hours security verifications and after hours voice mail requests. The only number needed to reach all of the above is 927-PASS (7277).

Any mail correspondence can be sent to: Commanding Officer, Naval Air Weapons Station, Code C824112D, China Lake, CA 93555-6001, Attn: Visitor Control.

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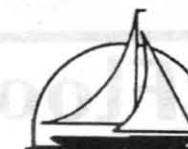
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Profile: Milt Burford, 7.0 leader speaks of his career at China Lake

By Kathi Ramont
Staff Writer

"What you see, is what you get," Milt Burford said with a smile. Sometimes described as "an institution," Burford really didn't want to take time out for an interview. But, after being convinced that there really is at least one NAWCWPNS employee out there who doesn't know the leader of the division's Corporate Operations Competency, Burford spoke of his 33-year China Lake career.

Burford provides leadership and management of a variety of functions that span all sites, including human resources, manpower and workload planning, financial management, information management, security, public affairs and legal services.

This is the first time Burford has worked on the support services side of China Lake, and while he was surprised at first to be appointed, he said he's not disappointed with the job. "There are a lot of interesting people here. A lot of the jobs we do are mandated; services that we provide, services required, but not understood by the technical community."

A typical work day for Burford is composed of several meetings, video teleconferencing meetings, two or more conversations with the people in Wash-

ington, D. C., two electronic mail systems and precious little time to work through the piles of papers on his table. "I've never not wanted to go to work," he said, "Some days are harder than others, but I'm always up for a challenge."

Burford has been here long enough to have seen other organizational changes to the China Lake community and he says that a recent major change, the marriage of China Lake, Point Mugu and the New Mexico sites, is functioning as it was intended and on balance remains healthy. Change is inevitable within any organization and Burford saw the transition from Naval Ordnance Test Station to Naval Weapons Center, gone through changes during the Vietnam era, watched the evolution from NWC to NAWCWPNS and NAWS and now the competency aligned organization. "Four or five years down the road there will probably be more changes, but that is to be expected," Burford said.

Concerning the possibility of more changes coming soon within the support organizations, as reported in the Ridgecrest newspapers recently, Burford said that there has always been a China Lake Reduction-In-Force (RIF) avoidance policy and there is no malicious intent on the part of management to do away with jobs.

A St. Louis, Mo., native, he graduated from the Missouri School of Mining

and Metallurgy in 1962 and came to work at NOTS that same year with a degree in mechanical engineering. As a junior professional engineer, he began his lengthy China Lake career in the Warhead Development Branch.

Burford's experience at China Lake was interrupted by two years with the U.S. Army Corps of Engineers from May of 1963 to May of 1965. He had earned an Army commission as a ROTC participant during his college days, and his tour of duty included serving as company commander of the 185th Heavy Engineering Maintenance Co. at the Army Depot in Granite City, Ill.

He returned to China Lake and old Code 40, working on warhead development projects and serving as program manager for the APAM cluster weapon. "I'd have to say that I got my biggest kick out of working on the APAM. It was full-spectrum, from conception to production to the fleet," he said.

In 1974 he was selected as associate division head of the Conventional Weapons Division of the Ordnance Systems Department. In August 1978 he assumed the division head position. Weapon systems and components under his direction included the CBU-59/B cluster weapon, the Mk 20 cluster weapon, the Gator Air-Delivered Land Mind Cluster weapon, Fuel-Air Explosive (FAE II) weapons, Catapult

Launched FAE, Advanced 500-and 1000-pound conventional bombs, Quiet Bomb, Smoke, Harpoon-Sidewinder-HARM warheads, Mk 80 General Purpose Bomb upgrades and new environmentally resistant explosives.

Burford said he considers the transition to head of the Electronic Warfare Threat Environment Simulation (EWTES) Division in 1983 as an outstanding personal accomplishment in his career. While there, he was responsible for the development and operation of threat radar replicas, radar simulators and surrogates and instrumentation.

He left EWTES proper in the spring of 1987 to head the Aerosystems Department. With this appointment, his previous division became a part of a reorganized Aerosystems Department. The department conducted RDT&E on personnel emergency and premeditated parachute systems, missile recovery systems, airborne telemetry and threat radar systems.

Burford became head of the Aircraft Weapons Integration Department in July 1991. His department provided studies, research, development, evaluation and technical support for tactical aircraft, avionics and weapons systems.

Away from the office, he is secretary

Please see **BURFORD**, next page

BURFORD from Page 10



Milt Burford

on the China Lake Museum Foundation board of directors, whose goal is to build a museum. Called the China Lake Naval Armament Museum, it will be located near the front gate at Inyokern Road and China Lake Blvd.

This museum, when completed, will bring to life a nationally recognized source of history and heritage for the Navy and the community.

He was appointed to the Senior Executive Service in 1990. Other honors include the Center's highest award, the L.T.E. Thompson Award; the Comman-

der's Award; Special Act Award; Sustained Superior Performance Award; a Superior Achievement Award; and recently, the Navy Meritorious Civilian Service Award (see accompanying article).

He has authored, and co-authored numerous papers, books, articles and inventions and holds several U.S. patents.

Burford and his wife, Jane, are the parents of two daughters, Kelly and Kristi, and they have two grandchildren, all here in California.

HAZ WASTE from Page 1

Barbara Gallagher (Smith's assistant), Bob, Dave and Juanita Morton (a physical science technician in Chemistry & Materials Branch) got together and figured out a doable solution for both the Michelson Lab and Lauritsen Lab compounds," Smith explained.

Employees within the compounds may now easily dispose of their hazardous waste by contacting Morton at 939-1658, who will take responsibility for insuring that all the materials are properly identified, appropriate paperwork is completed and storing the material for removal from the area.

"I already collect the hazardous waste from the chemistry & materials people," she said. "It just seemed to make sense for me to volunteer."

Morton explained that moving the hazardous waste from one part of the compound to another wasn't really a problem, but to take it away from the compound, specific steps need to be taken.

Part of Morton's job is to ensure that those steps are taken and to provide profile sheets that identifies every item that is to be removed. She then calls the Haz-

ardous Waste Transfer & Storage Facility for someone to come by and pick it up.

"The Hazardous Waste Transfer & Storage Facility is a facility on base that has been permitted by the state for storing hazardous waste until it is transferred to a proper disposal/treatment facility," she explained.

"While I am limited to taking only small quantities of hazardous waste, such as in gallon bottles or smaller, I can make arrangements for bigger quantities to be picked up."

"It's really good having one central location," said Bob Moore, an environmental health technician with the Hazardous Waste Transfer and Storage Facility. "When hazardous waste is dumped illegally, it adds to the cost of removing it. We can't move hazardous waste until we know what it is, which means times and money analyzing it. I think having a central location will be beneficial."

Smith is also happy with the idea, saying, "We (the facility) are benefactors of someone else's efforts. I think it's just wonderful."

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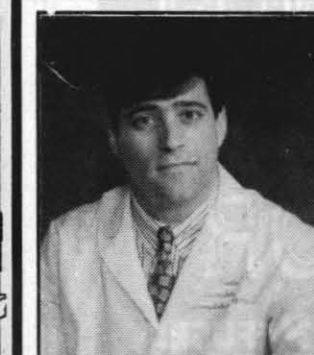
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customer organizations throughout contract life. Coordinates with internal and external offices and agencies on matters relating to assigned contracts. Modifies or otherwise affects changes to contractual requirements, as necessary, to better support NAWCWPNS needs and satisfy the regulatory framework. **Quality-Ranking Factor:** Knowledge of business practices; ability to gather, compile, and analyze data; ability to work with others; and ability to communicate orally and in writing. Incumbent must be able to meet the mandatory DAWIA requirements for the Level I of the Contracts Career Field within 18 months of entering position. Promotion potential to DP-3, but not guaranteed. **Notes 1 and 4 apply.**

No. 7G-003-SP5, Program Support Specialist, DA-0301-1/2/3, Code 7G0000D/E—Area of Consideration: NAWCWPNS. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Judith Yates, (619) 939-2312. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides comprehensive security and administration support to program managers. Incumbent must be able to obtain and maintain Top Secret clearance with a Single Scope Background Investigation (SSBI) adjudicated to DCID standards. Travel is required. **Quality-Ranking Factor:** Knowledge of Navy and DOD security policies, procedures, and requirements in the areas of physical, personnel, information, communications, and operational security; ability to interpret and implement written instructions; and ability to work with personnel at all levels. Promotion potential to DA-3, but not guaranteed. **Note 3 applies.**

No. 7G-004-SP5, Program Support Assistant, DG-0303-3/4, Code 7G0000D/E—Area of Consideration: NAWCWPNS. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Judith Yates, (619) 939-2312. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides support for one or more aspects of personnel security; physical security; receipt, distribution and control of classified documents; OPSEC and testing support; or computer security. Incumbent must be able to obtain and maintain Top Secret clearance with a Single Scope Background Investigation (SSBI) adjudicated to DCID standards. Some travel is required. **Quality-Ranking Factor:** Knowledge of Navy and DOD security policies and procedures; skill in using Macintosh computers; ability to interpret and implement written instructions; and ability to work with personnel at all levels. Promotion potential to DG-4, but not guaranteed. **Note 3 applies.**

CHINA LAKE SITE ONLY

No. 41-009-KN5, Secretary (Typing), DG-318-3, F/A-18 Section, Systems Development and Integration Branch, Carrier Based Tactical Aircraft Division, Systems Engineering Department, Code 411210D (C2107)—Area of Consideration: China Lake. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Libby Chan, 939-9883. **HRD Contact:** Kym Noh, 939-2032. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Provides secretarial and administrative support for the F/A-18 WSSA IPT. 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 including answering and placing calls, making travel arrangements, planning for 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 decisions. **Quality-Ranking Factor:** Ability to interface effectively with personnel at all organizational levels, ability to compose correspondence and prepare technical reports, proficiency with Macintosh computer and its standard business software (including PowerPoint), and skill in applying NAWCWPNS administrative policies and procedures such as travel, timekeeping, and acquisition/accounting for supplies, materials, and equipment. Incumbent must be able to obtain and maintain a Secret clearance. Previous applicants need not reapply.

No. 473-008-RP5, Secretary (Typing), DG-318-1/2, Guns and Ammunition Engineering Section, Energetic Materials Branch, Airframe, Ordnance & Propulsion Division, Weapons/Targets Department, Code 473440D—Area of Consideration: China Lake. **Opening Date:** 3-23-95. **Closing Date:** 3-31-95. **Selecting Official:** Ron Jones, 927-2995. **HRD Contact:** Julie Rodriguez, 939-2693. **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: answering telephones, timekeeping, typing, filing, and making travel arrangements. **Quality-Ranking Factor:** Knowledge of filing systems and files management; ability to perform receptionist and telephone duties; ability to review and distribute incoming mail; ability to prepare/review outgoing correspondence and/or non-technical reports; and ability to plan and coordinate travel arrangements. Must possess good communication and problem-solving skills in order to work effectively with all levels of personnel and working knowledge of the Macintosh computer (experienced in Microsoft Word, Filemaker Pro and Microsoft Excel). Incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to the DG-2 level. **Note 1 applies.**

NO.76-003-NR5, Supervisory Payroll Technician, DG-544-4, Code 761300D—Area of Consideration: China Lake. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Patty Lawson, 939-6560. **HRD Contact:** Evelyn McMurdo, 939-2925. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is located in the China Lake Payroll/Travel Branch, Customer Services Division, of the Comptroller/Financial Management Department, Code 761300D. Incumbent supervises 10 to 15 payroll/travel personnel. Incumbent is responsible for the maintenance and processing of time, leave, and payroll records and travel vouchers. **Quality-Ranking Factor:** Knowledge of DCPS payroll system; skill and accuracy in dealing with numbers; knowledge of Volume 3 of the NAVCOMPT Manual, Volume 8 of the DOD FMR Manual, and NAWCWPNS Time, Leave, and Pay Manual; knowledge of accounting interface to DES and DFAS; ability to interact with all levels of customers in a positive manner; ability to communicate both orally and in writing; ability to perform effectively under constant deadlines and pressure situations; ability to supervise multiple accounting disciplines; and knowledge of affirmative action principles, including a willingness to implement EEO practices. Full performance level is DG-4. **Note 2 applies.**

No. 82-032-DE5, (1) Claims Examiner, DA-990-1, Staff Judge Advocate's Office, NAWS, Code 82C000D—Area of Consideration: China Lake. **Opening Date:** 3-23-95. **Closing Date:** 3-30-95. **Selecting Official:** Lt. Hatley, 939-2203. **HRD Contact:** Brenda Stuart, 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent conducts complete Judge Advocate

General Manual (JAGMAN), traffic, and special investigations of alleged or actual violations or offenses, such as fraud, robbery, burglary, assault, malicious damage to government and personal property, and thefts and security violations. Assists command investigator in performing preliminary investigations into suspected violations of the Uniform Code of Military Justice. Conducts inspections; investigates, and reports findings of fact, opinions, and recommendations; assesses any systemic damage or weakness; and determines any fault, neglect, or responsibility therefore. Submits the investigative report, pursuant to applicable regulations, for internal and external review/distributions in contemplation of litigation. Experience with Macintosh computer is desired. **Quality-Ranking Factors:** Knowledge of the JAG Manual, claims programs, claims processing, and the ability to communicate orally and in writing. **Note 1 applies.**

No. 82-034-DE5, Secretary (Typing) DG-318-2/3, Public Works Department, Environmental Project Office, C823E00D—Area of Consideration: China Lake. **Opening Date:** 3-23-95. **Closing Date:** 3-30-95. **Selecting Official:** Carolyn Shepherd, 939-4053. **HRD Contact:** Brenda Stuart, 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Provides secretarial and administrative support to the Environmental Project Office. **Quality-Ranking Factor(s):** Ability to perform the full range of secretarial and administrative support duties including answering telephones and placing calls, making travel arrangements, planning for conferences, maintaining files, processing stubs, and initiating personnel actions. **Note 1 applies.**

POINT MUGU SITE ONLY

No. 8300-21-EV, (1) Management and Program Analysis Officer, DA-343-03, Shore Station Competency, Naval Air Weapons Station, Administration Department, Code 831000E—Area of Consideration: Point Mugu. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Lt. Blanchard. **HRD Contact:** Ed Vicuna. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Serves as Associate Department Head in charge of the day-to-day operations of the Department. Programs managed include the military and civilian personnel programs. **Quality-Ranking Factors:** Ability to supervise.

No. 724-3-BB-5, (1) Telecommunications Specialist, GS-391-9, Corporate Operations Information Management Department Customer Services & Operations Division Telecommunications Support Branch Telecommunications Support Section, Code 724420E—Area of Consideration: Point Mugu. **Opening Date:** 3-23-95. **Closing Date:** 3-31-95. **Selecting Official:** Bob Keeling, 989-7400. **HRD Contact:** Belinda Bayerque, 989-3260. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent installs various types of standard telephones, various types of electronic telephones, electronic equipment (such as control monitor consoles for security intrusion alarm and fire alarm systems); installs cable, wire, associated drop wire, protectors, and inside wiring; makes functional tests of phones and alarm systems under actual operating conditions to ensure proper connection and operation; makes necessary adjustments; replaces defective elements and/or corrections to ensure optimum performance of systems; assembles, prefabricates, and modifies wire and interfaces from various on-base locations, other electronic systems such as base-wide alert systems, sound systems communications, and

fire alarm systems; is responsible for performing maintenance and operation of all access devices, intrusion systems, and fire alarm systems; and maintains maintenance schedules, trouble log, equipment location, and circuit modifications records. **Quality-Ranking Factors:** Knowledge of electronics theory, diagnosis and repair of electronic circuitry, and ability to read and interpret electrical and electronic schematics and apply knowledge to intrusion detection systems. **Note 5 applies.**

OXNARD PLAIN/CURRENT APPOINTABLE DOD EMPLOYEES

No. 230-001-AA, (1) Supervisory Contract Specialist, DP-1102-03, Weapons Systems Contract Department, Systems Engineering & Avionics, Contracts Division, Code 230000E, NAVAIRWARCENWPNDIV Point Mugu, Code 230000E—Area of Consideration: Current appointable DOD employees, Oxnard Plains. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Ellen M. Klotz, Comm: (805) 989-8956. **HRD Contact:** Ana I. Anderson, Comm: (805) 989-3241. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent of this position negotiates and administers contracts, on behalf of NAWCWPNS customers, between Government and contractors from receipt of requirement through physical and financial completions. The incumbent reviews purchase requests for technical and administrative adequacy. Prepares acquisition plans and solicits contractor offers in response to procurement rules and regulations established. Performs cost and price analysis, conducts negotiations, and makes recommendations to appropriate personnel. The incumbent maintains liaison with contractor and customer organizations throughout contract life. Coordinates with internal and external offices and agencies on matters relating to assigned contracts. **Quality-Ranking Factors:** Knowledge of contracting principles and procurement procedures as they apply to Navy RDT&E programs. Demonstrates ability to direct work groups. **DAWIA Position:** Employee must meet mandatory experience, education, and training requirements for a Level II contracting position and must be able to achieve a Level III DAWIA certification within 18 months of employment.

No. 210-002-AA, (2) Contract Specialist, GS-1102-12, Weapons Systems Contract Department, Threats/Targets Systems & T&E Engineering, Contracts Division, Code 210000E, NAVAIRWARCENWPNDIV Point Mugu, Code 210000E—Area of Consideration: Current appointable DOD employees, Oxnard Plains. **Opening Date:** 3-23-95. **Closing Date:** 4-6-95. **Selecting Official:** Ellen M. Klotz, Comm: (805) 989-8956. **HRD Contact:** Ana I. Anderson, Comm: (805) 989-3241. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent reviews purchase requests for technical and administrative adequacy. Prepares acquisition plans and solicits contractor offers in response to procurement rules and regulations established. Performs cost and price analysis, conducts negotiations, and makes recommendations to appropriate personnel. The incumbent of this position serves as an advisor who interfaces, coordinates, plans, and schedules across organizational lines with management officials, representatives from other organizations, and officials from private industry. **Quality-Ranking Factor:** Knowledge of contracting principles and procurement procedures as they apply to Navy RDT&E programs. **DAWIA Position:** Employee must meet mandatory experience, education, and training requirements for a Level II contracting position.



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An award was made to Mac Zone on 25 October 1994 for software maintenance for the Apple Macintosh Operating System and TCP Master Site License for the latest version for 5000 to 9999 users throughout the NAWC/NAWS.

This coverage will provide updated/revised master disks ONLY (manuals and technical support are not included). The software is available on the PC Lab Server. To access the server select the AppleShare driver from the Chooser; click on CL Mainsite Zone; select the PC Lab Server; and open the System 7.5 folder.

Additional media and documentation can be purchased from the PC Lab credit card buyer, Sharon Biesiadecki at 939-3165 (DSN 437-3165), or contact the credit card buyer in your code.

Disk set and CDROM part number is M2923LL/A. 7.5 manual pack part number is M2924LL/A.

CHINA LAKE SPRING INFORMATION TECHNOLOGY EXPO '95

The China Lake Spring Information Technology Expo '95 will be held at the Seafarer Club on Thursday, 6 April. This informative display of the latest in technology will be open between 1000 and 1400.

There will be over 20 different exhibitors demonstrating the latest technologies including software, UNIX workstations, imaging and storage solutions, data recovery and data protection, PCs and add-ons, barcoding, design automation, recordable CD-ROM systems, hardware, and more.

The event is open to all personnel, and there is no registration or fee to attend. Refreshments will be served. For more information, call (714) 454-9864.

INTERGRAPH CAD CARAVAN

Learn more about the NAVAIR/SPAWAR CAD-2 contract at Intergraph CAD caravan that will be at China Lake on 18-20 April. In addition to viewing demonstrations, you will have the opportunity to participate in workshops and hands-on product evaluation of electronic design automation for the entire EDA workflow, mechanical design and analysis, technical information management, manufacturing, custom solutions, and 3D modeling.

The demonstration, workshops, and product evaluations will allow you to preview software running on a variety of platforms.

CONTRACTS AVAILABLE TO NAWC/NAWS

A list of the local contracts (i.e., Sun hardware maintenance, Apple hardware maintenance, Silicon Graphics hardware, and Hewlett Packard software maintenance) and a list of Joint Service Contracts that all of DOD or Navy can use is available on the 72D Dept. Server.

To access the server go under the Apple icon and double click on "Chooser", double click on the AppleShare icon, click on the CL Mainsite Zone, click on the 72D Dept. Server,

click on "guest" and "OK", select 72D Public Volume, close Chooser, open Public Volume, click on Basewide Contracts Folder, select Local Contracts or Joint Service Contracts.

If you have any questions or know of contracts that can be added to this list, contact Linda McCauley at 939-0614.

TRAINING REQUESTS

The Employee Development Division, 733000D (C622)/733000E (P622) has been asked to continue using both "Old" and "New" codes for correspondence. Include both codes on DD 1556s, Off-Center Training Request Forms and 12410/2s, On-Board Training Requests.

THRIFT SAVINGS PLAN (TSP) RATES OF RETURN

The latest rates of return for the three investment funds were

	C Fund	F Fund	G Fund
February 1995	3.87%	2.38%	0.59%
Last 12 months	7.30%	1.73%	7.56%
C Fund - Common Stock Index (Stocks)			
F Fund - Fixed Income Index (Bonds)			
G Fund - Government Securities			

ABBREVIATED SYSTEM DECISION PAPER (ASDP) WRITING ASSISTANCE

Need assistance writing an Abbreviated System Decision Paper (ASDP)? One-on-one sessions are designed for anyone planning to acquire Federal Information Processing Resources (FIPR) equipment, formerly known as Automatic Data Processing Equipment (ADPE). At China Lake contact Bonnie Jones at 939-1557, Bldg. 3888. At Point Mugu contact Gerry De La Torre at 989-4066, Bldg. 340A

GENERIC PRINTER CONTRACT

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

Contractor: MFS, Inc.

Contract Number: N68936-94-D-0231

Current Period of Performance: 1 December 1994 through 30 November 1997

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

There is a 8% surcharge for administering the contract.

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

Direct questions or problems to Martha Faron, Code 721200D, at (619) 939-3395 or DSN 437-3395.

MANAGEMENT DEVELOPMENT

WOMEN'S EXECUTIVE LEADERSHIP PROGRAM; A DEVELOPMENTAL PROGRAM FOR MEN AND WOMEN

Nominations are being requested for the OPM's Women's Executive Leadership (WEL) Program. The WEL Program is a developmental program that provides supervisory/managerial training and development opportunities for high-potential Federal employees and prepares them for future positions as supervisors and managers. The Program is designed for non-supervisory men and women or new supervisors with less than 1 year of supervisory experience who are at the GS-11 or GS-12 or equivalent level. It is tailored to the participant's own developmental needs, focusing on those competencies and effectiveness characteristics needed to be a successful supervisor or manager. Each competency will fund their own employees. The tuition cost is \$3,650. Travel and per diem costs are additional.

Nomination and process information is available from the competencies or the Training Centers: Mary Glasmann, 989-3982 or Lori Ryser, 939-2686.

MANUFACTURING TECHNOLOGY TRAINING CENTER COURSES

The Manufacturing Technology Training Center (MTTC) is currently taking enrollments for the following courses:

Course Title	Class Duration	Start Date
Recertification	3 days	15 May
Operator Course	40 hours	22 May
Surface Mount Technology	3 days	19 April
Rework and Repair Course	40 hours	24 April

To enroll or for more information, call MTTC at (619) 446-5571

NEW AT THE TECHNICAL LIBRARY

For those patrons who benefited from reading the *Handbook of Pattern Recognition and Image Processing*, by Tzay Y. Young et al., the Technical Library has just received Volume 2, which deals exclusively with various aspects of 3-D computer vision (Call No. TK7882 P3 H36 1986 v.2).

In 1967, Wiley published *Intermetallic Compounds: Principles and Practices*, edited by W. H. Westbrock. Now this same editor, with a bevy of contributors, has come up with an updated version also published by Wiley. The new edition consists of two volumes—one devoted to principles and the other to practice. From the preface: "... the increased amount of activity in intermetallics and the increased significance of their applications have necessitated an expansion from the 27 chapters of the earlier work to the 75 chapters of the present treatise" (Call No. TN690 I57 1995).

Also received: the fifth edition of *Chemical Thermodynamics; Basic Theory and Methods*, by Irving Klotz et al. (Call No. QD511 K69).

NEW ADDITIONS OF OLD FAVORITES NOW AT THE TECHNICAL LIBRARY

The China Lake Technical Library has just received new editions of old favorite books.

One book that has been in fairly heavy demand through the years is *The UNIX*

Operating System. This 1983 edition is now replaced by the third (1994) edition. Numerous changes appear in the enlarged new edition. Vi Text Editor, multitasking, and networking are added to Chapter 2. The chapter on *Managing Your Files* has been greatly expanded, and the editing has been completely refocused on the Vi Text Editor. Several new chapters have also been added concerning UNIX platforms, window systems, networking, system management, and security (Call No. QA76.76 063 C466, 1994).

Another book that saw fairly heavy use is *Introduction to Internal Combustion Engines*. A second edition is now supplanting the 1985 publication. To quote from its preface: "The second edition contains significant new material, both within the original chapters and in the new chapters. Preparing the second edition has also provided the opportunity to include further worked examples and many problems (with numerical answers)." New chapters include *Two-Stroke Engines*, *Internal Combustion Engine Modeling*, and *Heat Transfer in Internal Combustion Engines* (Call No. TJ785 S86, 1993).

Also available are the latest edition of *Table of Integrals, Series and Products* (Call No. QA55 G6613, 1994), *War and Anti-War: Survival at the Dawn of the 21st Century*, by Alvin and Heidi Toffler (Call No. U102 T64, 1993).

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands may send items for the Announcements section to Code 750000D, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796) or via QuickMail (CL NAWC WIDE NS name server in the CL MAINSITE zone). Personnel at Point Mugu may send items for the Announcements Section to Code 750000E, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information Section are provided by the Civilian Personnel Division, Employee Development Division of the Human Resources Department. The deadline for all submissions is Wednesday at 1700, 8 working days prior to the alternate Thursday publication date. **Note:** All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).



CHINA LAKE GENERAL ANNOUNCEMENTS

CSUB COUNSELORS ARE COMING

Academic counselors of California State University, Bakersfield will be at China Lake on **27 March** to advise current and prospective students on the external degree programs offered by the school at China Lake: a bachelor's degree program in business administration and a master's degree program in environmental management. To make an appointment with one of the counselors, call Denise Gossage at 939-2648.

CSUC COMPUTER SCIENCE ADVISING

Dr. Orlando Madrigal of Cal-State University, Chico will be at China Lake on **28 April** to advise current and prospective students in the external degree programs offered by the school in computer science. The programs lead to bachelor's and master's degrees. To schedule an appointment with Dr. Madrigal, call Denise Gossage at 939-2648.

ACADEMIC PROGRAMS AT CHINA LAKE

NAWCWPNS China Lake sponsors the following academic programs on-site: BS and MS in computer science through California State University, Chico; MS in engineering (options in electrical, mechanical, and systems engineering) through California State University, Northridge; BS in business administration and MS in administration through California State University, Bakersfield.

For more information, call Cecil Webb at 939-0878.

HAZARD COMMUNICATION (HAZCOM) STANDARD TRAINING

The requirement that ALL personnel receive Hazard Communication (HAZCOM) Standard training was established by 29 CFR 1910.1200. This mandatory training familiarizes personnel with the requirements of the standard.

A number of China Lake personnel have not yet received this training. The Safety Office will be offering this training via video presentation. Each showing will last approximately 20 minutes. The showings will run from 0800 to 1600 beginning on the half hour with a lunch break from 1130 to 1300. Training will be held at the Training Center, Room 115 on **28 March**. Attendance is on a "show up" basis. You **do not** need to call the Safety Office to sign up. If you attend, make sure that your badge is scanned to receive proper credit for the training.

COMPUTER EDUCATION UPDATE

Since a new location for computer classrooms at Point Mugu to replace the loss of Bldg. 5-1 have yet to be determined, all computer classes scheduled at Point Mugu have been cancelled through at least May 1. When a new facility is identified, the postponed classes will be rescheduled and all individuals who previously submitted for those classes will be given priority to attend the rescheduled class. To obtain more information or to ask questions concerning other options for off-station computer education, call Jim Diderich, Program Manager, at 989-3994 (DSN 351-3994).

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

XEROX COPIERS FOR SALE

Code 721200D has two Xerox copiers for sale. Both copiers are in excellent condition with maintenance agreements through 30 September 1995. The asking price is \$2500, although it is negotiable. If you are interested in either of the following copiers, call Linda McCauley at 939-0614.

- Xerox 5028 Zoom Copier
- Reduction capability
- Sorter
- Automatic document feeder
- Two-tray feeder with cabinet stand
- Maintenance purchase order is good through 30 September 1995.

Xerox 5028 Copier

- Sorter
- Automatic document feeder
- Two-tray feeder with cabinet stand
- Maintenance purchase order is good through 30 September 1995.

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 training counts toward your 40-hour training requirement. Contact Ramona Bernard, Head, Publications/Graphics Section #1, at 939-3740.

TAPES TAPES TAPES

Approximately 400 1-inch analog tapes (14-inch metal reels) are available. All of these tapes have been stored in an environmentally controlled room. Old firing tapes are being degaussed and are being made available on a first-come, first-served basis.

For information, call Bob Pippen at 939-2800.

SOFTWARE COST ESTIMATING

Find out how the commercially successful software cost-estimating models Price-S and SEER can give you a handle on software

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.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

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

NAWCWPNS HOTLINE AND NAWS IDEAS

The NAWCWPNS Hotline and NAWS Idea Directories were set up to allow users to copy preprepared documents into them and remain

RETIREMENTS AND FAREWELLS

BARBARA L. EDMUNDSON

Barbara Edmundson, VX-9 Projects Department, is retiring after 10 years of civil service at China Lake. A retirement luncheon will be held in her honor at Nicoletti's, 908 N. Norma St., on **30 March** at 1130. For reservations, presentations, or gift donations, contact Julie Doerr at 939-2875 or Jennie Veloz at 939-5741 by **22 March**.

DR. HAROLD (HAL) E. BENNETT

Dr. Hal Bennett, Senior Staff Scientist, Physics Branch, Research and Technology Division, Code 4741A0D (C023103) will be retiring after serving 41 years of federal service, 39 of which were at NOTS, NWC, and NAWCWPNS. A retirement party will be held in his honor on **14 April** at the Seafarer Club with no-nost cocktails from 1800 to 1900. A buffet dinner consisting of shrimp creole, beef round, and chicken will begin at 1900. The cost is \$14 per person. For reservations, presentations, and gift donations, call Carole or Sonja at 939-1400/939-1401. Reservations are requested by **6 April**.

ELAINE HOOPER

Elaine Hooper is retiring from NAWC after 20 years of federal service. A no-host retirement party will be held in her honor on **5 April** at El Charro Avitia at 1730. For reservations, gift contributions, or presentations, call Peggy Flagg at 939-7365, Karen Kline at 939-7223, or Diane Richardson at 939-7325. Reservations are requested by **3 April**.

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY ENROLLMENT

The Embry-Riddle Aeronautical University is currently enrolling students for the Spring B Term. Military and civilian work experience can earn you college credit. Classes are held in the local area and are open to both military and civilian personnel.

A representative will be at the NAWS cafeteria and the VX-9 ESO's Office on Tuesdays and at the China Lake Office on Mondays and Wednesdays. For times or more information, call Sue at 927-3649.

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.

COMPOSITION SERVICES AVAILABLE

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

PHOTOGRAPHIC SCANNING AVAILABLE

The Publications/Graphics Branch, Code 474500D, now has the capability to provide

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

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.

MOTIVATION SKILLS (2-hr. live video broadcast via satellite)

20 April; Thursday, 1000-1200; Training Center, China Lake. By Janet Pepin, NTU

A large percentage of a supervisor's time is, and should be, spent motivating employees to meet objectives and goals and to perform at a general level of excellence. Supervisors who are successful in motivating employees have high productivity levels, excellent customer satisfaction, and effective employees. This presentation will provide participants with basic information about what motivation is, keys to motivate employees, and factors that affect how employees respond to motivation.

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

MOTIVATION SKILLS (2-hr. video.)

27 April; Thursday, 0930-1130; Base Chapel Enger Hall, Point Mugu. By Janet Pepin, NTU

A large percentage of a supervisor's time is, and should be, spent motivating employees to meet objectives and goals and to perform at a general level of excellence. Supervisors who are successful in motivating employees have high productivity levels, excellent customer satisfaction, and effective employees. This presentation will provide participants with basic information about what motivation is, keys to motivate employees, and factors that affect how employees respond to motivation.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).

PRE-RETIREMENT SEMINAR (16 hrs.)

26-27 April; Wednesday-Thursday, 0800-1630; Conference Center, China Lake. By: Labor/Employee Relations Program

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

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

Spouses of enrollees are also encouraged to attend.

Deadline: **19 April**

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

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

ALL NAWCWPNS SITES

No. 2T-001-SP5, Procurement Analyst, DA-1102-1, Contracts Competency, Code 2T0000D—Area of Consideration: NAWCWPNS. Opening Date: 3-23-95. Closing Date: 4-6-95. Selecting Official: Susan Scott, (619) 927-3177. HRD Contact: Sharon Page, (619) 939-8105. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent develops, manages, and reviews policies and procedures involving: the procurement of supplies, services, construction, and research and development; acquisition planning; cost and price analysis; selection and solicitation of sources; and contract administration issues. Reviews and makes recommendations for changes to policy. Conducts pre- and post-award reviews of contract files. Performs tasks and assignments requiring specialized and in-depth knowledge of acquisition topics. **Quality-Ranking Factor:** Knowledge of business practices; ability to gather, compile, and analyze data; ability to communicate orally and in writing; and ability to work with others. Incumbent must be able to meet the mandatory DAWIA requirements for the Level 1 of the Contracts Career Field within 18 months of entering position. Familiarity with computing equipment and database administration is required. Promotion potential to DP-3, but not guaranteed. **Notes 1 and 4 apply.**

No. 20-001-SP5, Procurement Technician, DG-1106-2/3, Contracts Competency, Code 200000D—Area of Consideration: NAWCWPNS. Opening Date: 3-23-95. Closing Date: 4-6-95. Selecting Official: Barbara Hall, (619) 939-4251. HRD Contact: Sharon Page, (619) 939-8105. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent assists in the preparation of solicitations and complex contractual documents required for the acquisition of goods and services. Processes moderately complex administrative documents by researching and applying laws, rules, instructions, and/or regulations. Duties include typing; assembling, reproducing, and distributing documents; combining technical statement of work data, financial information, and contractual information into finished requests for proposals, invitations for bids and contracts, solicitations, and administrative changes to contracts; and supporting contract specialists in the contract termination process. May negotiate small non-complex contracts. **Quality-Ranking Factor:** Knowledge of Government and Navy procurement regulations; ability to interface with a variety of levels in an organization; ability to communicate orally and in writing; ability to research, comprehend, and apply complex regulatory information; and ability to work under pressure. Proficiency with IBM and compatible computers and standard business applications such as Windows is desired but not required. **DG-2:** Incumbent must be able to meet the mandatory DAWIA requirements for the Level 1 of the Purchasing Career Field within 18 months of entering position. Promotion potential to DG-3, but not guaranteed. **Notes 1 and 4 apply.**

No. 20-003-SP5, Contract Specialist, DA-1102-1, Contracts Competency, Code 200000D—Area of Consideration: NAWCWPNS. Opening Date: 3-23-95. Closing Date: 4-6-95. Selecting Official: Helen Cropper, (619) 939-4269. HRD Contact: Sharon Page, (619) 939-8105. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent negotiates and administers contracts on behalf of NAWCWPNS customers, between the Government and contractors from receipt of requirement through physical and financial completion. Reviews purchase requests for technical and administrative adequacy. Prepares acquisition plans and solicits contractor offers in response to IFB, RFP, or RFQ. Obtains legal and technical advice when necessary. Analyzes contractor offers, performs cost and price analysis, conducts negotiations (including appropriate agreements, appropriate terms, and conditions), and recommends award. Oversees issuance of contract awards. Interprets and requires performance of terms and conditions of contracts. Maintains liaison with contractor and

POINT MUGU GENERAL ANNOUNCEMENTS

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.

CD\PTMUGU\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 Choozer window and select the following: **AppleShare** icon, **AppleTalk Zone "PM B36 1ST DECK"**, **Fileserver FS0024A**, select **OK**, **Login as Guest**, not password is required, select **OK**. The next window will display "Select items you want to use" and **FS0024A.SYS** will be highlighted, select **OK**. Open **FS0024A.SYS** icon on Desktop, open folder **PTMUGU**, open folder you wish to copy your document into. Copy your document now. Before you copy the document to this folder you will receive a message (You do not have enough access privileges to see all items if they are put into "HOTLINE." Put them there anyway?). Select **OK**. Once you finished copying the document, close all open Fileserver windows by dragging **FS0024A.SYS** icon to your Trash can.

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

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 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 application that will be acceptable and higher grade levels for which they qualify.

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

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from current appointable employees at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment, VRA employees, and temporary employees within reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by COMNAVAIR. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for non-competitive permanent appointment (e.g., VRA, handicapped).

NOTES

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

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

3. **Drug Testing Designated Position.** An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a DOD testing designated position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/command.

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

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

GENERAL INFORMATION

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

All incumbents 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.

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.

Deadline: 11 April
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

FILEMAKER PRO (16 hrs.)
25-26 April; Tuesday-Wednesday, 0800-1600; Training Center, China Lake; By: Marjorie Hunter, C0239
Note: Tuition fee is approximately \$60. Provide a job order number to the Employee Development Division 733000D when enrolling in this course.

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
Deadline: 11 April
To enroll, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number. For further information call 939-0870 (DSN 437-0870).

BASIC GRAMMAR REVIEW (8 hrs.)
26 April; Wednesday, 0800-1600; Training Center, China Lake. By: Lanelle Thompson
The objective of this class is to help any employee who needs a very short refresher course in the mechanics of written expression. The class covers rules of sentence structure, use of active versus passive verbs, parallelism, subject and verb agreement, and pronoun usage. It is a fast-paced class; therefore, the student should have a good background in English and grammar.
To enroll or obtain further information, contact Pat Nogle at 939-3159 (DSN 437-3159).

DYNAMICS OF CONFLICT (8 hrs.)
2 May; Tuesday, 0800-1600; Training Center, China Lake. By: Mary Ann Gallagher
This course will explore the dynamics of creating and avoiding conflict. Participants will be able to identify ways conflict is created and explore avoidance strategies. Participants will practice skills useful for addressing and confronting the worst possible conflicts that can occur on a daily basis. Participants will also practice observing conflict without engaging in it. This course also addresses ways to cope with mildly uncomfortable situations.
To enroll or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

DYNAMICS OF CONFLICT (8 hrs.)
4 May; Thursday, 0800-1600; BOQ Conference Room, Point Mugu. By: Mary Ann Gallagher
This course will explore the dynamics of creating and avoiding conflict. Participants will be able to identify ways conflict is created and explore avoidance strategies. Participants will practice skills useful for addressing and confronting the worst possible conflicts that can occur on a daily basis. Participants will also practice observing conflict without engaging in it. This course also addresses ways to cope with mildly uncomfortable situations.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).

BASIC SUPERVISION (40 hrs.)
8-12 May; Monday-Friday, 0800-1600; Bldg. 324, Room 205, Pt. Mugu. By: Donna Mackay
Intended Audience: Probationary supervisory personnel ONLY.
This 5-day course, which meets the Office of Personnel Management's new supervisors training requirement, provides an overview of the

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 the 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	12-15 Jun 95	3 Apr 95	
Congressional Hearing Process	5, 6, and 9 Dec 95	1 Nov 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		

fundamentals of supervising effectively. Specific content includes: roles and responsibilities of supervisors, team leadership, planning and organizing, delegation, interpersonal communication effectiveness, coaching and counseling skills, conflict resolution, motivation, and organizational effectiveness. This course provides supervisors with the opportunity to "talk shop" with other supervisors with similar interests and concerns.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

TECHNICAL WRITING FOR ENGINEERS (24 hrs.)
9-12 May; Tuesday-Friday, 0800-1500; NCBC, Bldg. 1444, Room 290, Port Hueneme. By: Communications Skills Company, Inc.
This seminar is a 24-hour course conducted over 4 consecutive days with a 1-hour supervised study period at the end of each day so that the total time each student spends in the class is 28 hours. Engineers will be provided with the skills and confidence to tackle any technical writing assignment, introducing them to the style and standards of technical writing in general and of NAWC in particular. Through examples and exercises taken from actual writing situations that Navy engineers face every day, participants learn techniques for analyzing, interpreting, and translating technical data to produce clear, readable letters and reports.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E (P622). For further information call 989-3992 (DSN-351-3992).

TECHNICAL WRITING FOR ENGINEERS (24 hrs.)
15-18 May; Tuesday-Friday, 0800-1500; NCBC, Bldg. 1444, Room 290, Port Hueneme. By: Communications Skills Company, Inc.
This seminar is a 24-hour course conducted over 4 consecutive days with a 1-hour supervised study period at the end of each day so that the total time each student spends in the class is 28 hours. Engineers will be provided with the skills and confidence to tackle any technical writing assignment, introducing them to the style and standards of technical writing in general and of NAWC in particular. Through examples and exercises taken from actual writing situations that Navy engineers face every day, participants learn techniques for analyzing, interpreting, and translating technical data to produce clear, readable letters and reports.
To enroll, call Pat Nogle at 939-3159 (DSN 437-3159).

CAREER DEVELOPMENT WORKSHOP (8 hrs.)
18 May; Thursday, 0800-1600; TBD, Point Mugu. By: Julie Streets, Employee Development Specialist
Are you unclear about your career direction? Interested in figuring out what you want to be when your "grow up"? Discover your best fit occupations by examining your values, skills, interests, and personality type. Focus will be on using this information to make better career decisions.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).

INDIVIDUAL DEVELOPMENT PLAN WORKSHOP (1 hr.)
24 May; Wednesday, 1000-1100; Training Center, China Lake. By: Julie Streets, Employee Development Specialist
Learn how to develop a systematic plan to acquire the competencies you or your employees need to excel in the workplace. The Individual Development Plan (IDP) is a tool to make that plan specific and meaningful to the individual and the organization. Participants will learn about development planning, goal setting, prioritizing competencies, and identifying developmental opportunities.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).

To enroll at China Lake, call Sue Murray at 939-2349 (DSN 437-2349).

OTHER TRAINING
RETIREMENT FOR THOSE WITHIN 5 YEARS OF RETIREMENT (16 hrs.)
28-29 March, Tuesday-Wednesday, 0800-1630; Bldg. 3015, Room 339, Point Mugu. 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, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).

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, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).

WRITING AND TAILORING YOUR SF-171 AND RESUME (2 hrs.)
30 March; Thursday, 1000-1200; Training Center, China Lake. 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 Sue Murray at 939-2349 (DSN 437-2349) or submit a completed On-Board Training Request Form (NAWCWPNS 12410/1 (9-92) to Code 733000D.

FINANCIAL STRATEGIES FOR SUCCESSFUL RETIREMENT (12 hrs.)
4-5 April; Tuesday-Wednesday, 0800-1630 and Thursday, 0800-1200; Bldg. 6, BOQ Center Room, 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, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN 351-3982).



HUMAN RESOURCES DEPARTMENT INFORMATION

The Human Resources Department (HRD) Information Section is intended to provide timely HRD information to NAWCWPNS personnel. Any questions or issues pertaining to this section may be addressed to Ron Rogers, Code 733000E (P622), (805) 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).

LEAVE DONORS NEEDED

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

CHINA LAKE

Jeanie Salyer, Code 734000D
Jeanie is undergoing peritoneal dialysis while awaiting a kidney transplant.

Jenny Hazelwood, Code 474620D
Jenny is confined to a bed due to complications of pregnancy.

Tami Cauley
Tami was involved in an automobile accident, which caused severe trauma to her spinal column.

Cynthia Langham, Code 522300D
Cynthia is undergoing medical treatment.

Tina Snider
Tina is on maternity leave.

Barbara Giesen
Barbara has been hospitalized for extended medical treatment.

Erin Strand, Code 474530D
Erin is on maternity leave.

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

Jackie Van Skilke
Jackie is recovering from heart surgery.

Denise Evans, C6111
Denise, who is a single mother, suffered a stroke and will be unable to return to work for an extended period of time.

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

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

Larry Kuster, C842
Larry has colon cancer and is undergoing chemotherapy and radiation treatments.

Kathleen Gisler, Code 763300E
Kathleen is undergoing chemotherapy treatments.

David, Butler, Code 323010E
David has diabetes, arthritis, and varicose veins in both legs and feet which affects his ability to work.

Michael Abbott, Code 522710E
Michael is under a doctor's care for chronic liver disease.

Arthur Garcia, Code 833920E
Arthur is recovering from surgery and will be off work for several weeks.

Mari Zaragoza, 731000E
Mari is on maternity leave.

Carla Allen, 48D000E
Carla is recovering from surgery.

Virginia Johnson, 835400E
Virginia is recovering from surgery.

Garth Morrison, Code 834210E
Garth is experiencing complications from diabetes.

La Wanda Lint, 832620E
La Wanda is recovering from knee surgery.

Ruth Sand, rs, NAVSOC
Ruth is caring for her mother, who is ill.

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

Paul Sailer, 543110E
Paul is recovering from injuries sustained in a traffic accident.

Brenda Davis, Code 731000E
Brenda has lupus erphematosis.

Sharon Allen, Code 451D00E
Sharon is in need of leave.

Roleta Vasquez, Code 321000E
Roleta is recovering from an illness.

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

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.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Dorothy Wiederhold, Code 733000D (C622). For further information call 939-2359 or 939-0874 (DSN 437-2359 or 437 0874).

BROADBAND ISSUES: ATM User Views (3 hrs.)

30 March; Thursday, 1000-1300; Training Center, China Lake. By: Bellcore Training Network
Note: Tuition fee will be prorated between attendees; estimated cost is \$100 to \$200. You must provide a job order number to the Employee Development Division, Code 733000D when enrolling in this course.
Dan Minoli, Principal Consultant with DVI Communications and recently from Bellcore, will present information about Fortune 500 company views on ATM services and technology. Mr. Minoli has written extensively on ATM technology and applications, including several books and reports and lectures at leading universities. Topics include current networking perspectives in the financial, education, and health care markets; building campus networks; wide-area networking approaches; cost-based decision making; equipment selection; ATM standards and signaling views; managing ATM networks; digital video in corporate environments, potentials, and realities. Direct questions about the technical aspects of this class to Norm Carroll at 939-3358 or via Quick mail.
Deadline: 27 March
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Dorothy Wiederhold, Code 733000D (C622). For further information call 939-2359 or 939-0874 (DSN 437-2359 or 437 0874).

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

30 March; 0800-1500, Point Mugu, NAR, Bldg. 323, Room 160. By: National Technological University.
Sponsor: Northeastern University/ Distributed Technologies Corp.
Intended Audience: IS professionals, technical consultants, software developers, and others interested in developing client/server database applications and examining the various approaches for doing so.
Prerequisite: Knowledge of client/server technology.
Client/server applications must facilitate the linking of massive and dispensed amounts of data. This course addresses the issues associated with database applications within a client/server environment, the implementations of proprietary versus common APIs for database connectivity, and the need to change the host-based database model to a new client/server-based model. This course examines the following: What are the current database connectivity choices? What are the requirements for database interoperability? How to provide transparency for data access? Do middleware tools (ODBC, IDAPI, EDA/SOL, XPG4) facilitate distributed data access?
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

ADVANCED NETWORKING WITH WINDOWS NT (6-hr. video from previous live broadcast)

31 March, Friday, 0800-1500; NAR, Building 323, Room 160, Point Mugu. By: National Technological University.
Sponsor: Northeastern University/ Distributed Technologies Corp.
Intended Audience: Network designers, IS consultants, software professionals, and other interested in understanding how Windows NT can be utilized in desktop networking. This is not an introductory course.
Prerequisites: *Windows NT Introduction and Windows NT Implications.*
This course teaches you how Windows NT and NT Advanced Server perform in the network environment and how to take advantage of the Windows NT features for optimum networking. You will learn how to configure clients nodes, setup, support, and troubleshoot the network of both work group and Windows NT Advanced Server domain configurations.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

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 enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E (P622). For further information call 989-3992 (DSN-351-3992).

DRIVER'S EDUCATION FOR THE INFORMATION SUPERHIGHWAY; THE GRAND TOUR (6-hr video from previous live broadcast)

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, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

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, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number.

For further information call 939-0870 (DSN 437-0870).

WINDOWS NT: INTRODUCTION (24 hrs.)

10-12 April; Monday-Wednesday, 0800-1630; 2901 Ventura Rd, Oxnard. By: Computer Focus

Note: Tuition for this course is \$995 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

Intended Audience: Network support professionals who configure and support Microsoft Windows NT version 3.5.

Prerequisites: Working knowledge of the Microsoft Windows operating system, etc., and understanding of basic network function.

This course provides the foundation for supporting Microsoft Windows NT operating system version 3.5, including skills to configure,

customize, troubleshoot, and integrate networks. Topics include Module 1: Environment. Microsoft Windows NT Server 3.5 contrasted with the Windows NT Workstation 3.5, features and functions, and standard default configuration. Lab: Exploring the workstation environment; Module 2: Accounts, Policies, and User Rights; Module 3: Configuring the System; Module 4: File Systems; Module 5: Managing Disk Resources; Module 6: Securing the System; Module 7: Networking Environment; Module 8: Browser; Module 9: Remote Access Service; Module 10: Printing; Module 11: Booting; Module 12: Troubleshooting.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

ACQUISITION OF TECHNICAL DATA (8 hrs.)

12 April; Wednesday, 0800-1600; TBD, Point Mugu. By: Stan Caine, Code 332100D

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.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E (P622). For further information call 989-3992 (DSN 351-3992).

MISSILE GUIDANCE AND CONTROL (32 hrs.)

25-28 April; Tuesday-Thursday, 0800-1600; Training Center, China Lake. By: Tom Kennedy, E.T.I.

Eligibility Requirements: BS in electrical or mechanical engineering (or equivalent) and completion of one or more courses on classical and modern control systems.

Modern control systems theory has given engineers the tools to model and predict the performance of complex systems with incredible accuracy. One application of this theory is used in the design of missile guidance and controls. This course provides an overview of the design of tactical guided missiles with the emphasis on modern seeker technology. The course covers design considerations of the autopilots, the missile guidance equations, the seek and track loops, as well as the missile development process. The course addresses the application of modern control systems theory to the problem of accurately controlling and guiding a missile to its target.

Deadline: 11 April.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Dorothy Wiederhold, Code 733000D (C622). For further information call 939-2359 or 939-0874 (DSN 437-2359 or 437 0874).

AIRCRAFT INTEGRATION (16 hrs.)

9-10 May; Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: Al Sutton, 455100D

REQUIRED FOR ENROLLEES IN THE SEC/SEDP PROGRAMS.

This course is intended to provide the student with an understanding of the conceptual design trade-offs and functional partitioning involved in the design of modern avionics systems. Students will have an understanding of the electrical environment of tactical aircraft. Application of wiring, analog and digital interfaces, and commonly used interface circuits in this environment will be discussed. Electromagnetic interference effects on the design and troubleshooting of avionics will be considered. Analysis of the hardware and software design of a typical avionics black box will be conducted. Several aircraft cockpits will be discussed to show how the relationship of cockpit displays, instruments, switches, and gauges affect avionics

P408.6: 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.

Course Description: 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 cover the entire proposal preparation cycle.

Text: Instructor will provide class materials.

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

TECHNOLOGY REVIEW & UPDATE FOR TECHNICAL PERSONNEL (40 hrs.)

24-28 April; Monday-Friday; Naval Postgraduate School, Monterey, Ca. By: Prof. Rudy Panholzer

This course is intended for military and civilian technical personnel who are interested in refreshing and updating their knowledge in the areas listed in the course outline. Each participant in this course is expected to be involved in work in at least one of these areas. The course provides an excellent overview and stresses the more practical aspects of the topics listed.

COURSE OUTLINE:

- Radar: The How and Why
- Role of Electronic Warfare
- Microsensors and Microactuators
- Optical Sensing Technology
- Software Engineering Developments
- Tour of Selected NPS Laboratories
- Linear Integrated Circuits
- Digital Integrated Circuits
- Fuzzy Logic and Neural Networks

The cost is \$500. Submit a DD 1556 to your respective Training Center. Registration deadline is 3 April.

The address to put on the DD 1556 is

Treasurer of the United States
Space Systems Academic Group
Naval Postgraduate School
777 Dyer Road, Rm. 200
Monterey, CA 93943-5110

If you have any questions, call Dorothy Wiederhold at 939-2359, Code 733000D, China Lake, or Marcy Acosta at 989-3992, Code 733000E, Point Mugu.

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

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

San Diego, CA

- | | |
|-----------|--|
| 1-5 May | Introduction to Staffing and Placement |
| 3 May | Preventing and Resolving Equal Employment Opportunity (EEO) Complaints |
| 9-10 May | Research Methods and Application for Personnelists |
| 22-26 May | Unfair Labor Practice (ULP) Workshop |

Port Hueneme, CA

- | | |
|-----------|-------------------------|
| 23-24 May | Effective Presentations |
|-----------|-------------------------|

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
11-13 April	San Diego
12-14 April	NWAD Corona
23-25 May	San Diego
12-14 July	NSWC Port Hueneme
25-27 July	San Diego
22-24 August	San Diego

design. The class will conclude with the design of several sample avionics design problems.

Deadline: 25 April

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Dorothy Wiederhold, Code 733000D (C622). For further information call 939-2359 or 939-0874 (DSN 437-2359 or 437 0874).

INTEGRATED LOGISTICS SUPPORT (ILS) (8 hrs.)

24 May; Wednesday, 0800-1600; NCBC, Bldg. 1444, Room 290, Port Hueneme. By: NAWCWPNS Instructor

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

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

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E (P622). For further information call 989-3992 (DSN-351-3992).

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

INTERPERSONAL COMMUNICATIONS SKILLS (8 hrs.)

28 March; Tuesday, 0800-1600; Training Center, China Lake. By: Bob Huey

This course will provide communication skills for supervisors, team leaders, and non-supervisors. This course helps with team building, expressing your own needs and wants, and dealing with difficult people. There will be practice and experience using models for giving and receiving feedback, giving direction, win-win negotiation, expressing feelings, and understanding personality styles and their role in communication. There will also be practice in observation, listening, commiseration, and empathy skills.

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

MANAGING DIVERSITY (2 hrs.)

3 April; Monday, 0900-1130; Base Chapel, Enger Hall, Point Mugu. By: Rennie 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, then in turn, have major impact on 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 that creates an environment in which these workers flourish.

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

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

MTF EDITOR TRAINING (8 hrs.)

4-5 April; Tuesday-Wednesday, 0730-1130 (Macintosh); 11-12 April; Tuesday-Wednesday, 0730-1130 (MS-DOS); Training Center, China Lake. By: China Lake Automated Message Service Center

MTF Editor Version 3.4 classroom training is now available. This is complete, hands-on training. People completing this class will be able to create and edit GENADMIN and Free Form naval messages, create Short and Long Form Readdresses, and process their

messages on diskettes for transmission by the China Lake Automated Message Service Center. Students will learn how to use the built-in spell checker, check for format errors, print draft copies of their messages, and many other features of MTF Editor and DiskMaker.

To enroll, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number. For further information call 939-0870 (DSN 437-0870).

EXCEL FOR THE MACINTOSH, BEGINNING (16 hrs.)

5-6 April; Wednesday-Thursday, 0800-1600; Training Center, China Lake. By: Paul Bacziewicz, C0802

Prerequisite: Basic Macintosh operating skills.

In this class you will learn basic Excel concepts—creating a worksheet; entering values, labels, formulas and notes; worksheet development (editing, moving around, using help, functions, fill copy, absolute and relative addressing, cut and paste, paste special, formatting, insert/delete, rows/columns, borders, save); printing the spreadsheet (print area, headers, footers, page set up); keyboard macros; database operations (named ranges, split windows); charts; and linking worksheets.

Presentation Method: Hands-On Workshop
Deadline: 22 March

To enroll, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number. For further information call 939-0870 (DSN 437-0870).

EFFECTIVE PRESENTATIONS (16 hrs.)

5-6 April, Wednesday-Thursday, 0800-1600, Country Inn, Port Hueneme, Point Mugu area. By: Marian Lapan

This seminar will present specific concepts and techniques to assist employees in strengthening their personal performance during presentations. Participants will learn methods to conquer common fears of public speaking and enjoy the opportunity of sharing ideas through effective presentations. The seminar format emphasizes learning through doing and will include direct feedback using audio-visual aids, lecture, writing, focused exercises, guided imagery, and relaxation techniques.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Felicia Nickelberry, Code 733000E (P622). For further information call 989-3980 (DSN 351-3980).

BASIC NAVAL WRITING (8 hrs.)

11 April; Tuesday, 0800-1600; NAVAIRRES-Bldg. 323 Mini-Theater, Pt. Mugu. By: LaNelle Thompson

SECAVINST 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, short sentences, etc.

Deadline: 4 April

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

STATEMENT OF WORK PREPARATION (8 hrs.)

12 April; Wednesday, 0800-1600; Training Center, China Lake. By: Mona Bonbright

Statements of Work (SOWs) are the basic means of communicating requirements to those who provide services, equipment, or hardware. They are the heart of government acquisition. This training will help participants develop a better understanding of their role as SOW writers; write more complete, concise documents; and understand the logic behind federal SOW formats.

To enroll or obtain further information, call Pat Nogle at 939-3159 (DSN 437-3159).

BETTER BRIEFINGS (16 hrs.)

12-13 April; Wednesday-Thursday, 0800-1600, Training Center, China Lake. By: Miriam Cartwright

The purpose of this 2-day workshop is to improve the quality of the participants' briefings and presentations. By the end of the course,

CSUC COMPUTER SCIENCE PROGRAM

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

CSC172: SYSTEMS ARCHITECTURE (3 units)

8 May-23 August: Mondays and Wednesdays, 1130-1245; Training Center (videotape). By Professor James Murphy, CSUC, (916) 898-4037

Prerequisite: CSC1171: Computer Architecture and CSC1151: Algorithms and Data Structures or equivalent or consent of instructor. Students wishing to apply this course to a bachelor's degree must have passed the Writing Effectiveness Screening Test (WEST) or acceptable equivalent.

Scope: Definition of problems relating to interfacing processors and peripherals in computer systems. Channel and bus structures, bandwidth computations, performance evaluation, feasibility studies, and methods of systems analysis. This is a writing proficiency (WP), course; a grade of C- or better certifies written proficiency for majors.

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

CSC171: COMPUTER ARCHITECTURE (3 units)

23 May-10 August; Tuesdays and Thursdays, 1130-1245 ; Training Center (videotape). By Professor Robert Britton, CSUC, (916) 898-4487

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

Prerequisite: Proficiency in Assembly Language Programming or consent of instructor.

Scope: This course introduces basic digital logic design techniques, and integrates the topics of assembly language programming, computer organization, and computer design. The MIPS processor, a Reduced Instruction Set Computer (RISC), is used as a specific design example.

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

RESPONSIBLE EMPOWERMENT (16 hrs.)

18-19 April; Tuesday-Wednesday, 0800-1600; CECOS, Room 270, Pt. Hueneme. By: Roger Kirkham

Note: Tuition fee is \$250 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

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.

To enroll or obtain further information, call Pat Nogle at 939-3159 (DSN 437-3159).

OFFICIAL NAVAL CORRESPONDENCE (8 hrs.)

12 April; Wednesday, 0800-1600; NAVAIRRES-Bldg. 323 Mini-Theater, Pt. Mugu. By: LaNelle Thompson

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

Note: Please bring your copy of SECNAVINST 5216.5C (Correspondence Manual) and SECNAVINST 5210.11D (Standard Subject Identification Codes Listing) to this class. If you don't have a copy available, you will be provided one in class.

Deadline: 5 April

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information call 989-3982 (DSN-351-3982).

STATEMENT OF WORK PREPARATION (8 hrs.)

14 April; Friday, 0800-1600; Bldg. 160, Room 1 (CMEQ), Point Mugu. By: Mona Bonbright

Note: Tuition fee is \$250 per person. Include job order number on training request or be prepared to provide one when calling to enroll.

Statements of Work (SOWs) are the basic means of communicating requirements to those who provide services, equipment, or hardware. They are the heart of government acquisition. This training will help participants develop a better understanding of their role as SOW writers; write more complete, concise documents; and understand the logic behind federal SOW formats.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Felicia Nickelberry, Code 733000E (P622). For further information call 989-3980 (DSN 351-3980).