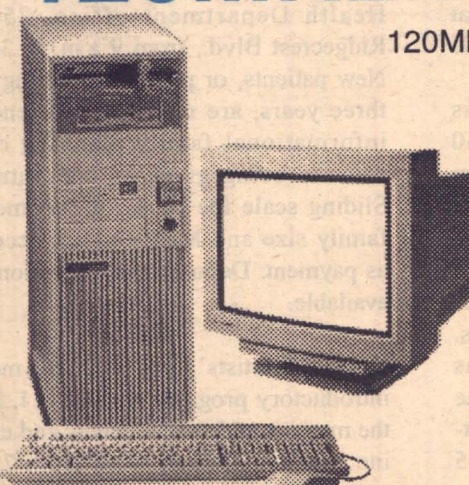


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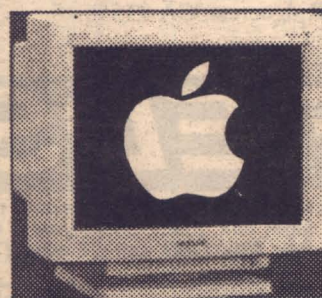
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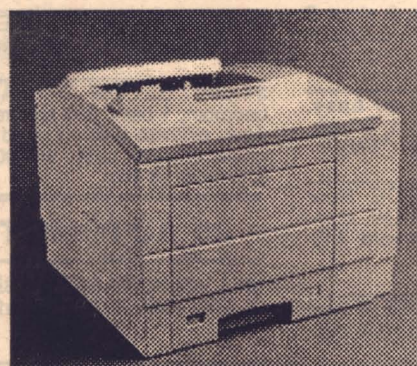
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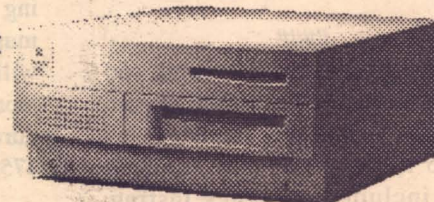
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THE ROCKETEER

THURSDAY, AUGUST 10, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 16

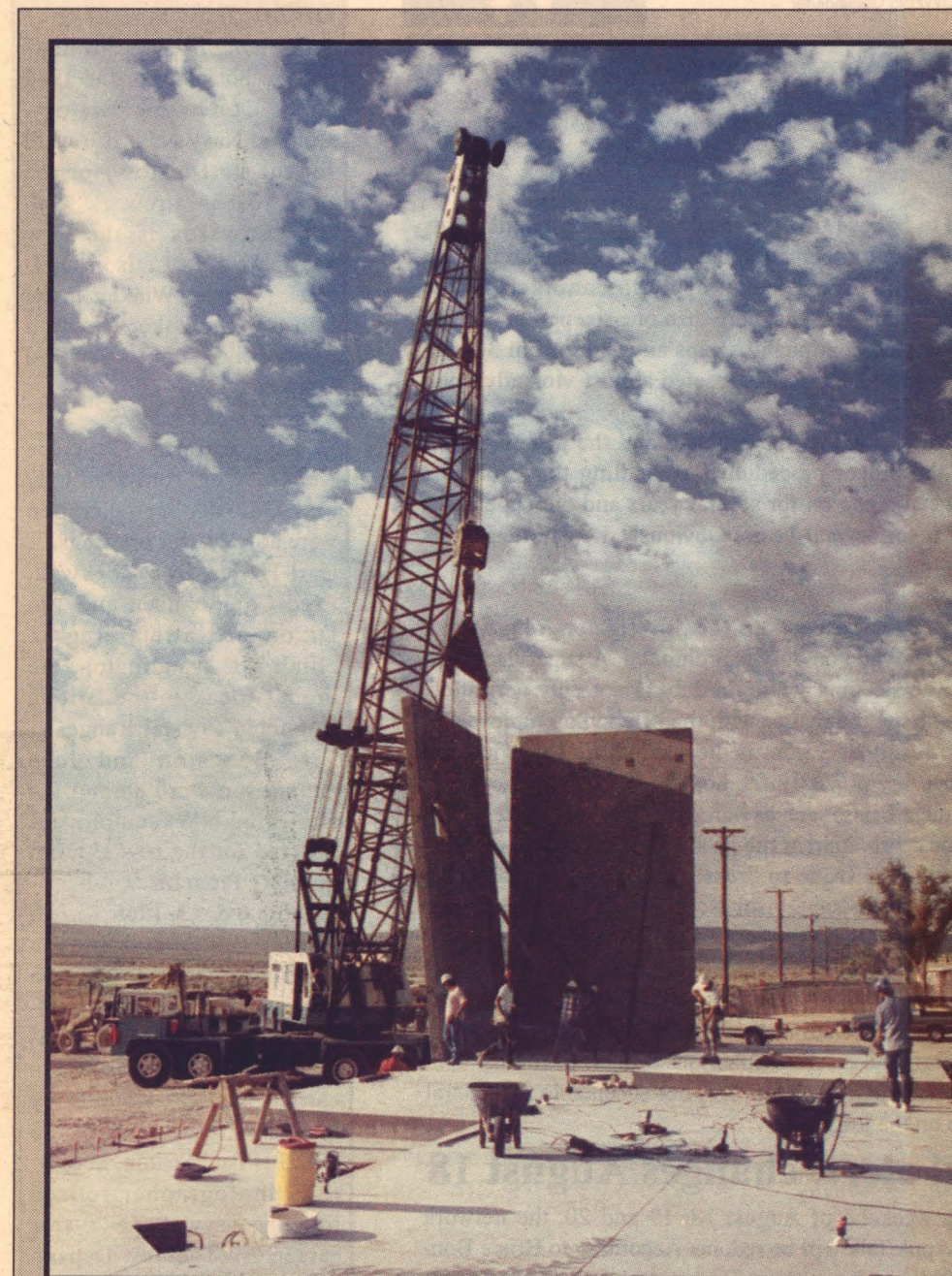


Photo by Barry McDonald

POOF!—you're a commissary...well not quite. After what appeared to the casual observer to be a long period of activity with little to show for it, the wizards of F2M Construction erected all of the walls of the new commissary building on Richmond Road in just two and a half days. Since the foundation was completed, the crew has been building the forms and pouring the concrete slab walls that were set in place last week. According to Jim Gibbons, superintendent, Turner Crane of Bakersfield did an "excellent" job in lifting and placing the 52 wall panels, which ranged in weight from 24,000 to 66,000 pounds. The forms had to be precise, as the building was designed to place the panels exactly one inch apart. Now structural steel work will be done before the roof is built. The building is expected to be completed in mid-December, and when the current commissary's space is vacated, the Navy Exchange will expand its quarters, beginning an incremented renovation of Bennington Plaza. For what's new at the NEX, see Page 6.

Unique facility for explosives synthesis scale-up goes on line

By Pam Harris
Scientific and Technical Documentation

Dr. Brian Zentner, synthesis scale-up chemist for the Propellant and Explosives Technology Section, flicked the one remaining switch standing between him and a medium-rare sirloin and stood back to watch the results. Tony Dorsey, project manager for the Ordnance Support Section, looked on, his fingers encircling a freshly minted, crisp \$20 bill.

The flick of that last switch by Zentner represented the culmination of years of effort by Ordnance Department scientists and technicians to provide China Lake and the Navy with a DOD-unique explosives-synthesis scale-up facility.

"Turning that last switch on and watching it all work was a really big

thrill," Zentner recalls modestly.

The first step in developing a new explosive or propellant ingredient is, of course, to synthesize or make it. NAWCWPNS chemists in the Research Department, who are responsible for creating these potential candidates, make only enough of their new ingredients to determine basic characteristics, such as molecular weight and structure. And for a very good reason — safety. Much larger quantities are needed to advance these new ingredients into the development and testing stages.

The idea of a NAWCWPNS explosive and propellant ingredients scale-up facility was originally conceived by Dr. Michael Kramer, a former NAWCWPNS research chemist who has since left to work in industry. The creation of such a facility was in

Please see **SCALE-UP**, Page 16

Human Resources programs offer outplacement services

By Kathi Ramont
Staff Writer

Editor's Note: This is the first in a series of articles explaining outplacement programs the Human Resources Department has available for DoD employees. In later issues The Rocketeer will run articles on the Priority Placement Program and the VSIP/VERA retirement programs.

Because of the changing world situation, DoD is facing unprecedented reductions in military and civilian personnel. These reductions are driven by many things — declining workload, smaller budgets, changes in mission, base closures and so on. Any one of these may require DoD to abolish your job. Ann Kurotori of the Human Resources Department said recently that if that happens, you shouldn't feel responsible — it's not because of something you did or didn't do, but rather the result of many factors, many of which we, as workers, cannot control.

"Even if your position is abolished, you may not lose your job," said

Please see **OUTPLACEMENT**, Page 12

Six employees receive NAWCWPNS Commander's Awards

Exceptional management and leadership skills are recognized

8

Gerry Wrou, 5.0 competency leader, profiled

Head of the Test and Evaluation Group talks about philosophies and goals

9

Four receive Research & Engineering Excellence Awards


Sterling Haaland honors those who have made significant contributions

10

Bill Faith still happy with work after 40 years

Physical science technician says he still likes getting up in the morning to come to work

13



Weather

	July 26 - August 1			
	High	Low	Gusts	Humidity
Wed	108	65	19	35-12%
Thurs	110	70	30	32-14%
Fri	113	70	26	—
Sat	110	69	22	—
Sun	111	68	20	—
Mon	110	72	20	34-14%
Tues	111	69	20	31-14%

	August 2 - 8			
	High	Low	Gusts	Humidity
Wed	110	70	15	34-13%
Thurs	108	70	15	24-14%
Fri	106	69	17	34-15%
Sat	106	67	19	—
Sun	106	65	23	—
Mon	105	69	29	26-14%
Tues	107	63	17	33-13%

China Lake Calendar

Thursday, August 17
•CPR class. Sign up by calling 939-1929

Friday-Monday, August 18-21
•QuickMail system changes. See related article this page

Friday, September 1
•Retirement ceremony for LCdr. Scott Thompson 8 a.m., Administration Building front lawn

Monday, September 11
•Job Fair, presented by the Family Service Center, NAWS Conference Center, call 927-1545 for details

Saturday, October 14
•50th anniversary of China Lake Pilot Plant
•Navy Ball

THE ROCKETEER

RAdm. Dana B. McKinney
NAWCWPNS Commander

Capt. Charles A. Stevenson
NAWSCL Commanding Officer

Cathy Partusch
Public Affairs Officer

Barry McDonald
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The editorial content is edited, prepared and provided by the Public Affairs Office of the Naval Air Warfare Center Weapons Division China Lake.




Editorial deadline: 4 p.m., Wednesday of non-flex weeks.
This deadline also applies to submittals for the NAWCWPNNS Announcements contained herein; the PAO 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), NAWCWPNNS, 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 PAO 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 Commander's Desktop



By RAdm. Dana B. McKinney
NAWCWPNS Commander

The Commander's Desktop is a forum for China Lakers who have questions of broad interest. It is not the intent of this column to circumvent the normal chain of command. Questions may be mailed to "Commander's Desktop," C/O Code 750000D, China Lake.

Question:
I have been led to believe that it is against a person's civil rights for a supervisor to talk to a person about their sleeping on the job here on this base. If this is so, does it apply to coworkers of the "sleeper" also. I understand there is more than one sleeper on base.

We have a person who continually sleeps anywhere from 30 seconds to 30 minutes, and who also has reacted almost violently upon being awoken.

Our supervisors are aware of the problem and the person is still sleeping. What is the proper procedure for handling this problem? This problem has been going on for several years and our supervisor has been aware of it for several years. Obviously I cannot sign this letter.

Answer:
With a few very explicit exceptions (i.e., firefighters who work a 24 hour shift) sleeping while on duty is prohibited. A supervisor who observes an employee sleeping while on duty is not only permitted, but is obligated to pursue the matter with the offending employee. If the sleeping is the result of a non-medical condition, it would be treated like any other disciplinary infraction.

If there is a medical basis, such as narcolepsy, for sleeping on the job, a supervisor must still address the problem. Under these circumstances, an effort must be made to "reasonably accommodate" the disabling condition, i.e., the supervisor working with the employee's medical care provider and the appropriate Human Resources specialist will try to find a solution for the problem. Ultimately, if no solution can be found, the employee may be reassigned, demoted, or terminated. All employees, including those with disabling conditions, are required to perform the essential functions of their positions.

Contrary to popular public opinion, it is not acceptable for federal employees to sleep on the job.

QuickMail alert: changes August 18

During the long weekend of August 18, 19 and 20, the network devices relating to AppleTalk will be redone. According to Bruce Bonbright of the Information Management Department, it is important for people to know that on August 21 when they come back into work, they need to discard their old QuickMail address books. Bonbright said, "Please do not try to verify the addresses. If everybody all over the Station is trying to do that the morning of the 21st, it will bring down the system. What you need to do is reboot and you will automatically get a new (MAIN) address book."

"What's being done is that network names are being changed to a geographic basis and code names will no longer be utilized," Bonbright continued. This is going to make it easier to find people that you cannot now find. Changes to the AppleTalk network are somewhat more complex. You will, however, have to reconstitute any special address books that you may have. You also need to file or otherwise dispose of all QuickMail prior to the 18th because it will disappear on that date. Mail to Point Mugu may be somewhat erratic during the period of September 25-29 as their system will be undergoing major changes at that time.

China Lake's system will go down at noon on Friday, August 18. If you are going on travel or leave during this period, please have someone take care of your QuickMail. They can make a new folder and name it UNREAD QM - then you can read it when you return and not lose anything that might come in. Network administrators have been involved with this process for the past four months and are a positive source of advice and assistance. If you have problems, the help desk telephone number is 939-6661.

Pages From The Past

Aug. 9 & 16, 1985
In honor of the first anniversary of the Great Flood, Capt. Ken Dickerson has set a reunion of the Mich Lab Muckers for Thursday... Capt. Haywood Harrell, PW Officer, left China Lake... Leroy Doig III and Cliff Lawson, responsible for the 1984 NWC Command History, won the Navy Niblack Award for the best history for the third year in a row... Col. Roy Edwards is the new Marine Corps Liaison Officer... Gunter Winkler is the latest China Laker to win a Sloan Fellowship to Stanford University.

Aug. 8 & 15, 1975
Navy astronauts Capt. Joe Kerwin, Cdr. Tom Mattingly and Cdr. Robert Crippen were at NWC for briefings... Carl Heller, Bob Rockwell, Fred Camphausen and Jim Dixon are attempting to climb Mt. Waddington, the highest peak in the British Columbia Coastal Range... Eric Bengston and Jean Amundson were among the first nine NWC employees selected for the new Upward Mobility Program.

Aug. 6 & 13, 1965
Bill Baker and Judson Eldridge were named area governor and assistant governor for Toastmasters International... Ellie Johnson earned her 600-Hour Navy Relief Volunteer pin... AC2PH Paul Seaton, Rocketeer photographer retired from the Navy after a 20-year career... The Test Department's Guidance Radar Building is switching to digital fire control according to Ken Morrow... The heaviest July rain in the history of NOTS produced flooding throughout the Station last week.

Aug. 5 & 12, 1955
Captain F.A. Chenault takes over as NOTS executive officer... Capt. Fred Ashworth took command of NOTS, succeeding Capt. R.L. Sellars... Cdr. James McDonald took over command of the local Naval Reserve unit from LCdr. E. Wayne Anderson... G.R. Makepeace of the Propellants and Explosives Department announced an "Open House" at the China Lake Pilot Plant.



COMMUNITY EVENTS

Tuesday, Aug. 15 is the last day to sign up and register for the hunter safety class offered by the Sierra Desert Gun Club of Ridgecrest. This two-day class will be held Aug. 19 and 20 from 8 a.m. to 4 p.m. This class is open to all residents over the age of 12. It will be taught by certified instructors of the club at the NAWS rifle and pistol range.

Interested persons may register at the sign-up table set up in the lobby of the Kerr-McGee Center on Saturday, Aug. 12 from 9 a.m. to 1 p.m. and on Tuesday, Aug. 15 from 7 to 9 p.m. A registration fee of \$5 will be collected at sign up time.

Low-cost pregnancy screening services are scheduled at the Health Department, 250 W. Ridgecrest Blvd. on August 15 from 8 to 10 a.m. Available services include pregnancy testing, counseling, health education and referral information on prenatal and family planning services. The test can determine pregnancy as early as two days after a missed menstrual period. There is a \$5 charge for each test. Call 375-5157 for an appointment.

Cerro Coso Community College offers a wide range of classes. Students may register on campus, with no appointment required, August 16-18. Fall semester courses begin August 21.

Students may register by utilizing the Coyote Connection at 371-9601. Prior to telephone registration, students must complete an update form at the Admissions and Records Office or check the fall schedule for information on updating your records by phone. Course fees must be paid by the deadline, or students will be dropped from all courses. For more information on registration procedures, or courses offered this fall, call 375-5001.

The Chicago Cubs baseball club will be conducting a tryout camp for ages 16 to 22 at Cerro Coso Community College baseball field on Aug. 19. Sign ups start

at 9 a.m. Participants should bring practice gear, sun block and a water cooler. Scouting supervisor John "Spider" Jorgenson will evaluate potential professional baseball players. For more information call Jorgenson at 909-989-3241 or Dick Adams at 619-384-1726.

IWV Youth Football League coaching staff will host a barbecue dinner to meet the public and young players' families at Leroy Jackson Park on Sunday, Aug. 20 from 5 to 8 p.m. Tickets are \$7.50 and are for sale from players, coaches, board members, local sporting goods merchants, at regular practice sessions at Murray School and at the dinner. For more information call Tom Cliborne at 375-6935 or Darrell Eddins at 375-3489.

A low-cost immunization clinic is scheduled at the Health Department, 250 W. Ridgecrest Blvd. August 21 from 9:30 to 11 a.m. and 1 to 2 p.m. Children need immunizations at two, four, six, 12 and 15 months of age. A parent or legal guardian must accompany persons under 18 years of age to sign consent forms. Records of previous immunizations should be presented at the clinics. The charge for each immunization is currently \$3, with a maximum charge of \$15 per family per visit. The Ridgecrest site can accept Medi-Cal stickers. Call 375-5157 for an appointment.

Cerro Coso Community College's drama class will present "A Christmas Carol: Scrooge and Marly" as its fall semester theater production. The class needs people who are interested in working on costumes, properties, technicals and lighting, as well as playing roles on the stage. Anyone interested should enroll in either the Drama 28 class for two units credit or the concurrent not-for-credit class for older adults, Drama 107t. The class meets on Monday and Wednesday evenings from 6:40 p.m. to 9:30 p.m. starting August 21.

The next family planning services clinic will be held on August 22 at the Health Department office, 250 W. Ridgecrest Blvd., from 9 a.m. to 3 p.m. 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.

Desert Artists' League plans a mentor introductory program on Sept. 11. Meet the mentors and their students and examine samples of their work from 7 to 9 p.m. at the Heritage Inn. For more information call Angie at 375-3965, or write to the Desert Artists' League, P.O. Box 1938, Ridgecrest, CA 93556.

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SCOTT: We met at the Midnight Rodeo in San Bernardino, July 29th! Please write to P.O. Box 231, Calimesa, CA 92520. MISTY (7-31)

10 HELP WANTED

CARETAKER COUPLE - for little Lake Ranch, HWY 395, near Inyokern. Housing provided. Security, Maintenance, Housecleaning. Can hold other fulltime job. \$15,000 year-negotiable. Send resume and references to Richard Stevenson, 2456 N. Mar Vista Ave., Altadena, CA 91001. (8-24)

15 SERVICES/SCHOOLS

HIGH DESERT 7TH DAY Adventist School. A fully Accredited Elementary School will be accepting applications for registration on August 15, from

10am-3pm & 5pm-7pm at 555 Las Flores, 375-8673. (8-10)

20 RENTALS

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2 BEDROOM, 1 BATH, fireplace, refrigerator, 2-car garage, washer/dryer, fans, water & trash paid. 1 block from NAWS back gate. \$360 a month, \$300 deposit. Duplex. Collect 873-5191, Mon.-Fri., 873-5748, weekends. (8-10)

2 BEDROOM, 1 BATH HOUSE. Garage, fenced yard. Available September 1st. \$400 Security, \$350 monthly. 375-8996. (8-24)

25 REAL ESTATE

WARM & COZY, 3 bedroom, 1 bath, on double lot with pool. Fireplace insert, trees, completely fenced, \$77,500. Call Dan at: 375-0108. (TF)

size trainer with six channel radio, flight box, many accessories. Great flyer. \$350 OBO, call 375-4092. (TFN)

NO CREDIT... BUT want all the electronic toys... Come into Loewen's, let us show you how you can take them home. Loewen's, 225 E. Ridgecrest Blvd., 371-1364. (TFN)

MOVIE SCREEN \$50, mirrored hat stand \$75, Glacier water unit w/bottles \$35, 32 element antenna \$50, 30" telescopic pole \$50, telescope 8" \$300, 2 futons \$10/each, bamboo custom 20 gallon aquarium w/stand \$100, complete dive gear, great shape. 446-2660. (8-10)

ASOLO CROSSCOUNTRY SKIS, boots & poles \$100. Chains \$10. Call 371-7739. (8-10)

35 AUTOMOTIVE

1983 VOLKSWAGON RABBIT. As is \$1,000. Call 446-3682 after 6pm. (TFN)

40 MISC. FOR SALE

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VIN# 61932

1993 TAURUS SHO
Kelley Blue Book - \$18,335*
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VIN# 58349

1993 MERCURY TOPAZ
Kelley Blue Book - \$10,540*
NO BULL PRICE \$8,793*
VIN# 21016

1993 THUNDERBIRD LX
Kelley Blue Book - \$14,305*
NO BULL PRICE \$11,993*
VIN# 06078

1993 TAURUS GL 4DR
Kelley Blue Book - \$12,130*
NO BULL PRICE \$9,895*
VIN# 99587

1991 HONDA CIVIC SI
Kelley Blue Book - \$10,225*
NO BULL PRICE \$7,991*
VIN# 27237

1989 TOYOTA CAMRY
Kelley Blue Book - \$7,800*
NO BULL PRICE \$6,487*
VIN# 87054

1988 FESTIVA
5spd with A/C
NO BULL PRICE \$2,995*
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Command master chief retires after 21 years

Meritorious Service Medal goes to VX-9's MSCM Bonnie Fears

By PHC(SW) James T. Christian
VX-9 Public Affairs

Mess Specialist Master Chief (AW) Barbara "Bonnie" M. Fears, the command master chief for Air Test and Evaluation Squadron Nine (VX-9) since January 1992, retired after 21 years of active duty service in Armitage Airfield's Hangar One last Thursday.

Following a brief squadron quarters and award ceremony, Capt. Craig F. Weideman, VX-9 commanding officer, presided over the retirement and presented the prestigious Meritorious Service Medal to Fears. Assisting Weideman were Cdr. Bryan L. Yri, VX-9 executive officer, and the squadron's new command master chief, RMCM (SW) Scott L. Tupper.

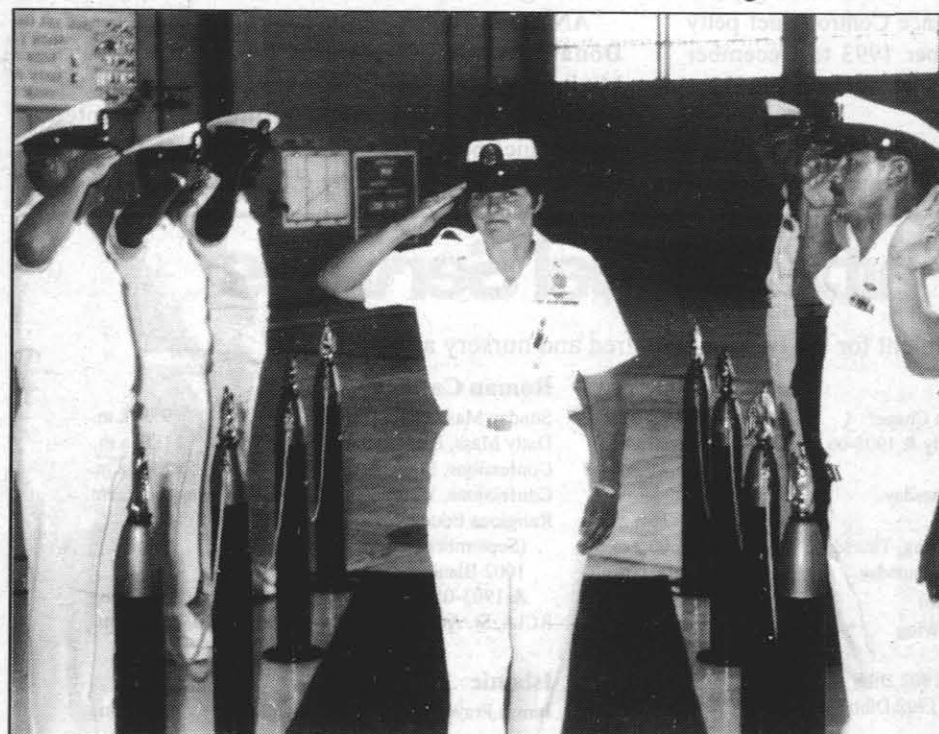
Among the more than 50 guests were dignitaries Capt. Charles A. Stevenson, commanding officer from the Naval Air Weapons Station, Bud Biery and Larry Smith of the Military Affairs Committee and Pat Farlander from the Ridgecrest Chamber of Commerce. Fear's sideboys were ATCS Steve E. Stewart, AOCS(AW) William B. Stone, ATC(AW) Mark A. Agler, ATC(AW) Roger F. Kozlowski, PHC(SW) James T. Christian, ADC(AW) Dennis R. Ramsey, AMSC(AW) Steven G. Weir and Gunnery Sgt. Michael W. Roane. Honors bo'n was LI2 Alan Brown.

Fears enlisted in the Navy in May 1974. After attending recruit training in Orlando, Fla., she reported to CS/SD

"A" school at the Naval Training Center, San Diego. Her tours of duty include Allied Forces Southern Europe, Naples, Italy; Naval Air Station, Jacksonville, Fla.; instructor duty at MS "A" school, San Diego, Calif.; Naval Submarine Base, Pearl Harbor, Hawaii; Rapid Deployment Unit, Fort Sills, Okla.; Naval Air Station, Kingsville, Texas; Naval Communication Station, Kamiseya, Japan and Senior Enlisted Academy, Newport, R.I. Master Chief Fears filled command master chief billets at the Naval Air Station, Agana, Guam and at her final duty station, Air Test and Evaluation Squadron Five (VX-5), later designated as VX-9.

In addition to the Meritorious Service Medal presented by Weideman, Fears has received numerous other awards during her outstanding career; including the Enlisted Aviation Warfare Specialist Wings, three awards of the Navy Commendation Medal, a Joint Service Achievement Medal, three awards of the Navy Achievement Medal, a Meritorious Unit Commendation, five Good Conduct Medals, two National Defense Service Medals, Six Navy and Marine Corps Overseas Service Deployment Ribbons and a Navy Rifle and Pistol "Expert" Medal.

Fear's retirement plans include a long vacation to visit family and friends and then returning to her home in Florida and finishing the credits for her bachelor's degree and possibly going on to attain her master's degree.



FAIR WINDS—VX-9's Command Master Chief MSCM Bonnie Fears was piped ashore last Thursday.

MILITARY NEWS

Father Patrick J. McCormick, a 26-year veteran priest, takes over as new command chaplain

By Barry McDonald
Editor

The desert is a place of personal reflection and, spiritually, a good place to encounter God," said Father Patrick J. McCormick, LCdr., USNR, the new command chaplain at NAWS China Lake. "The bible speaks of the desert as such a place."

These remarks followed the chaplain's comments about his tour aboard USS Constellation, which was his assignment

his bishop allowed him to enter full time active duty.

"Most Catholic pastors enter the Navy from the reserves," he explained. "Priests are usually ordained at somewhere between 28 and 30, and then their bishops want them to serve the diocese for five to 10 years before they'll consider letting them enter the military. The bishops realize there is a need for priests in the military and share that responsibility. In my case, when another priest returned home from active duty I was

allowed to leave."

He entered active duty in July 1990 and was assigned to the submarine base NSO La Maddalena, Italy for three years. "It was a natural assignment for me," he said. "From my four years in seminary in Rome, I had learned to speak Italian. It helped that all of our lectures and our assignments were done in Latin. The languages are very similar, so it wasn't hard to pick up Italian."

The base was a supply base for a sub tender that would service various submarines in

"Wespac was the busiest I've ever been in my 26 years as a priest. But it was wonderful work and offered a great opportunity to minister."

—LCdr. Patrick J. McCormick

Originally from Erie, Penn., McCormick graduated from the University of Notre Dame in 1964, and through the Army ROTC program was commissioned a reserve second lieutenant in the Army Corps of Engineers. He later transferred to the reserve Chaplain Corps. Following college graduation he entered the seminary, studying at the Gregorian University in Rome while living at the North American College there.

He was ordained to the priesthood on Dec. 20, 1968 at St. Peter's Basilica for the Archdiocese of Atlanta, Ga., and from 1969 to 1990 served in several parishes in Atlanta and north Georgia. Then he served as pastor of the parishes in Toccoa, and Hartwell, Ga.

He entered the Navy active reserve in July 1986 and requested to be allowed to go active reserve for four years before

the area. "Half a dozen times a year I would go out and take a ride on a sub for five days and minister to the personnel," McCormick explained. "There are no chaplains assigned to subs, but if you're going from Point A to Point B, they allow it. The guys were happy to have a chaplain aboard, and it was a very busy five days each time."

He also said that, being a small military organization in a foreign country, it was important to do community relations work, and he spent some of his time doing liaison work with the local church as well as the community at large. And because he spoke the language, he was

Please see **MCCORMICK**, Page 7

Catching up on VX-9 quarters for the past few months

An Air Medal (First Strike/Flight Award) was presented to Lt. Andrew J. Loisselle for achievement in aerial flight as a pilot of an F-14B aircraft with Fighter Squadron 142 in support of Operations Southern Watch and Deny Flight from June 1994 to October 1994. "His contributions greatly enhanced the squadron's success during flight operations over Iraq and Bosnia-Herzegovina. His skills in combat air patrol and aerial reconnaissance played a vital role in the United Nations' mission to restore peace in these trouble countries," read the citation from RAdm. D. R. Morris.



Lt. Andrew Loisselle

Lt. Stephen C. Bossong received the Navy and Marine Corps Commendation Medal (NCM) for service as personnel officer and operational test director for VX-9 from October 1992 to July 1995. He managed several critical programs designed to increase morale for civilian and military personnel assigned to VX-9.



Lt. Stephen Bossong

For service as Strike Warfare Officer, Carrier Air Wing 15, from December 1993 to March 1995, LCdr. Joseph P. Rist received the NCM (Gold Star in lieu of second award). By applying his previous experience in the Korean theater, he was a key factor in the Air Wing's initial preparations for operations on the Korean Peninsula during the 1994 Western Pacific deployment. He supervised the planning and coordination of more than 50 joint strike operations, including the major joint exercises Raidex '94 and Tandem Thrust '95.



LCdr. Joseph Rist

LCdr. Eric H. Schindler received an NCM for service

while serving as assistant wing medical officer, 3d Marine Aircraft Wing, Marine Forces Pacific from January 1992 to October 1994 from Commander, Marine Forces Pacific, Lt. Gen. C. C. Krulak. As the battle aid station flight surgeon during Operation Restore Hope, he provided exceptional medical support to over 1,400 personnel and aggressively implemented a preventive medicine program which noticeably reduced diseases and personal injuries.

An NCM (Gold Star in lieu of second award) was presented to AMSC(AW) Steven G. Weir for his service as VX-9's Aircraft Division chief petty officer and Maintenance Control chief petty officer from October 1993 to December 1994. He was responsible for the total reorganization of the Aircraft Division into unique aircraft-specific type work centers resulting in a 30 percent increase in F/A-18 aircraft availability from July to December 1994.

Receiving an NCM (Gold Star in lieu of second award) for service as the squadron's operations officer and assistant chief operational test director, LCdr. Jerome L. Budnick was honored for being the driving force that enabled a large and diversely manned project department to operationally test and evaluate 78 chief of naval operations-assigned projects.

AK2(AW) Mark A. Scharfenberg received the NAM (Gold Star in lieu of second award) for achievement as the Material Control supervisor and Operation Target Fund accountant aboard Attack Squadron 95 from December 1992 to 1994.

For professional achievement in the superior performance of his duties while serving as Power Plants night shift supervisor, Sea Control Squadron 35 from May 1994 to November 1994, AD2 Terry L. Middleton received the NAM (Gold Star in lieu of the second award).

AE1(AW) John E. Bastin received the Navy and Marine Corps Achievement Medal (NAM) (Gold Star in lieu of fourth award) for his achievement as support equipment coordinator, F/A-18 Branch leading petty officer and nightcheck Maintenance Control chief petty officer for VX-9 from September 1993 to December 1994. Bastin was selected squadron Sailor of the Year for 1994.

Lt. Gregory J. Buress received the NAM (Gold Star in lieu of second award) for developing and implement-

ing a safety program and pilot training syllabus encompassing critical F/A-18C weapon systems upgrades while stationed onboard the *USS Independence* with Strike Fighter Squadron 195 from November 1991 to January 1993 and April 1993 to October 1994 while deployed to the Western Pacific Ocean and Arabian Gulf.

Also receiving the NAM was AE2 Steven E. Allen for duties while serving as an ET in Tactical Electronic Warfare Squadron 138 from December 1990 to November 1994. He was the squadron's first third class petty officer qualified as a dual work center collateral duty inspector.

AE2 Joseph W. Leber received the NAM for his achievements while serving as the squadron's F/A-18 Electrical and Troubleshooter Branch supervisor from December 1994 to March 1995. Leber was totally responsible for the rapid stand up of the newly established Troubleshooter Work Center.

AO1(AW) Maurice A. Saicon received the NAM for performance duties while serving as safety petty officer and quality assurance/safety observer for Strike Fighter Squadron 113 from January 1991 to April 1995. Saicon was able to identify and eliminate numerous hazards to both personnel and equipment.

YN3 Joseph A. Smith was presented with the NAM for achievement while serving as the Project's Yeoman for VX-9 from February 1995 to May 1995. He provided administrative support to over 30 operational test directors in support of over 50 chief of naval operations projects.

YN2 Denise M. Weaver received the NAM for performance of duties while serving with Patrol Squadron 17 from June 1992 to March 1995. As temporary additional duty petty officer and operations/communications yeoman, she single-handedly prepared and processed thousands of travel orders and claims. Also, she assisted with the increase in administrative requirements associated with command disestablishment.

Recognition

AN Jason Hanski, ATAN John R. Johnson and AN Donald Nuccio all received Vampire Certificates of Merit designating them as F/A-18 Plane Captain.

AOCS(AW) Edward R. Kline was promoted to senior chief petty officer. AT1 Alberto A. Garcia was promoted to first class petty officer. AT2 Ivo T. Graeve



AE2 Steven Allen



AK2 Mark Scharfenberg

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

Protestant

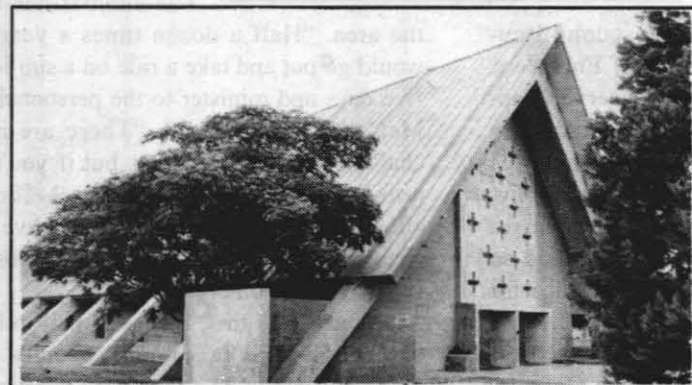
Sunday Worship Service, Main Chapel 10:30 a.m.
 Sunday School, 1008-10 Blandy & 1903-05 Mitscher 9:00 a.m.
 (September thru May)
 Bible Study (East Wing), Wednesday 11:30 a.m.
 (September thru June)
 Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
 Adult Bible Study, East Wing, Thursday 7:00 p.m.
Jewish (446-3613 Messages)
 Weekly Services, Friday, East Wing 7:30 p.m.
 October through June
 Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.
 Adult Education, Saturday, 1902 Dibb 10 a.m. - noon
 September through June
 Religious School, Sunday, 1902 Dibb 9:30 a.m. - 12:30 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) 1 p.m.



Chaplain Patrick J. McCormick, LCdr., CHC, USNR
 Chaplain C. Allan Ford, Lt., CHC, USNR
 Chaplain Steve Leapman, Lt., CHC, USNR
 Rebecca Einstein, student rabbi

Office Hours Monday-Friday, 7:30 a.m. to 4:30 p.m.
 939-3506, 939-2773, 939-2873

REC BITS

Morale, Welfare & Recreation Department



Writing, Layout & Design by Debra Poindexter, MWR Marketing



Live-September 4

Get ready for the best comedy show ever to come to the high desert! Show begins at 8:00 p.m. featuring renown comics that have appeared on network and cable shows such as The Tonight Show, David Letterman or HBO to name a few. In addition to outstanding comedians, door prizes, specialty foods, beverages and music top off the evening of laughter and fun. Reservations are recommended. All DoD employees, Contractors plus their guests welcome! For additional information, call the Recreation Center (Former Seafarer Club) at 939-6881.

Santa needs you

Third annual NAWS Festival of Lights is December 1, 1995! Booths for Arts & Crafts are available for Rent! What a great fund-raiser for clubs and organizations. Reserve your booth by November 1, 1995. Fee is \$75.00 which includes electricity if needed. Call Debra Poindexter, MWR Marketing at 939-2602.

Youth fall soccer season starts

Sign-up now through September 11, 1995. Games begin September 23 through November 18. Games played on Saturdays and practices are during the week. Sign-up at the Youth Center. Call 939-2909/6884 for fees or general information.

Youth sports

HOCKEY-Sign up for one of the two in-line skating clinics from August 14 through August 19. Players from 8-11 years play from 5:00 to 7:00 p.m. and ages 12-15 play from 7:00 to 9:00 p.m. Clinics offer personal attention, training and tips from quality instructors.

VOLLEYBALL-Don't miss this opportunity to improve your child's volleyball skills! Get first class instruction from the best on August 21 through August 25. Sign-up at the Youth Center. For more information, call 939-2909/6884.

Dive in movie

Don't miss our movie presentation at the Community Pool on Saturday, August 12 at 7:30 p.m. Movie begins at 8:30 p.m. Snack Bar is open to get your movie munchies. Movie to be announced. Join us! Hey! It's great fun for the entire family.



Shirley Freeman-winner of \$200.00 dollars worth of long distance phone calls from AT & T. Shirley won prize at the recent Tops in Blue Concert sponsored partly by AT & T.

Fall child care

Sign-up your 4 year old child in the Child Development Center. If you demand the best and need full or part time care for your pre-kindergartner, call the Child Development Center staff at 939-2422.

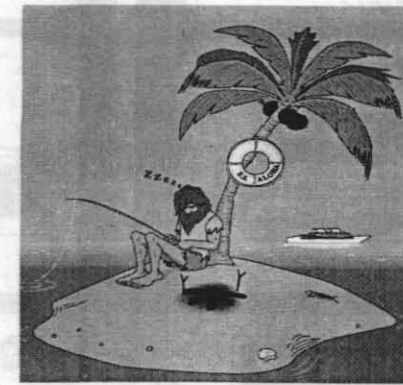
Teen dance

The Teen Center features a dance on August 26 from 7:00 p.m. to 11:00 p.m. complete with DJ and munchies. Admission is \$7.00. For more information, call 927-TEEN.

Outdoor rec news

Outdoor Recreation Checkout expands its hours to meet the growing customer recreational needs. New hours are Monday-Friday, 10:00 a.m. to 7:00 p.m., Flex Fridays, Saturdays & Sundays from 10:00 a.m. to 4:00 p.m. and closed on holidays. Appointments are also available, Monday through Thursday, from 7:00 a.m. to 10:00 a.m. Call 939-2334 or 927-RENT.

Equipment includes mountain bikes, boats, portable generators, camping equipment and much more. If you haven't been in lately, stop in today and allow the outdoor recreation experts to "show their stuff."



Free movies at auditorium

The China Lake Auditorium shows free movies for all active duty, retired military, reserves and their family members. Newly released movies are shown on Fridays, Saturdays and Sundays. Popcorn, candy, chips, soda and more are available at the auditorium snack bar.



Date	Movie	Rating	Price
August 11	Sod Busters (NR)	NR	1830
I. Q. (PG)	PG	2100	
August 12	Junior (PG13)	PG13	1200
Cobb (R)	R	1900	
Drop Zone (R)	R	2100	
August 13	Mixed Nuts (PG13)	PG13	1300
Clerks (R)	R	1900	

Beginning leaded stained glass

Classes begin September 5, 1995. Sign-up early due to limited space in each class. Classes consist of 6 sessions. Two classes held at the instructors glass workshop.

- \$30.00 per person
- \$30.00 for materials
- Military receive 10% off supplies and 15% off class fee.

Students complete one leaded stained glass project from design and layout through the finished product. Course includes equipment and safety, layout, leading, glazing and cleanup, design, cutting, soldering, copper foil demo and overview of products and materials. For more information, call Crafter at 939-3252.

Adult skating

Did you know skating is one of the best ways to improve your cardiovascular fitness and have lots of fun doing it? Don't miss adult open skate from 11:00 a.m. to 1:00 p.m., Monday through non-Flex Friday. No skates? No problem! The Youth Center rents state-of-the-art roller blades and the traditional roller skates. For more information call 939-6884.

Sports conference

Southern Pacific Sports events are open to all active duty military personnel. If interested, sign-up at the China Lake Gymnasium. For additional information, call Dana Alloway at 939-3550.

Event	Contact	Gym Before	Date
Horseshoe Championships	11 August		22-23 August
Men's & Women's Triathlon Championships	29 August		9 September
Bowling League	4 September		18 September
Men's, Women's and Women's Badminton Tourney	8 September		16-17 September

SERVICES from Page 12

college has a research library and they do career aptitude testing as well."

"Market yourself, and work on that 171," said Jean Simoneau of HRD. "In these times you must be aggressive in any job search."

Some helpful hints for those affected by downsizing: participate as soon as allowed in all available job referral placement programs; be proactive;

don't put restrictions on your mobility; don't limit your search; make sure you list all the skills and experience you possess; respond promptly to requests for additional information; be ready to consider seriously and respond quickly to job offers — that means preparing your family, too; keep your registration data current and know when your registrations expire and what will cause them to terminate.

WROUT, from Page 9

In 1987, WROUT was promoted to the Senior Executive Service. Subsequently, he was appointed associate director of the Range Directorate and was promoted in 1989 to the position of director. After the stand-up of NAWCWPNS he became the deputy commander for test and evaluation at NAWCWPNS.

WROUT has authored a number of professional articles and papers. His awards include the Presidential Rank of Meritorious Executive in 1992, the Navy Civilian Meritorious Service Award, 1971 Point Mugu Outstanding Professional of the Year,

the MIT Sloan Fellowship in 1974, and he has received various SES awards.

A runner, WROUT can be seen putting in his three miles almost daily either early or late in the evening. He, and his wife Joanne, have a son, Jeffrey and two daughters, Jeanine and Joelle, and one grandchild.

"I take the retirement issue one year at a time. As long as I see value in what I'm doing, I'm willing to continue. When there is no more excitement, then it will be time to move on. But for now I feel that I'm making a difference and I always get a thrill out of a new challenge," he laughed.

TROUBLE?

•Facilities •Utilities
•Grounds
Call

Public Works Trouble Desk
939-2268

Are your seat belts on recall list?**Several Japanese makers prepare to provide replacements**

Several Japanese automobile manufacturers have announced a recall of defective safety belts manufactured by a common supplier. The recall numbers and manufacturers involved include:

Recall No. 95V103009—Isuzu Trooper, 1986; **Recall No. 95V103005**—Mazda 323, 1988-1989; Mazda MX-6, 1988-1989; Mazda 929, 1988-1991; and Mazda MPV, 1989-1991; **Recall No. 95V103004**—Mitsubishi 3000GT, 1991; Mitsubishi Cordia, 1986-1988; Mitsubishi Eclipse, 1990-1991; Mitsubishi Galant, 1986-1989; Mitsubishi Mirage, 1986-1991; Mitsubishi Montero, 1986-1991; Mitsubishi Sigma, 1988-1990; Mitsubishi Starion, 1986; Mitsubishi Truck, 1986-1991; and Mitsubishi Van, 1987-1990; **Recall No. 95V103002**—Infiniti M30, 1990-1991; Infiniti Q45, 1990-1991; Nissan 200SX, 1987-1988; Nissan 240SX, 1989-1991; Nissan Sentra, 1987-1991; Nissan Pathfinder, 1988-1991; Nissan Truck, 1988-1991; and Nissan Van, 1987-1990; **Recall No. 95V103006**—Subaru, 1986; **Recall No. 95V103008**—Suzuki, year(s) not available.

On passenger and multi-purpose vehicles equipped with safety belts made by the Takata Corporation the front safety belt buckle release buttons can break. These red plastic release buttons are marked "Press." If a button breaks, pieces can fall into the buckle assembly causing the buckle to oper-

ate improperly. If this has happened the safety belts would not provide adequate protection to an occupant in a vehicle crash.

Owners should check the condition and operation of both front safety belt buckles and carefully inspect the red release button for any breaks or cracks. They should ensure that both buckles are operating properly by inserting each latch plate into its buckle, tugging on the belt to make sure the latch is securely locked and then pressing the release button. The latch plate should pop out of the buckle when the button is pressed. If either release button shows a sign of breaking or cracking or if either buckle fails to operate properly, owners should promptly contact their authorized dealer to schedule an appointment to have the buckle replaced or repaired, free of charge.

The safety belt manufacturer is developing a remedy designed to prevent failure of the buttons that are not currently broken.

Owners who do not receive the free remedy within a reasonable time should contact the auto manufacturer. The manufacturers and their phone numbers are: Isuzu, 800-255-6727; Mazda, 800-222-5500; Mitsubishi, 800-222-0037; Nissan, 800-647-7261; Subaru, 800-782-2783; and Suzuki, 714-996-7040.

was promoted to second class petty officer. Also promoted to second class petty officer were AE2 Paul L. King, AT2 James L. Lovell, AMH2 Timothy L. Masters, ABE2 Vincent P. Prom and AE2 William D. Stanley.

Raymond L. McGoldrick and Timothy A. Pittman received their Certificates of Appointment to the rate of AO2. Cindy Lou Carbaugh received her Certificate of Appointment to AD3. Karen L. Kinzer was appointed to AE3. Angela L. Oas was appointed to AZ3.

AE3 Thomas L. Bennett was promoted to third class petty officer. Also authorized to assume the title and wear the uniform was AT3 James J. Burda, AE3 Shari L. Cefus, AME3 Travis L. Croft, AT3 Kevin C. Feiock, AMH3 Clifford E. Fowler, AE3 Veron A. Gaus, AD3 Anibal O. Graza, AE3 Scott R. Knight, AK3 Luna Ernestina, AMH3 Leonard J. Meuse, AE3 Roberta L. Nelson, AMS3 Samuel E. Pudney, AMS3 Sean C. Rork, AE3 Laura M. Smith, and AT3 John R. Johnson.

Sgt. Lance E. Bills was selected as VX-9 Marine of the Month for January 1995.

Letters of commendation went to AME3 Guyla Joy Housley, AD2 Michael J. Sands, YN2 Denise M. Weaver, AMH2 Charles W. Sero, AE3 Scott D. Alexander, AD1 Richard L. McCormick, AZ3 Angela L. Oas, AD3 Bertram G. Rauber, AO2 Daniel B. Beyer, AT1 Donald H. Burbage, NC1 Garry L. Williams, and AD3 Maria D. Lopez.

Good Conduct Awards were presented to OS2 Matthew D. Zubia, AME3 Barry S. Tuttle, YN3 Leroy A. Hanes, AMH3 Guyla J. Housley and AMS2 Dewayne L. Stuart.

AE2(AW) Joseph W. Leber and AZ2(AW) Randel S. Jacobsen both qualified as an enlisted aviation warfare specialists.



Photo by Kathi Ramont

TOUGH GUYS—Learning about individual crew-served weapons at a recent Marine battle skills training session held for Marine Aviation Detachment enlisted personnel stationed at China Lake were (standing l-r) SSgt. Michael Constant, Cpl. Erick Wilcox, Sgt. Michael Reist, SSgt. George Mills, SSgt. Joseph Dellinger, SSgt. Robert Herwig with a 9mm Beretta, Sgt. Lance Bills, Sgt. Brian Jackson holding a M249 Squad Automatic Weapon (SAW), Sgt. Jeffrey Harris, Sgt. Kevin Venne with an Anti Tank Four, Sgt. Brian Berghuis, (kneeling) SSgt. Michael Conroy, Sgt. David Gaydon with a M203 grenade launcher, and behind a loaded MK19 grenade launcher, Sgt. Daniel Rouse and, hands on, Sgt. Charles Dowdle.

Personal Property Office moves into Housing Office quarters

The Personal Property Office is now located in the same building as the Housing Office, Bldg. 01671 on Inyokern Road. Hours are 7:30 a.m. - 4:30 p.m., Monday - Friday, including flex Friday. On flex days please use the back door between 7:30 to 8 a.m., as the front door is locked until 8 a.m.

The recreational vehicle storage lot located on South Knox Road will soon be resurfaced and enlarged. All residents storing boats and trailers will be required to move their vehicles by tomorrow, August 11. For further information, call Mary Knochel at 939-4449.

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Continued through this week: **Free upgrade to non-interlaced monitor** with all advertised systems and free upgrade to Windows for Workgroups.

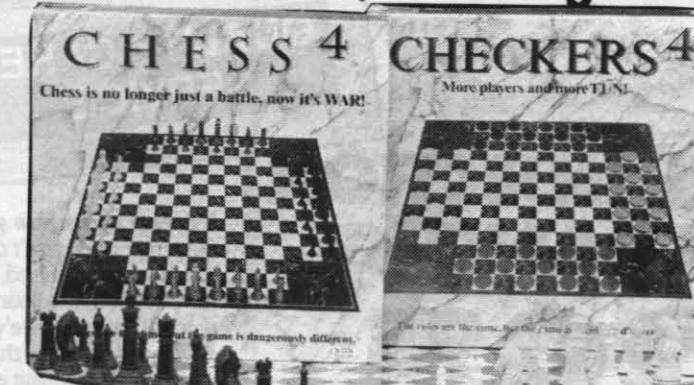
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McDonald's groundbreaking planned; other NEX News

Plans have been finalized and a groundbreaking ceremony set for the construction of a McDonald's restaurant onboard NAWS China Lake just north of the NEX Autoport (service station) on Richmond Road. The groundbreaking is scheduled for Oct. 1 and the new Mac's is expected to open by Nov. 15.

The 2,500-sq. ft. building will feature a tinted-glass enclosed "Playplace."

Open to all personnel, initial operating hours will be from 5 a.m. to midnight, but will be adjusted as business dictates.

Any nationally advertised specials will be available and the restaurant will provide delivery service to Armitage Field.

New sales manager at NEX

Sandy Casimire is the new sales manager of the Navy Exchange. She was previously attached with the NEX at Point Mugu. She replaced Donna Obidowski who is now with the NEX at Pearl Harbor.

Autoport

The Autoport has expanded its operations to include a full-service garage, gas station, auto parts and convenience store with soda fountain.

New hours of operation are Monday through Thursday, 6 a.m. to 8 p.m.; Friday, 6 a.m. to 10 p.m.; Saturday, 8 a.m. to 10 p.m.; and Sunday, 8 a.m. to 6 p.m.

For more information call, 446-

5044.

NEX Photo Lab

The NEX Photo Lab is now open at the Bennington Plaza. It is housed together with the Flower Shop and Video Store. The services it offers include day and next day photo finishing services. The photo lab can also

provide one-hour photo service upon request. To get the best deal in photo services, take advantage of their photo express club card. The lab is open Monday through Friday, 10 a.m. to 5 p.m. and Saturday, 10 a.m. to 6 p.m.

For more information, call 446-4698.

Top 10 videos

The NEX's Top 10 video picks for August are now available at the Flower Shop and Video Store. They include "Higher Learning," "Just Cause," "The Swan Princess," "Bye Bye Love," "Man of the House," "Nobody's Fool," "Outbreak," "Billy Madison," "Circle of Friends" and "Heavyweights."

Plaza Snack Bar

If you need to grab a fast and hearty meal, stop by the Plaza Snack Bar. They specialize in deli sandwiches and offer a wide variety of hot meals for breakfast and lunch. The Plaza is open Monday through Fridays, 5:30 a.m. to 3 p.m. and flex Fridays, 8 a.m. to 1 p.m.

Customer Service

The Navy Exchange constantly seeks to provide excellent customer service to its patrons. With the Road Runner Program, the NEX tries to fill in a customer request if an item is currently out of stock. It also offers rainchecks if items are not in stock in time for the sale event. Additionally, it will match any current locally advertised price from other retailers.



McDONALD'S is coming to China Lake. An aggressive construction schedule has been set with groundbreaking on Oct. 1 and expected completion by Nov. 15. The restaurant will feature an enclosed "Playplace," similar to the one above. There will also be drive-thru service and seating for 244.

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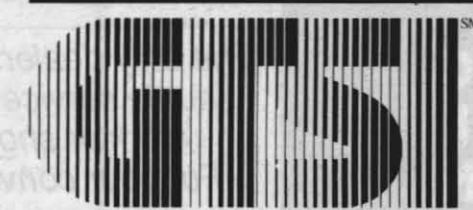
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Military golf rally emphasizes need to preserve benefits

The Military Golf Association (MGA), in conjunction with the Presidio of San Francisco Military Golf Club and the Fort Ord Golf Association, is conducting the Military Golf Rally golf tournament to emphasize the need to preserve benefits on golf courses on military installations.

The tournament will be held on the Bayonet Course at Fort Ord, Calif. on Aug. 28 starting at 10 a.m. Several hundred golfers from the Bay Area are expected to play in the tournament. The Black Horse Course and the Naval Post-graduate School Course will also be available if needed.

The purpose of the tournament is to raise awareness as to what is happening to military golf courses and to express solidarity for all military golfers.

As a result of base closures, golf courses are being sold, leased or otherwise disposed of and the MGA believes it is important to recognize the military stewardship and heritage of these courses. The MGA wants these courses to

continue to recognize the benefits afforded military golfers including special green fees and availability of tee times.

While recognizing the realities of downsizing the military, the MGA wants to explore constructive alternatives to the situations at the Presidio and Fort Ord.

At the Presidio, the Army furling its flag on June 23, and the facility will be turned over to the National Park Service on Sept. 1, 1995.

At Fort Ord, the city of Seaside is currently negotiating the purchase, lease or concessionaires license to operate the golf course. The facility will be turned over to the National Park Service on Sept. 1 and it is unknown at this time what the status of military playing privileges on the course will be.

There have been no assurances that current military benefits will be extended to military golfers at either of these courses. The MGA believes that benefits should be "grandfathered" into these transactions.

Al Stetz, chairman and CEO of the Military Golf Association, raised this issue in his testimony before the Senate Subcommittee on Parks, Historic Preservation and Recreation on June 29. The subcommittee was conducting a public hearing on Senate Bill S.594, a bill to provide for the administration of certain Presidio properties at minimal cost to the taxpayer. Stetz appeared on behalf of the Presidio Military Golf Club.

Golfers and other guests have been invited to express their thoughts on this subject during the dinner and awards ceremony to be held after the tournament. Al Stetz, and the respective presidents, Jean Health of the Presidio Military Golf Club and Carrell Barrow of the Fort Ord Golf Association, will be present to answer questions.

The tournament entry fee is \$50 which includes the green and cart fees, dinner and prizes. To enter call or send a facsimile: 1-800-958-7MGA or write to: Military Golf Association, P.O. Box 2611, Kensington, MD 20891-2611.

Mosquitoes are out in force, water is fast, fish are biting in E. Sierra waters

Bring lots of bug repellent and use it when fishing in the Eastern Sierra. The mosquitoes are out in force due to heavy snow melt and lots of standing water.

Due to the "Adopt a Creek" program and frequent trout stockings done by the Bishop Chamber of Commerce, fishing has been wonderful at the Bishop Creek/South Lake area. Both areas are stocked with 6-10 pound trout. Anglers have been using green olive wooly buggers, tube jigs with meal worms and night crawlers.

At Lake Sabrina, around the inlet and off the dam seem to be the places to fish. The lake has also been recently stocked with trout. North Lake fishing is great. The best bait is night crawlers and meal worms. Fishing has been good, but difficult with high water at Intake II in Bishop Creek Canyon. There is only fair fishing at the Owens Rivers. Fly fishing is perfect for the evening. It is recommended when fishing the river to use weights, as the water is running fast.

For information call Bishop Chamber of Commerce at (619) 873-8405.

New layaway policy

A minimum down payment of 25 percent of the purchase price is now required for items put on layaway. A one-time, nonrefundable fee of \$3 will be charged at that time as well. General merchandise may be put on layaway for a maximum of 90 days. Equal payments of the balance must be made every 30 days. Soft lines merchandise (clothing) may be put on layaway for a maximum of 45 days and equal payments must be made every 15 days.

NEXcard

The minimum purchase required for NEXcard holders has been reduced to \$50. The NEXcard Home Layaway Plan is offered to all active and retired military to help them purchase high value items without paying high interest rates.

Convenience Care Plan

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Mini Mart

The mini-mart is located at the back of the retail store. Aside from food, beverages and other consumable items, the mini-mart also carries garden and tool supplies as well as sporting goods and fitness equipment.

McCormick from Page 3

also able to help the chaplain at the Italian Navy Base there.

One of the highlights of his Italian tour was having an audience with the Pope in April 1993 along with the CO of the submarine base.

In July 1993 he transferred to *Constellation*, homeported in San Diego, where he and two Protestant chaplains ministered to 5,500 Navy personnel aboard the carrier. In addition to the crew of *Constellation*, he flew to six other ships in the battle group to hold mass and minister to the crew members while at sea.

The ship was out to sea for 15 months of his two-year tour, making one Rimpac and one Wespac with port calls in Korea, Hong Kong, Singapore, United Arab Emirates and Australia.

"Wespac was the busiest I've ever been in my 26 years as a priest," he said. "But it was wonderful work and offered a great opportunity to minister." He explained that the chaplains were always involved in the personal crises of crew members.

"We were the ones who broke bad news and good news to the individuals and then helped them through it in any way we could," he said. "Crises could vary from the death of a parent or grandparent or other relative, an injured child, financial problems or the birth of a child.... we saw everything. And there were a lot of them. With a crew of 5,500 we had as many as 30 crisis calls a day. And if a crew member was injured we were the ones that called the spouse or parents. So it was indeed a very busy time."

McCormick added that they did community relations work at every port of call. "We usually gathered up a crew and went in and painted an orphanage or school or did other rehabilitation work and repairs," he said. "This

has been a tradition in the Navy for years, and the Chaplain's Department has always headed up the community relations and made plans with the embassy for what we would do when we were in a given port."

One of the exciting things he did while aboard *Constellation* was to fly with the S-3 tanker squadron. "I managed to take-off and land without having a heart attack, so that was fun," he said with a laugh. "To go from zero to 150 in 2.8 seconds is quite a thrill!"

At China Lake he said one of his priorities is to strengthen the chaplains' relationship with the land-based squadrons. He explained that at sea COs and XO's of the squadrons seemed to be uncomfortable at first with the chaplains, and he learned that that was because while they were on land they usually had not developed a close relationship with base chaplains where they were attached. So while he's here he wants to strengthen that relationship. "And Chaplain (Allan) Ford has already started that by visiting the flight line each week."

Another goal is to increase pastoral visits to congregations' members in their homes. And lastly he wants to make contact with young unmarried enlisted personnel. "Some of them may have no religious background, and frankly they may not have the time or interest in attending services now," he said. "But later, when they settle down and have children, I want them to remember the church and the chaplain as friendly and not threatening, so they may want to become active in a church at that time."

A personal goal while he's here is to get more serious about stargazing. "Here in the desert, like when you're at sea, you can see so many more stars," he said. "I noticed how well you can see the Milky Way and feel being a part of it. So while I'm here, I want to bone up on my astronomy and get a little more serious about it."

Fees and charges set for China Lake area bowlers

Bowling Center fees and charges for military and civilian bowlers, respectively, are as follows. Open bowling: \$1 and \$1.50; league bowling: \$1.50 and \$2; Junior league bowling: \$1 and \$1.25;

shoe rental: \$1 and \$1.25; lane rental per hour: \$8 and \$10; annual locker rental: \$16 and \$22; monthly locker rental: \$1.50 and \$2. To help with the formation of teams, persons not included in the

military or DoD authorized patrons categories may participate as an alternate in bowling leagues as a guest. Only one guest per team is allowed and league guests pay \$2.50 per game.

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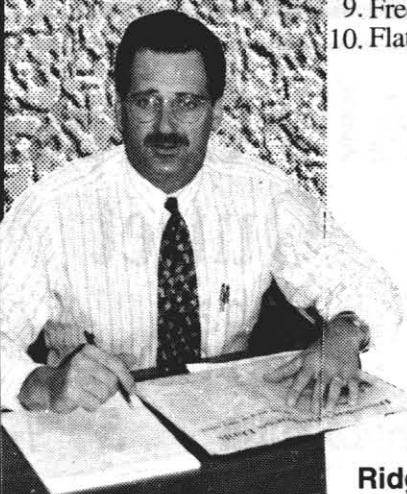
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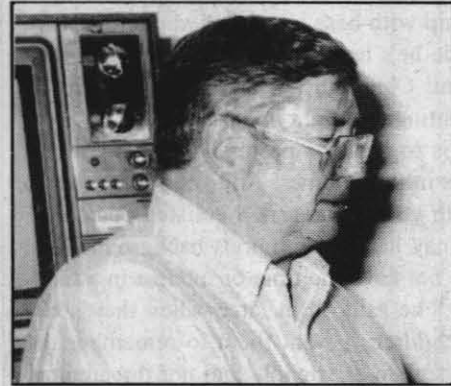
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Commander's Awards go to six outstanding NAWCWPNS employees

For demonstrating exceptional management and leadership skills, the following individuals have recently received the NAWCWPNS Commander's Award.

Clyde Swasey

Clyde Swasey received the Commander's Award from RAdm. Dana B. McKinney for his work in the initiation and development of the logistics foundations for the Joint Standoff Weapons Program. "Your dedicated efforts have resulted in significant improvements in efficiency



Clyde Swasey

of operations by effectively eliminating redundancy while fulfilling all Air Force, Navy and Marine Corps requirements. The impact of your significant achievements will be sustained throughout the life cycle of this weapon," read RAdm. McKinney.

Swasey was asked to join the JSOW team by Dr. Lloyd Smith who was looking for an expert integrated logistics support person. "Swasey has excelled in his support of the JSOW project," said Smith.

Swasey came to work at China Lake after 22 years in the Navy. His last tour of duty was at the then-Air Test and Evaluation Squadron Five (VX-5). After working a short time with Cerberonics as a logistics engineer for F/A-18 support, he was hired on to the Sparrow Program. He has also worked on the Phoenix missile program.

Alita Gilchrist

As the Contracts Competency focal point for two significant NAWCWPNS procurement inspections spanning an 18-month period, Alita Gilchrist created and



Alita Gilchrist

coordinated the myriad special task teams set up to assess the adequacy of products and services in the competency. She ushered in a database which incorporated outside- and self-inspection data from the previous five years and tracked progress on the current deficiencies. While managing the communication between management and functional personnel in the organization she provided an effective interface. "Alita was doggedly persistent in coordinating details of tasks," said Cdr. Chris Webster, contracts competency leader.

At the awards presentation, RAdm. McKinney congratulated Gilchrist on her high degree of professionalism, dedication to excellence and personal sacrifice.

Linda A. Roush

Before she left the area for a new position in Washington, D. C., Linda A. Roush received her Commander's Award in recognition of her outstanding ability to manage and lead projects and personnel. For the previous four years she held the position of branch head in the AV-8 Avionics and Weapons Integration Branch. From her nomination papers, RAdm. McKinney spoke of an example of her skills. "Roush was able to take a leadership position on a program that was suffering from a lack of trust between the sponsors and the field, and



Linda Roush

was able to instill trust into the sponsor, develop an inspired team and deliver the product on budget and schedule."

Ann R. Wagner and Carol A. Barry RAdm. McKinney presented awards to his secretary Ann Wagner and Sterling Haaland's secretary, Carol Barry, in recognition of their professional excellence and personal commitment. Together they reestablished current correspondence guides for the command. McKinney commended them both, "As a result of numerous organizational changes, Chapter 11, a supplemental to the Navy Correspondence Manual, was woefully out of date. By your unselfish actions you completed this complex and difficult task while also continuing to

Please see **AWARDS**, Page 20

SPORTS



Photos by Margie Hammett

WINNER—Chris Conlon, with a score of 299 came in top winner of the open division at the So Pac Open golf tournament held last week at the NAVS golf course. Capt. Charles A. Stevenson, NAVS commanding officer was on hand to present trophies to all the winners at the awards presentation held on the golf course patio.



SENIOR DIVISION—In the senior division, (no first name provided) Heidenreich came in first place at the golf tourney with a score of 304.



TOP LADY—Brenda Barley won the women's division with a 376 score.

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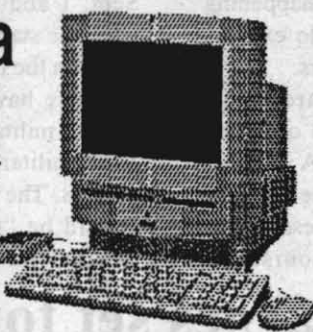
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AWARDS, from Page 8

meet the challenges associated with your already heavy workload."



Ann Wagner



Carol Barry

Jo Ann Griggers

For her acceptance of myriad additional corporate duties, Griggers received her award at a surprise ceremony in RAdm. McKinney's office. "Your technical expertise and personal commitment to excellence is evident in your contributions to the defining of a variety of instructions at the standup of the Competency Aligned Organization, your participation on the recent Secretarial Task Team and for your continued leadership in the Corporate Secretaries Board," said McKinney. Griggers works as secretary to Corporate Operations Competency Leader Milt Burford.



Jo Ann Griggers

DIALOG from Page 19

short on people. If you see an overhead position, it is because it is either essential or required that we fill that position. If we simply had too many employees, you wouldn't see any ads. If we have a skills mix problem, then you will see ads at the same time we are trying to encourage some employees to leave from different skill areas.

Question: Why doesn't NAWCWPNS allow a sufficient number of engineers, mathematicians, physicists, etc., to take VERA/VSIP to offset the number of the same that are funded by G&A overhead due to a loss of direct funds? This could be followed by placing those funded by G&A overhead (downtime) in the vacated direct funded positions.

Hull: We are constantly moving people on and off the "downtime" list as the demand for their skills fluctuates. Some people are in the Available Talent Pool for a very short time and others remain there much longer. In many cases, people spend part of their time on direct funding and part of it on overhead, so they aren't clearly identified as one or the other. In fact, virtually every employee spends part of their time on overhead. The problem arises when a skills mix imbalance causes the ATP to grow too large and the overhead required to pay the people is too great (currently several million dollars). We either need

to find work for them, or induce them to leave the organization.

One reason we have offered very few VSIP/VERA opportunities to people with direct-fundable skills is that we have had a shortage of people with those skills, which in many instances has been temporary. We need a small reserve of these people so that we can respond quickly when new work comes in, but the number has to be kept small.

In your suggested scenario, the result would be the same whether we gave VSIP/VERA to a person in the Available Talent Pool, or gave it to a person who was direct funded and then replaced them with a qualified person off the ATP. Either way, one person would leave the command and the remaining person would be direct funded. In most cases, it would be counterproductive to offer a separation incentive to anyone whose work is currently direct-funded, just so we could replace them with someone else.

As part of the business plan we are currently formulating, we will be offering separation incentives to people in billets which are no longer funded, and to people on the ATP. The result will be a shifting of some people from overhead to direct as they fill billets vacated by people who left the command.

Please let me know if this doesn't answer your question.

5.0's Gerry Wrou

Combining competitiveness with ethics and morals helps with challenges

By Kathi Ramont
Staff Writer

Gerald "Gerry" Wrou, began his career at the Pacific Missile Test Center, Point Mugu, in 1960 as an aerodynamics and digital systems engineer and upon the stand-up of the Naval Air Warfare Center Weapons Division's competency aligned organization in 1994, he assumed his current position of as head of the Test and Evaluation Group, 5.0 competency, responsible for interactions with the six other competencies at NAWCWPNS.

Three technical departments are aligned under Wrou's leadership, and a fourth, the Test Article Preparation Department, receives administrative support from the Test and Evaluation competency, where he is responsible for nearly \$500 million in revenue.

"If I had to describe myself, I guess I'd say that I'm competitive, but with ethics and morals," Wrou said. "I only engage in things I fully plan to win. I like challenge. I like competition and the thrill of victory. But I've learned to never flaunt victory. You only end up having to swallow it later."

A basketball fan, Wrou said that his high school basketball coach taught him

something he's always believed in. "Individuals never lose games. Teams lose games. And individuals never win games. Teams win games. I apply that philosophy to all my work in the organization," he said.

"He's been a delight to work with," said his secretary of five years, Carolyn Evans. "Through all the changes in the organization, through consolidation, he's been terrific."

"I care about people," Wrou said. "All the people here in the field. The reason that I travel so much, and I really hate to travel, is that I feel that we need to let Washington know by there being a field rep at these meetings, that we're not going to let them do something

dumb at the expense of our organization. It may not seem to everyone that there is logic in the Weapons Division, but I have to look the taxpayer in the eye. Ultimately we're all paying the bill. This

is a business. And I'm trying to figure out the best way to help the workers. I get stopped by people in the grocery store, and I tell them that I never kid them. We won't see real stability until 1999 or 2000 — it takes awhile to stabilize. The corporation took time to build,

and we can't transform it overnight. But I feel that we'll see stabilization happening next year. And as other bases close, we will pick up some of their work."

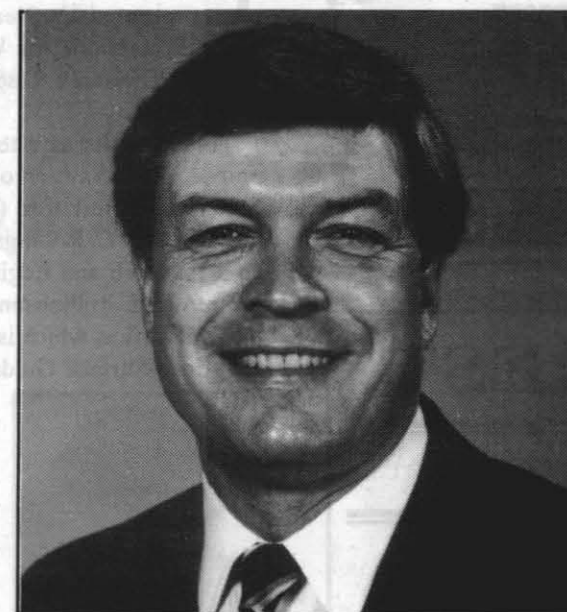
A native of Chicago, he graduated

from St. Louis University, St. Louis, Mo. in 1959, where he earned a bachelor of science degree in aeronautical engineering. He received a master's of science degree in 1968 from the University of California, Los Angeles, and was then awarded a Sloan Fellowship at the Massachusetts Institute of Technology in Boston, where in 1975 he earned a master's of science degree in management.

"Besides the merging of Point Mugu and China Lake, which I felt would be the real salvation of the organization, I can recall two technical events which give me the greatest pleasure in looking back over my career," he said. "One was when I wrote my first digital program in 1960 on a Bendix while sitting at the beach at Point Mugu. And in 1968 I was working the F-14 program running technical software. Both memories bring back a smile."

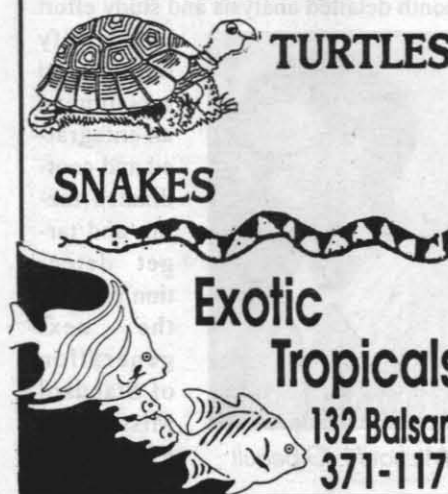
From 1976 through 1985, he served as head of the Tactical Embedded Computer Resource Division and was responsible for the F-14 and EA-6B software support and electronic warfare software support activities. He then served as head of Weapon Programs and later, as associate director of PMTC's Electronic Warfare Directorate.

Please see **WROUT**, Page 24



Gerry Wrou

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Four employees earn Research & Engineering Excellence Awards

By Kathi Ramont
 Staff Writer

Four Research and Engineering Excellence Awards were recently presented by Sterling Haaland, head of the Naval Air Warfare Center Weapons Division's Research and Engineering Group.

For his skills as a technical leader and as the manager of the Foreign Material Exploitation (FME) Project Office, Larry L. Rollingson was awarded a Research and Engineering Excellence Award. Rollingson is the head of the FME office, which is on the staff of the Air-to-Surface Guidance and Control Branch, but represents all NAWCWPNS efforts in the area of exploitation of foreign guided missile systems and subsystems.



Larry L. Rollingson

Under Rollingson's leadership,

the FME Project Office has provided an additional cross-training benefit for the individual engineers at China Lake by providing a whole-missile approach to foreign exploitation and an opportunity for technology transfer. As a result of his efforts in developing new business opportunities for NAWCWPNS, several areas have been identified in which the Division can continue to grow, such as countermeasure development and software reverse-engineering.

Nominated by G. W. "Tex" Hoppus, head of the Air-to-Surface Guidance and Control Branch, Rollingson was lauded for continuing to bring new work to NAWCWPNS. Along with the talents of many others on Station, he is establishing NAWCWPNS as the center of choice for the exploitation of foreign missiles. "His dedication and leadership has been recognized by other services as well as by foreign governments," said Hoppus. "He has always displayed strong personal integrity, energetic management and an ability to work with and motivate others."

According to Hoppus, Rollingson is coordinating and managing all foreign missile assets through the exploitation and testing phases. Haaland added his congratulations by saying, "Your efforts have ensured success in many areas, including foreign technology successfully transitioned to U. S. designers; technical information and test support provided for the development of countermeasures; full-spectrum foreign

evaluation; and as a focused liaison and point of contact for sponsors."

Michael J. Gibeault, Richard K. Perrine, Sr. and Mark P. Egan also received Research and Engineering Excellence Awards recently for their engineering achievements. As a team, they developed, marketed and obtained multiple sponsor approval and funding for an integrated, multi-program target detection and fuzing development plan for the next generation of air intercept missiles.

According to J. David Janiec, head of the Fuze and Proximity Sensors Branch, "Since the end of the 'Cold War,' the potential airborne threat systems our operational forces may face have continued to evolve. Improvements in threat performance including signature, speed, size, countermeasure capabilities and flight profiles are requiring ever increasing performance from our intercept systems. In the current environment, insufficient funds exist for each of our missile systems to execute separate development efforts to respond to the new requirements. In June 1994, the Program Executive Office for Theater Air Defense requested NAWCWPNS to investigate integrated new technology target detection and fuzing candidates for weapon system upgrades.

"Gibeault, Perrine and Egan comprised the core team which led an eight month detailed analysis and study effort



Michael J. Gibeault

to identify options and recommend an integrated and coordinated fuzing and target detection plan for the next generation of Standard Missile and Evolved Sea Sparrow Missile. Through their expertise in fuzing and extensive knowledge and understanding of a broad range of technologies, their initial investigations and recommendations led sponsors to expand the task and applications," said Janiec. "The direct result of their exceptional efforts has been a focused and integrated fuzing development plan for all Navy missile programs."

According to the nomination letter, the study evolved into a complete review of all extant technologies applicable for intercept fuzing, including fully functional guidance integrated fuzing. All sources, including the government and university laboratories, and industry, were investigated and

Capt. Hull continues open dialog with employees

Question: How come the China Lake site is being asked to take so many of the hits? After Pt. Mugu was taken off the BRAC list, it appears that no one wants to take the cuts there that really need to be taken. It is not fair that China Lake should have to absorb all of the required reductions.

Question: I have a question, which has been on the lips of many people at my level (at Point Mugu). With respect to the planned and current downsizing of personnel, why is Point Mugu taking the largest share of the cuts? If China Lake and Point Mugu are now "one entity", why does the downsizing data not support that view?

I have heard that question asked more than a dozen times by other people in the last two weeks, in the areas where I work. Inquiring minds would like to know the answer.

Hull: This provides an interesting example of contrast on the rumor circuit, and it prompted me to extract some data from our initial look at where we might need to take some personnel reductions. I'd like to share the data with you. Remember that this is real data, but it is not based on the final list, so it is really just a demonstration of the fairness of our process. We will continue to monitor these statistics as we refine the final billet list, and we will keep you informed.

In constructing a draft business plan, we have looked at all of the tools available to us for increasing our ratio of direct to indirect funded personnel, balancing the skills mix, and reducing our accumulated operating results, or AOR, to zero. In other words, we need to balance our books and get back in the black.

We asked the competencies to look at every function they perform, and every non-labor expense, to determine where cuts could be made that would contribute to the "Zero AOR" goal. We aggregated the proposed billet and function eliminations, prioritized them, and did an economic analysis to determine the level at which we would reach our

goal without going too far (cutting too much).

It was not until these questions were asked that we went back to see how the original set of proposed billet cuts was distributed across the sites. I also asked for data on how they were distributed across our employee population of male/female, minority/non-minority, etc.

Before any of you ask me for that list, please remember that it will bear little resemblance to the final list, if one is ever actually formulated. We have to formally request to conduct involuntary separations and get approval to do so before we can begin putting together a final list. There is no guarantee that we will get that approval, so the list we have now is really only useful in determining the feasibility of using this tool, and to determine the magnitude of reductions necessary.

Back to the data - the distribution across the sites almost precisely matches the distribution of the total number of employees. There are a few more billets on the list from the China Lake site, but there are more total employees at China Lake than at Point Mugu.

The percentage of minorities affected is within two percent of the percentage of minority employees in the total work force. The same is true of the percentage of males and females.

In summary, there do not appear to be any inequities in the distribution of positions identified in the initial feasibility list. The percentages may change as the final list is formulated, and we will keep all of you informed on that data once we have gone through the request and approval process.

Question: Would you please expand on the term "skills mix imbalance"? At face value it seems to indicate that there are many positions here which cannot be filled, and yet the announcements section of the base newspaper does not reflect this.

Hull: Yours is a good question. The answer is difficult to quantify, but I can give you a rough idea of what it means.

Our work force is a complex mix of people with widely varying skills, education, experience and qualifications. They range across the spectrum from a PhD physicist working in a lab to a recently graduated secretary at the beginning of a career to a journeyman plumber who has worked on the base for thirty years. The work force has evolved into its present composition through the "natural" processes of attrition and hiring as we needed new people or replacements.

The composition of our work force is NOT the same as it would be if we could carefully tailor that mixture to the precise combination of direct work and overhead support functions we need. It is the differences between that theoretical tailored work force and what we have on board today that lead to an imbalance.

As demands for work change, we constantly make adjustments in the skills mix as we hire people into some vacant positions and choose not to fill other vacancies as they occur naturally. This process is easy to manage in a stable workload environment or one that is growing. However, when our workload is decreasing, natural attrition may not occur fast enough to allow us to hire people in sufficient numbers to make the adjustments we need.

Please bear with me as I use a hypothetical example: If we have ten widget-fixers today, then next year there is only enough work for five, but only two people retire or resign, then we have three too many that we must pay out of overhead. If we have five mule-drivers today, then next week we need ten, but we can only hire two because of a freeze or a limit imposed by headquarters, then we will be three short and some of the work won't get done.

If a widget-fixer and a mule-driver were interchangeable, we wouldn't have a problem. If they aren't, we have a skills mix problem. Revenue is going down, overhead costs are going up, and work isn't getting done. If we wait long enough for the three extra widget-fixers

to leave on their own (or to get trained as mule-drivers), we can then hire our mule-drivers, but we lose a lot of widget work in the meantime and our overhead costs continue to mount.

If we can offer a VSIP/VERA to the three excess widget-fixers, it costs us some money, but it is less than the revenue the new mule-drivers will generate, and stops the charges to overhead by the excess widget-fixers.

If we can't afford to wait that long, or the three widget-fixers don't want a VSIP/VERA, then we have to consider other means of balancing the books.

Today, in very general terms, we have too many people being paid by overhead funds and too few being paid by direct funds from our sponsors. Our savings account is empty and our debt is getting larger. We are out of balance. We cannot simply shift people from overhead to direct funds. They must be able to do the work our sponsors want done. If the people we have on overhead don't have the necessary skills to do the sponsor's work, then we need to hire people who do. Now the clincher. If we are already doing all of the work that our sponsors want done, and we are still out of balance, we have no choice but to reduce the number of people we have on overhead (and the amount of non-labor expenditures we pay for out of overhead) until we are back in balance. This is where we are today.

We will be "in balance" when the overhead funds generated by our direct funded people equals the total of all overhead expenses, and we have neither a profit nor a loss at the end of the year. There are other factors like operating support subsidies, but this is essentially the way it works.

What we are doing is putting together a business plan that, if followed, will allow us to balance our skills mix and come out even on money by September 1997.

In answer to your question about the ads in the newspaper - any position you see advertised is in an area where we are

Please see **IALOG**, Page 20

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NAWS continues to grow...



Photos by Mona Alkhaf

WIELDING a silver spade, Capt. Charles A. Stevenson helped break ground on July 29 for the new physical fitness facility. The facility is an exercise path that runs from Lauritsen and Sandquist gates to Armitage Field. Harry Mertz Construction Company of Inyokern won the bid for the work. They will also be rehabilitating the exercise path along Inyokern Road from the Main Gate to Michelson Laboratory as part of the contract. Approximate completion date for the project is November 1995. Howard Collins, project design engineer and Ron Gilchrist, customer liaison officer, both of the Public Works Department, will address any questions concerning the project. Collins can be reached at 939-9412 and Gilchrist, at 939-0057. (l-r) Ens. Mark Spencer, Lt. Doug Staunton, LCdr. Chas Miller, Stevenson, Harry Mertz, Keith Mertz, Paul Baczkiewicz and Ron Gilchrist, helped in the dirt-turning ceremony.



GROUND BREAKING ceremony for the Armitage Airfield Fuel Farm was held on Thursday, July 27, just west of the intersection of Sandquist and Lauritsen Roads. Hensel Phelps Construction Company of Irvine, Calif., was awarded the contract June 30. Project completion is expected by January 1997. This project provides two 200,000-gallon above-ground storage tanks complete with the required environmental protection devices and secondary containment systems to replace the existing airfield fuel farm. New equipment includes automatic controls to prevent overflow and fuel spillage and an aqueous film forming foam protection system which automatically dispenses foam to protect the new facility from fire. The new facility also includes an 1,800-square foot office building. As an added improvement, the contract reroutes and paves Lauritsen Road to Hangar Five and repaves Talon Road to the airfield. Project engineer Scott Webber and general superintendent Gerry Boat comprise the on-site management team for the Hensel Phelps Construction Company. They will work closely with Steve Culbertson, project manager, in the home office. Taking shovel to dirt for the new fuel farm above are (l-r) Joe Weaver, Ens. Mark Spencer, general contractor Gerry Boat, Cdr. Chas Miller, NAVS Commanding Officer Capt. Charles A. Stevenson, Rubin Gomez, Ron Gilchrist, CWO4 Dan Cruz and ABFI(AW) Jeff Quimby.

analyzed. Technical experts from these sources were used to provide strict peer review of the process and conclusions.



Richard K. Perrine

All of this effort to meet programming budget deadlines required Gibeault, Perrine and Egan to put in 60- to 80-hour work weeks and the loss of the majority

of their weekends during the task.

Through an exhaustive series of high level review and presentation cycles, the recommended development plan was not only approved, but additional candidate programs were approached and convinced to join a more comprehensive plan. The final result was a "road map" from exploratory develop-

ment through engineering manufacturing development for a complete family of target detection systems for the next generation of Navy intercept missiles.

"At the NAWCWPNS level, their outstanding work resulted in several millions of dollars of new work and the re-establishment of our leadership in the fuze and target detection community," said Haaland.

"Equally important, NAWCWPNS credibility was enhanced such that we have been solicited by the same sponsors for increased involvement in guidance and control systems on programs from which we have previously been excluded."



Mark P. Egan

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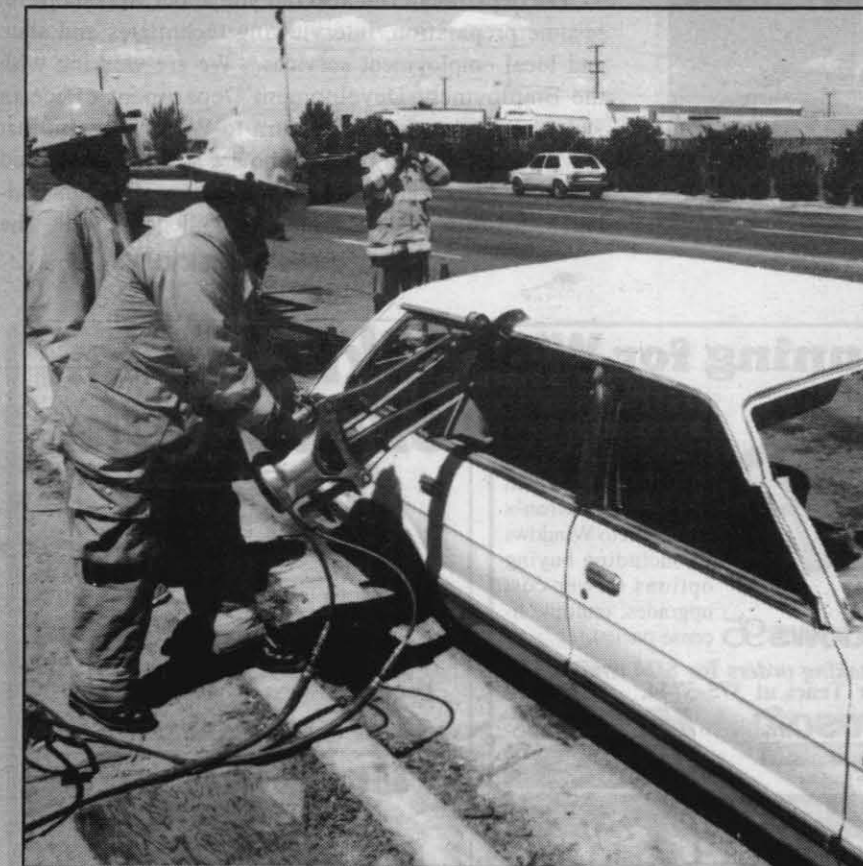


Photo by Barry McDonald

JAWS of life were used last Wednesday in the training of new China Lake firefighters. The trainees used the device to pop doors and peel back roofs of cars donated by Pearson's Auto Wrecking. They also used air bags to raise the cars, demonstrating the technique used to extricate victims from beneath a vehicle. According to Capt. Larry Mills, recruits Jeff Cirinelli, Frank Valdez, Doug Mendez, Mike Russ and Antonio Solomon were in their fourth and final week of training, which had included basic firefighting techniques, ladders, hose pulls, hand tools, self-contained breathing apparatus and various other elements of the job. Wednesday's activities were supervised by instructors Mike Ames and Mike Cooper of the China Lake Fire Division.

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OUTPLACEMENT from Page 1

Kurotori. "This is determined by a number of factors established by law. They include veteran's preference, tenure group and service computation date in combination with your recent performance ratings. Together, they determine your retention standing."

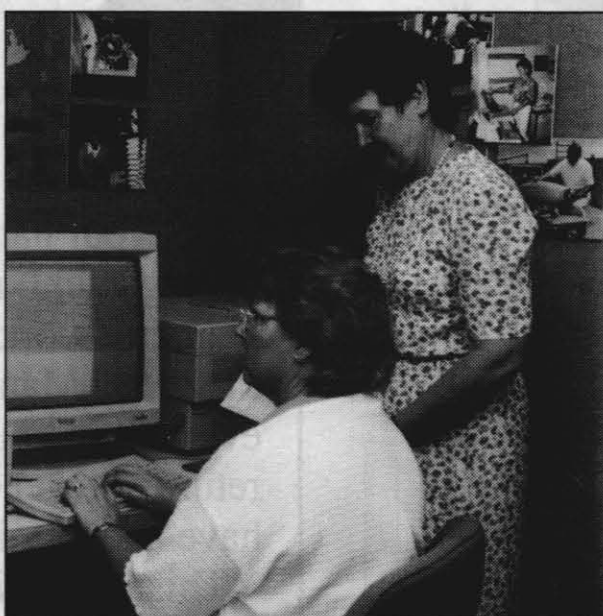
Human Resources has programs available to help employees who do lose their jobs. According to HRD, legislative and regulatory changes will help ease the pain for DoD employees. These new provisions, along with reemployment benefits and services available to all federal employees, make up the DoD Civilian Assistance and Re-Employment (CARE) Program.

While, according to NAWCWPNS Vice Commander Roger K. Hull, upper management is doing everything it can to avoid a reduction-in-force (RIF), it could happen. If you receive a RIF notice you will have questions on how you were selected for the RIF action; your options; the effect of RIF on benefits and programs and services available to assist you.

One thing employees facing separation (and employees in general) can do is register in the Defense Outplacement Referral System (DORS) for other jobs. This is an automated referral system that permits employers who have job vacancies to get a list of DoD workers who may match the skills needed. Employers who use DORS include those in private industry, state and local governments, non-DoD federal agencies and other DoD activities. HRD can help you identify your skills and register you in DORS. But, before you do that, think about what geographic areas you are willing to move to for a job and make sure your SF 171 and resume are up-to-date. Interested employers may contact HRD (or you directly), to schedule interviews or to request more information. You can stay registered in DORS even if you turn down a job offer. Your registration remains

active until you cancel it, accept an offer, or are separated by RIF. Your spouse can also register for referral assistance in the same areas you choose, even if he or she is not a federal employee. Non-appropriated-fund employees are also eligible to register.

Pre-registration is necessary. Call June Fletcher at 939-2265, or Shirley Knight at 939-2264, for an appointment and remember to bring an updated SF 171 or Optional SF 612 and your most recent SF 50 (Notification of Personnel Action). If it is hard for you to get to the HRD office during working hours, a phone call to Fletcher or Knight can help start the process.



ROCKETEER Staff Writer Kathi Ramont gets assistance from June Fletcher on use of outplacement office job-search computer.

Books listing jobs overseas and in the United States are also available in Fletcher's office, Room 100. The books are updated every two weeks and cover all GS through SES levels.

For those who want a state-by-state listing of federal jobs, a computer is also available for employees in Room 100. Written step-by-step instructions are available and the program easy to use. "We have regulars who come in every week to check on jobs," said Fletcher. This program is updated daily.

Human Resources has several other programs in place to help job seekers, and they all offer similar job search suggestions. Julie Streets is available at Point Mugu, by appointment, to talk to employees about their job interests and goals. She can be reached at DSN 351-3984.

Dee Quashnock is the voluntary separation incentive pay (VSIP)/voluntary early retirement authority (VERA) coordinator and can be reached at 939-8124 for information and help with planning your retirement.

Betty Miller, at 939-0880, can offer advice on stress relief techniques and resources, and there are also job clubs and financial planning services available. It's always important to talk to your family and friends — this networking is usually the best way to hear of a job that might interest you.

The department can also tell you about workshops on resume preparation, interviewing techniques and state and local employment services. "We are working with the Employment Development Department office in Ridgecrest. They have a 'Return-to-Work' program that may be accessible to people who are still working," said Kurotori. "The base has a memorandum of understanding with Cerro Coso Community College as well. The

Please see **SERVICES**, Page 24

Safety Sense

By Terri Olson
Safety Specialist

Living in the desert, you probably know how draining working or playing in too much heat can be. But if the heat and humidity are very high, there is a danger of heat cramps, heat exhaustion or heat stroke. This is most likely to occur when the temperature is 90 degrees Fahrenheit or more — typical in our summer months (see "Weather" on Page 2). First aid for heat cramps and exhaustion can make the victim more comfortable and able to return to normal activities more quickly.

Causes of heat stress

You know that as your body moves, you get warmer. Perspiring is one of the ways your body has of cooling off. Your body also directs more of your blood to the surface of the skin, which is why your skin may look flushed when you're hot. This is called heat stress. You may be working too hard, or not drinking enough water when it is very hot or humid. You may not be used to the heat. Or, the air may be very still, with no breeze or fan to help cool you. When your body overheats, it begins to pay most of its attention to cooling off. If

other jobs your body must do to maintain a physiological balance are not done, you may develop symptoms of heat stress.

Heat cramps

If you're working or playing hard in the heat, you can get cramps, pains or spasms. Often they are in your arms, legs or abdomen. You will probably be perspiring heavily. You can also get heat cramps from drinking too many cold liquids, or by drinking them too quickly.

If you develop symptoms, massage or use firm pressure on the muscle that is cramping. Drink small sips of water — water with a little salt added (if you have a heart or blood pressure problem, drink plain water), or a commercially available sports drink, to help cool your body. Move into the shade or a cooler (not cold) place.

Heat exhaustion and heat stroke

People with heat exhaustion have some or all of the following symptoms: sweating, clammy, flushed or pale skin, dizziness, weakness, nausea, rapid and shallow breathing, headache, vomiting or fainting. Those with heat exhaustion, should lie down in a cooler (not cold) place, with feet raised and tight clothing loosened. Give the victim sips of cool water or sports drink. Call a doctor, especially if there is vomiting or fainting.

An extreme case of heat exhaustion could lead to heat stroke. Typical symp-

toms include red, hot and dry skin. Heat stroke can be fatal and rapid aggressive cooling is the only way to care for the victim.

Avoiding heat stress

It takes about 4-7 days to get used to unusual heat. If you know you'll be exposed to hot temperatures, spend progressively more time each day in the heat for about a week before beginning your task. Always drink plenty of cool water when you're in the heat. You may not be thirsty, but your body can still be losing as much as three gallons of water a day in hot weather. Wear hats, sunglasses and loose cotton fabrics to help you stay cool. Take frequent breaks in a cool place.

Be aware of heat stress

Too much heat can make people lose their concentration, get tired or grouchy. Understanding how to deal with heat stress can help you avoid accidents and misunderstandings. Extreme heat can be bad for your health, so learning first aid for heat stress can be important to your health and well-being.

If you're in a building that catches on fire, get out and stay out! It's your fire-safe response.

Video Listings

NOTE: Special programming this week on Channel 17 includes the dedication and operation of the new Missile Engagement Simulation Arena/Dr. Jon Wunderlich Laboratory beginning at 6:25 p.m. Monday through Thursday.

Monday - Thursday, Aug. 14 - 17

5:30 p.m.: Navy News
5:55 p.m.: Safety Journal
6:25 p.m.: Dedication of The Missile Engagement Simulation Arena (Dr. Jon Wunderlich Laboratory)
7:00 p.m.: The Missile Engagement Simulation Arena/Dr. Jon Wunderlich Laboratory, Capabilities
7:06 p.m.: The U.S. Navy Hot Air Balloon Team

Monday - Thursday, Aug. 21 - 24

5:30 p.m.: Navy News
5:55 p.m.: NAVAIR on the Move: Headquarters Moving Plans Take Shape
6:25 p.m.: China Lake Historical Program...Life at the End of the Road
6:40 p.m.: Sunset Video: Beautiful Gardens With Less Water

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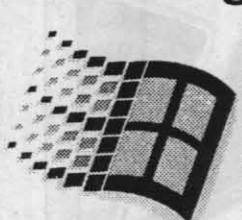
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SCALE-UP from Page 1

response to increasingly stringent insensitive munitions safety and environmental requirements. A rash of serious explosives mishaps in the private sector provided the impetus for putting the plan into action.

Three years of hard work by Zentner and Dorsey, with the help of engineering technician Jim Embree and craftsmen Don Lane, Larry Martin, George Grace, Tom Kelly, Bob Dabbs, B. J. Winterly, Curtis Fortune and Jim Mauldin accomplished

China Lake's goal of creating a facility for the Navy that could scale up experimental energetic materials in amounts two to eight times greater than can be synthesized in the research laboratory. These larger quantities — free of impurities — are needed for test and evaluation to determine performance and vulner-

ability characteristics of new explosives.

Dorsey and Zentner, who designed the facility and wrote the specifications, relied heavily on advice from DOE's Lawrence Livermore Laboratory as well as the Army's Longhorn Ammunition Plant in Texas.

The heart of the facility is the synthesis room, which houses three very large reaction vessels (5-, 12- and 25-gallon flasks) connected by a network of Teflon tubing. Most of the glassware used in the facility was built by Dow Corning. The system also features a binary cooling system that uses ethylene glycol as a medium for conductive heating and cooling.

Dorsey's big challenge was selecting the right equipment to put in the facility and interfacing the

new equipment with the existing reactors. Dorsey explained that the new scale-up facility is unique; what's been built at China Lake has not been done before.

While Dorsey, Embree and the craftsmen supplied the muscle and technical know-how to make it all fit together, Zentner was busy "rounding up the parts" and "working out the bugs," in addition to keeping a keen eye out to satisfy the numerous safety and environmental regulations.

The facility is equipped to control the synthesis reaction as well as analyze and gather thermodynamic and kinetic data using a totally automated

TECHNICAL HIGHLIGHTS

data collection system. The synthesis operations are remotely controlled from a second, adjacent room — the monitoring room — equipped with computers that allow the chemist the freedom to control the operation from a safe distance and, at the same time, watch the synthesis progress and note any aberrations in color or gas evolution via a closed-circuit television. An automated metering device in the synthesis room dispenses reagents into the reaction flasks via remote control.

A third room within the facility features a hydrogenator that can produce binders for demillable explosives. This capability allows NAWCWPNS to recover for reuse both the thermoplastic elastomeric binders and energetic ingredients, greatly improving the life-cycle manageability of energetic materials.

"By demilling our explosives, we can reuse their components or sell them on the commercial market for blasting purposes — to blow up old, decrepit buildings and bridges, instead of burning the explosives in Burro Canyon. Environmentally, it's certainly the smarter way to go," Terry Atienza-Moore, head of the Explosives Technology Office, says.

Outside the building, an on-site acid neutralization system has been set up to help reduce the volume and cost of hazardous waste disposal for the Navy. Unreacted hazardous by-products are pumped to the this facility, neutralized with base, and agitated. The pH of the solution is monitored, and the liquid is automatically transferred to holding tanks, giving the water-soluble salts time to settle out. The remaining liquid can be further treated and recycled for other in-house uses, such as evaporative cooling.

The explosives-synthesis scale-up facility allows technicians to scale up explosive ingredients in quantities of up to 25 pounds and, at the same time, identify any mixing incompatibilities and runaway thermal changes. Based on the data collected, a detailed procedural road map for scaling up any explosive or propellant ingredients is produced, ensuring that the transfer of explosives technology to industry is done safely.

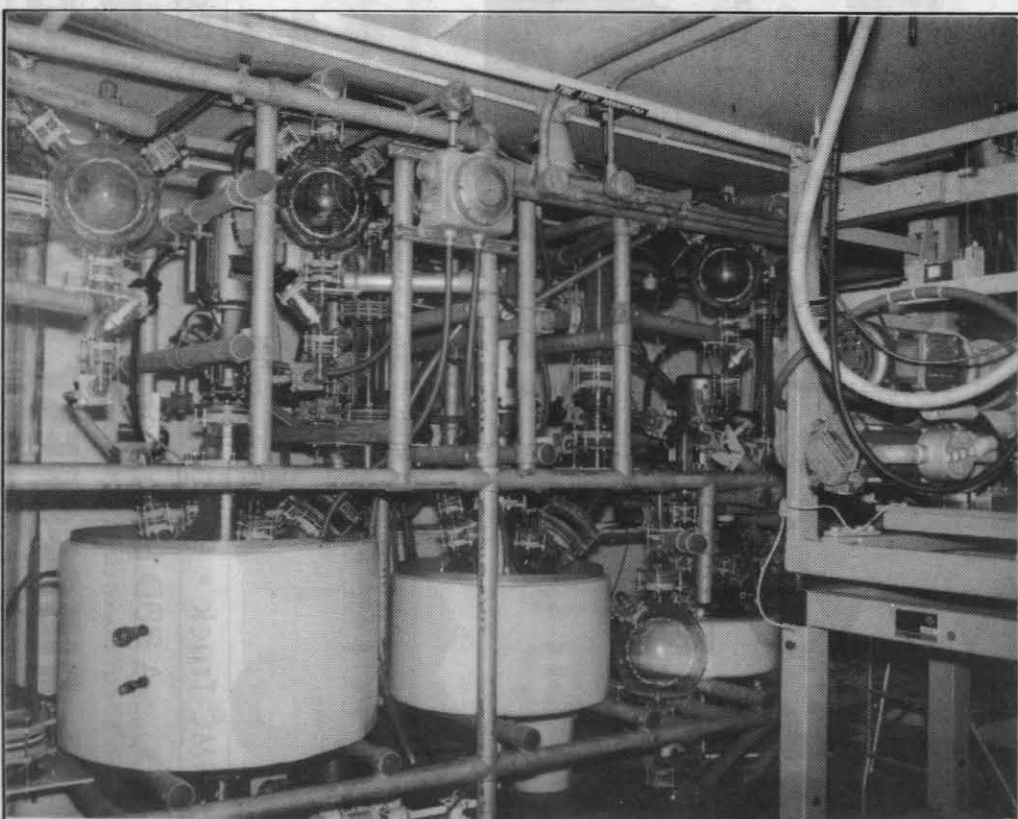
"These road maps," Zentner explains, "keep us out of trouble, while giving us a product that is 99% pure."

The China Lake facility has already produced or purified more than 45 pounds of the Navy's newest energetic ingredient, CL-20, for rocket motor firings and explosive performance testing. The facility will be used to make an additional 11 pounds of CL-20 in upcoming months.

The \$20 bill is now grasped firmly in Zentner's right hand, while his left hand prepares for Dorsey's high five. Now all that's left for the two men is to find a good steak house.

ACID neutralization facility (left) is used to neutralize unreacted hazardous by-products resulting from explosives scale-up.

S&TD photos



SCALE-UP reaction apparatus in the synthesis room is used to make large amounts of explosives such as CL-20.



Forty years later Bill Faith is still happy to go to work every morning

By Kathi Ramont
Staff Writer

After completing a two-year degree in Industrial Arts at Ventura College, William (Bill) Faith was hired into the Naval Ordnance Test Station's four-year Machinist Apprentice Program in August 1955. "I was working in a gas station, and my father heard about this apprentice program, so I went to Los Angeles and took the test. Fortunately, my parents had friends here, and I already knew what the desert was like," Faith commented. His 86-year-old father was present at the Site Coordination Meeting July 24 when Capt. Charles A. Stevenson presented Faith with his 40-year service pin. "I've always said that two things brought me to China Lake — a 1949 Chevy and the machinist apprenticeship program. Both are long gone now."

Faith grew up in Hawaii, then in 1949 moved to Hawthorne, Nev., which he said was a real cultural shock. Then the family moved to Barstow and finally settled in Ventura.

In 1959 he was promoted to toolmaker in the Engineering Department. He joined the Physics Division Shop a year later to help with the development of a surface electron microscope. By 1965 he had transitioned to a physical science

technician position in the Crystal Physics Branch, which later became the Quantum Surface Dynamics Branch. According to Dr. Denton Marrs, head of the Lasers and Optics Section, Faith supported the low-energy electron diffraction facility and DoD's high energy laser programs with the design and construction of test equipment and subsystems that are still unparalleled in their performance.

"I like my job. I've never regretted getting up in the morning and going to work. I'll probably retire when I don't enjoy what I'm doing anymore. We have 40 years of friends here, so we'll stay in the area," Faith said.

Currently, Faith is assigned to the Lasers and Optics Section of the Research and Technology Division. He continues to contribute to programs and facilities, such as the Compact Source Development Program, the Laser Ignitor/Detonator Program, the Sensor Laser-Hardening Program and the Diamond-like Coating Facility. "Bill continues to show the same excellent workmanship that has earned him the unqualified respect of his professional coworkers," said Marrs.

"I've spent the whole 40 years here. I might stay. They might put me on permanent," Faith joked.

His contributions to the programs at

NAWCWPNS have earned him four patents, 20 publications and nine Special Act or Service awards.

Faith met his wife, Ann, in Ventura and they married in 1957. She recently retired after 16 years at Burroughs High School. They have two sons — Steve, an optometrist in Pleasanton, Calif., who is getting married next October, and Brian,

a recent graduate of Cal State Chico. "They are our proudest achievements," Faith said.

When he does choose to retire, Faith will have his hobbies to keep him busy. "I'm a tinkerer. I like restoring old motorcycles and have a 1941 Indian that I put on display. I also like working with stained glass."



WELL DONE—William (Bill) Faith is congratulated by Dr. C. Denton Marrs, head of the Lasers and Optics Section on receiving a citation from the secretary of the navy for 40 years of employment.

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himself/herself and department personnel with the physical conditions of roads, runaways, buildings, and special hazards occurring on or about the Naval Air Weapons Station, Point Mugu. He/she is responsible for directing, reviewing, and training personnel under his/her control in the fire and rescue procedures. He/she must have knowledge of ordnance operations, storage, manufacturing, testing, and transportation, including knowledge of experimental ordnance weapons, missiles, propellants, pyrotechnics, and explosives. In absence of the Fire Captain, incumbent will assume his duties and responsibilities. **Quality-Ranking Factors:** Knowledge of firefighting techniques and equipment on both crash and structural fire operations.

NATIONWIDE/CURRENT APPOINTABLE DOD EMPLOYEES

No. NSC-22-BB5, (1) Interdisciplinary, Electronics/Aerospace Engineer/, Physicist/Mathematician, GS-855/861/1310/1520-12, Naval Satellite Operations Center (NAVSOC), Operations Directorate, Training Department (NSC340)—Area of Consideration: Current appointable DOD employees nationwide. **Opening Date:** 8-10-95. **Closing Date:** 8-25-95. **Selecting Official:** LCDR C. Blake, (805) 989-4221. **HRD Contact:** Belinda Bayerque, (805) 989-3260. **Permanent Change of Duty Authorized:** No. **Summary of Duties:** The incumbent serves as Satellite Operations Instructor in the NAVSOC Operations Directorate, Training Department. This organization is responsible for training of personnel in the operation of navigation, communication, altimetry, scientific, and special purpose satellites. These satellites include but are not limited to the following: FLTSAT, FEP, LEASAT, TRANSIT, UFO, and GFO. The Training Department currently conducts NAVSOC's evaluation/certification program for Duty Satellite Managers (DSMs), and Assistant Duty Satellite Managers (ADSMs). Training functions include spacecraft and payload configuration management, tracking, telemetry and control, orbit determination, anomaly resolution, user support, and ground station support. The incumbent is responsible for performing specific tasks and assignments including formal classroom work and orientation training. The incumbent must maintain a wide spectrum of knowledge and skills in the above-mentioned satellite and ground station systems managed and/or operated by NAVSOC. The incumbent will remain mission-ready (certified) in at least one satellite program. The incumbent

researches satellite, ground station, and Telemetry, Tracking and Commanding (TT&C) system design and operational procedures for inclusion in lesson plans. The incumbent generates/updates course curriculum for all in-house training courses, provides input on new operations procedures, and provides training on new procedures during monthly recurring training sessions. The incumbent prepares training courses, lessons, lectures, quizzes, tests, and performance evaluations. Incumbent generates training program plans, task surveys, task description worksheets, and positional training standards; provides mission-ready backup to the Operations Directorate as a Duty Satellite Manager; maintains certification by working at least two 10-hour crew shifts per calendar month. **Quality-Ranking Factors:** Ability to provide satellite system management and ground station operations as well as provide technical instruction in these areas.

Note 5 applies.

No. 82-047-DE5, Supervisory Recreation Specialist, DA-188-2/3, Morale, Welfare & Recreation, NAWCWPNS, China Lake, Code 826000D—Area of Consideration: DOD wide. **Opening Date:** 8-10-95. **Closing Date:** 8-23-95. **Selecting Official:** Alonzie Scott, 939-2010. **HRD Contact:** Becky Reed, 939-2371. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** Incumbent will provide support to the Morale, Welfare and Recreation Director through day-to-day management of the Recreation Services Division. Directs a comprehensive program of recreational opportunities for all eligible patrons. Plans, develops, monitors, coordinates, administers, and advises on the activity's recreation program which includes, but is not limited to: Bowling Branch, Auto Hobby Branch, Community Activity Branch and the Athletic Branch. Supervises, directly and through subordinate supervisors, a staff of professional, technical, and skilled employees. Reviews/analyzes monthly financial operations to ensure integrity of financial transactions and management. Prepares a non-appropriated and appropriated fund budget request for the Division. Directs the proper accounting and disbursements of non-appropriated funds. **Quality-Ranking Factor(s):** (1) **Technical:** Knowledge of policies, regulations, and procedures for the administration of adult and youth recreation programs, athletic/recreational activities, non-appropriated and appropriated personnel management, and budget administration. (2) **Supervisory:** Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing.

Note 1 applies.

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).

August 10, 1995

REASSIGNMENT OPPORTUNITIES

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

REASSIGNMENT COLUMN

No. 52-040-RR5, Interdisciplinary, General/Electrical/Electronics/Mechanical/Aerospace/Physicist/Mathematician, DP-801/830/855/861/1310/1520-1/2/3, Code 521E00D. This position is located in the Range Safety Office, Test Operations Division, Pacific Ranges & Facilities Department—Area of Consideration: China Lake. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Rob Ostrom, 939-6805. **HRD Contact:** Rob Robinson, 939-8116. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Range Safety Officer, in the Range Safety Office, Test Operations Division, Pacific Ranges & Facilities Department. The incumbent is responsible for promoting, monitoring, and reviewing range safety on the NAWCWPNS ranges. Includes developing and maintaining safety regulations; providing expertise regarding the safety of test operations; performing hazard/risk analysis; and serving as a member of the Range Safety Committee. Duties include the ability to communicate both orally and in writing; ability to work with all levels of management and to function independently; ability to meet the mandatory DAWIA requirements for training, experience, and education for the appropriate level of the Systems Planning, Research, Development and Engineering Career Field within 18 months of entering the position; knowledge of safety practices and principles, particularly as they pertain to ordnance flight test operations, knowledge of ordnance operations, skill in using computers, and familiarity with range operations/communications. Top Secret Clearance required. Send an updated application to Rob Ostrom, Code 521E00D.

Note 4 applies.

August 10, 1995



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ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

FY95 NAWCWPNS COURSES—WINDOWS AND MAC

The FY95 NAWCWPNS Course Schedule is now available electronically for both Windows and Macintosh users.

Macintosh

1. Select Appletalk Zone PM HRD in the Chooser. Click on Appletalk.
2. Select PM62PUB_NFS.
3. Name: CLASSMAC (No password)
4. "PUB" will now be on the desktop. Double-click the PUB icon.
5. Find the CLASSMAC folder and open it.
6. Double-click the CLASSES application program.

Windows

1. Log in to the PM62PUB_NFS server.
2. Name: CLASSWIN (No password)

3. Locate the R:\CLASSWIN directory using Windows File Manager.

4. Double-click the file called CLASS-ES.EXE

Macintosh and Windows users

Once the program file has been double-clicked, the FY95 NAWCWPNS Course Schedule Program screen will appear. Buttons are available on this screen that allow users to

Navigate

Move to the top record
Move to the previous record
Move to the next record
Move to the last record.

Locate

"Locate" reveals a pop-up screen that can be used to locate records. Scroll up/down/across the list, click on a field, and press the LOCATE button again. The selected record will appear.

UNIVERSITY OF TENNESSEE SPACE INSTITUTE COURSES

The University of Tennessee's Space Institute (UTSI) offers a Master of Science (MS) degree in Aviation Systems for those who possess a Bachelor's degree in engineering or science. The MS degree is designed for those who wish to study under a "systems philosophy" toward careers in research and development, or administration, in areas pertinent to aviation. UTSI offers up to 15 hours credit for Navy Test Pilot School (TPS), and up to 9 credits for Air Force TPS, thereby enabling a student to complete an MS degree by taking four to five courses, not including thesis or non-thesis hours. Fall term of this videotape program starts 23 August.

For more information, contact Pam Ritchie at 446-2814.

Print

Prints the current record (or all records) to a local printer.

Close

Quits the program.

Direct questions concerning this program to Jim Diddierich, (805) 989-3994 (DSN 351-3994), or John Allen, (805) 989-3237 (DSN 351-3237).

CHINA LAKE GENERAL ANNOUNCEMENTS

BLUE CROSS/BLUE SHIELD REPRESENTATIVE TO VISIT CHINA LAKE

Blue Cross/Blue Shield (BCBS) service representative, Steve Schneider, will be here at China Lake on Monday, 21 August. He will be available to answer questions regarding your BCBS coverage and help with any problems you may have. Please bring all documentation, if applicable, so Mr. Schneider can properly assist you. He will be at the Training Center, Room 115, 0800-1100 and 1230-1400. If you have any questions, call Pat Miller at 939-2018.

CSUB COUNSELORS ARE COMING

Academic counselors of California State University, Bakersfield will be at China Lake on 11 September 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 administration. To make an appointment, call Sandra at 800-788-2782, extension 3396.

BLACK EMPLOYMENT PROGRAM COMMITTEE MEMBERSHIP

If you are adventurous, like working with people from diverse cultures, and are open-minded, the Black Employment Program (BEP) Committee is looking for

you. We are inviting anyone regardless of race, gender, or job status to join our committee.

To meet this challenge, prospective committee members must submit a short application form. To obtain more information and an application form, contact Catherine Rogers at 939-8125.

The BEP Committee assists the BEP Manager and the Deputy EEO Officer with Affirmative Employment Program development, targeted recruitment, community awareness of job and promotional opportunities, and available training at NAWCWPNS. Committee members serve as liaison between the Black community and NAWCWPNS.

BEP members are responsible for attending monthly committee meetings and are expected to donate personal time for planning and preparing for American Heritage Week, Martin Luther King, Jr. Holiday, Black History Month Celebration, or other designated projects.

RETURN TO WORK

The Return to Work Center has a new and different approach to finding employment. The weekly orientation is held on Tuesdays at 0815 at 540B Perdew Street, Ridgecrest. Anyone looking for employment or wanting to make a career change is invited to attend.

RETIREMENTS AND FAREWELLS

ESTHER ROBSON

Esther Robson is retiring from the NWC/NAWC Liaison Office after 11 years. A retirement dinner will be held in her honor at Farris' at the Heritage on 12 September at 1800 at cost of \$12.50 person (seating is limited to 110). For donations and reservations, call Marie Gutzman or Elena Bartholic at 939-2524 by 31 August.

LCDR JOHN "SCOTT" THOMPSON

LCDR Scott Thompson of the Airfield Operations Department is retiring after more than 20 years of service. A farewell buffet luncheon will be held in his honor at La Pasta Grill on 24 August at 1115. The cost is \$12 per person including beverage, tax, gratuity, and gift donation. Presentations will begin at 1215. For reservations (tickets will be issued in advance of the luncheon), presentation, or gift donations, call Ruth or Sherri at 939-5464/5037. Reservations are requested by 21 August.

DONALD "JOE" BIELINS

Joe Bielins is retiring after more than 13 years of federal service. A retirement luncheon will be held in his honor at the Sizzler Lounge on 23 August at 1100. There will be a choice of four lunches: (1) steak plate, (2) lemon herbed chicken, (3) hibachi chicken, or (4) salad bar, at a cost of \$4.99 each. For reservations, choice selection, donations, or presentations, call Mary at 939-5383 or Belva at 927-2045 by 18 August.

BARBARA J. BENNETT

Barbara J. Bennett, Concept Analysis, Evaluation, and Planning Department (Code 4J0000D), is retiring after 15 years of federal service. A luncheon will be held in her honor at Farris' at the Heritage on 29 August at 1115. For reservations, call Doris Laffoon at 939-8623 or Cathy O'Connell at 939-3802 by 24 August.

POINT MUGU GENERAL ANNOUNCEMENTS

NEW EMPLOYEE DEVELOPMENT
DIVISION PHONE NUMBER

The Point Mugu Employee Development Division has a new phone number available for our customers. We have a "training schedule" phone number, 989-7956 (DSN 351-7956). By calling this number, people will be able to hear what courses are being offered at the Point Mugu site during the current week.

CIVILIAN EMPLOYEE ASSISTANCE
PROGRAM (CEAP)

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

TELECOMMUTE: THE OTHER
OPTION

NAWCWPNS provides opportunities to telecommute (work at home). Depending on the nature of your work and with approval from your supervisor, you can work 1, 2, or 3 days each week at home.

For more information, call Colleen Smith (HRD) at 989-3225.

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.

EMPLOYEE COMMUTE
OPTIONS PROGRAM
THE ADVANTAGES OF
CAR POOLING

To participate in the Employee Commute Options Program, use alternate means of transportation (any

mode of transportation other than a single-occupancy vehicle) to commute. There are many reasons for car pooling, depending on your personal values and needs. They include, but are not limited to, the following: (1) To reduce air pollution and traffic congestion problems. Motor vehicles are the culprits that spew more than 60% of the toxic emissions into our region's air. (2) To save personal transportation costs (such as gasoline, vehicle maintenance, repair, and depreciation costs). (3) To help Command reduce overhead costs and meet the average vehicle ridership goal established by Ventura County. (4) To reduce dependence on foreign oil. (5) For car/van poolers—good company, less stress, extra help in case of emergency, etc. (6) To receive Command benefits under the Employee Commute Options Program, including preferential parking and the guaranteed ride home program for all registered NAWCWPNs employees and the Special Liberty Program for registered NAWCWPNs military personnel.

ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNs Employee Commute Options Program an individual must be an active-duty military member or civilian employee of NAWCWPNs Point Mugu or Camarillo Airport worksites using an alternative means of transportation to arrive at the worksite. Alternative means of transportation include walking, running, bicycling, car/van pooling, public transportation (including base transit system), and using a clean-fuel vehicle, such as propane, methanol, compressed natural gas, or electricity. A carpool includes passengers 16 years of age and older who are transported to a school or work, or persons who are registered and transported to an employer-sponsored day care or elder care facilities located within a 1/2-mile radius of the worksite.

RIDESHARE HOTLINE

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

HUMAN RESOURCES DEPARTMENT INFORMATION

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

LABOR/EMPLOYEE RELATIONS TEAM NEWS

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 24 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 Recipient) and a copy of current Leave and Earnings Statement. OP-Form 630-A is available at Administration Offices at Point Mugu and Telmar at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E (P621); forms for China Lake may be mailed to Pat Miller, Code 731000D (C621). For additional information, call Estela Padilla at (805) 939-3222, or Pat Miller at (619) 939-2018.

CHINA LAKE

Susan (Susie) Park, Code 4J2100D
Susie is recovering from surgery.

Barbara Anderson, Code 763200D
Barbara has a medical problem.

Merritt Guggenbuehl, Code 455110D
Merritt is on maternity leave.

Dorothy Wiederhold, Code 733000D
Dorothy has congestive heart failure and viral pneumonia.

Janice Leverett, Code 455140D
Janice is recuperating from open rotator cuff repair to her shoulder.

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

Gregory Berry, Code 822630D
Greg has been unable to work due to a pulmonary embolism.

Mona Bonbright, Code 260000D
Mona is recuperating from mononucleosis.

Gail Reed, Code 824110D
Gail is assisting with post-surgery care for a family member.

Lynn Ljungtuist, Code 451140E
Lynn is on maternity leave.

Patricia Pennington, Code 220000E
Patricia is recovering from injuries sustained in an automobile accident.

Lydia Villarreal, Code 724200E
Lydia is recovering from surgery and is undergoing therapy.

Candice Allen, Code 834200E
Candice is on maternity leave.

Silas Carney, Code 562E20E
Silas underwent emergency abdominal surgery.

Robert Sculler, Code 486300E
Robert had an emergency tracheotomy due to airway constriction by vocal cord paralysis, requiring a long medical recovery from complications.

Garth Morrison, Code 834210E
Garth is experiencing diabetic complications.

Rhonda Brown, Code 834100E
Rhonda is on maternity leave.

Sonia Coronado, Code 836560E
Sonia is on maternity leave.

Arthur Garcia, Code 833920E
Arthur is recovering from surgery.

Mikki Edsall, Code 454930E
Mikki is recuperating from major surgery and will continue under a doctor's care for a minimum of 6 months.

Carla Allen, Code 48D000E
Carla is recovering from surgery.

Brenda Davis, Code 731000E
Brenda has lupus erphematosus.

Sierra Linda Burdette, Code 210000E
Sierra is caring for her son, who needs medical attention.

Chacita Kay Skinner, Code 836500E
Chacita is experiencing complications of pregnancy.

MERIT PROMOTIONS

ALL NAWCWPNs SITES

No. 31-001-RF5. Logistics Management Specialist, DP-346-3, Logistics Management Department, Tactical WPNS Logistics Management Division, Code 311000D—Area of Consideration: NAWCWPNs. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Ed Pyle, (619) 927-1154. **HRD Contact:** Bob Fitzpatrick, (619) 939-8117. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as Lead IL for the AIM-9X Program with the following duties: Manage Sidewinder 9X ILS Demval Contract, E&MD SOW preparation, and E&MD RFP preparation. Provide inputs to Depot planning. Provide Depot data inputs to the 9x ILSP. Initiate Depot specification. Coordinate USN and USAF technical manuals development. Review technical documentation for ILS compliance. Provide ILS inputs to the Integrated Program Teams and ILS Management Teams. Review CDRs and support LSAR data reviews. Provide Supply Support Planning inputs for the ILSP, SSMP, and E&MD RFP preparation documentation. Provide calibration planning and support and test equipment inputs for the ILSP and E&MD RFP. Identify facilities requirements and coordinate requirements with NAVAIR 09Y. Provide facility inputs for the ILSP, develop the facilities requirements documentation, and perform Site Surveys. Develop an AIM-9X Navy Training Plan from Hardman analysis data, emerging engineering design data, and emerging logistical data. Develop AIM-9X Manpower Estimate Report (MER), make inputs to the ISP, ASR, LRFs, MER, FRP, SOW, HSP and NTP. Provide AIM-9X logistics project management/planning inputs to the APML. Attend program/technical reviews and working groups and provide technical assessment and inputs. Participate in source selection. Provide LSA inputs to ILSP and EMD documentation, provide inputs to LSAR reviews, publish ILSP, inspect/test/failure analysis on AIM-9M components. Perform PHS&T analysis and incorporate hazard material class and management into the program. **Quality-Ranking Factors:** Knowledge of SRAAM; knowledge of joint service requirements for RDT&E/acquisition management, i.e., Navy, AF policies and procedures, TWP format budgeting, MIL-STD-1388-2A and B; ability to prepare EM&D SOW, RFP, define SRAAM support and test equipment requirements; experience with NTP from Hardman analysis and preparing ILS SRAAM budgets (TWP format); ability to negotiate budgeting and technical requirements with sponsors; ability to meet the DAWIA requirements for level III Acquisition Logistics within 18 months. Duty station is NAWCWPNs China Lake. **Note 4 applies.**

CHINA LAKE ONLY

No. 41-013-KN5, Administrative Officer, DA-341-2/3, F/A-18 Section, Systems Development and Integration Branch, Carrier Based Tactical Aircraft Division, Systems Engineering Department, Code 411210D—Area of Consideration: China Lake. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Libby Chan, 939-9883. **HRD Contact:** Kym Noh, 939-2032.

Permanent Change of Duty Station Authorized: No. **Summary of Duties:** Incumbent will provide administrative support for the F/A-18 WSSA IPT. Incumbent will perform a full range of administrative duties including personnel management, contract management (including ADP acquisition), security, and financial support. **Quality-Ranking Factor:** Knowledge of Macintosh-based database systems, including Excel, Filemaker Pro, and 4th Dimension; knowledge of NAWCWPNs financial accounting system, procedures, and terminology; knowledge of personnel policies and procedures; knowledge of the procurement processes, including the Federal Information Procurement Regulations; ability to communicate orally and in writing; and ability to meet the mandatory DAWIA requirements for training, experience, and education for level II of the Business, Cost Estimating, and Financial Management Acquisition Career Field within 18 months of entering position. Incumbent must be able to obtain and maintain a Secret clearance.

Notes 1 and 4 apply.

Ad. 45-010-KN5, Office Manager, DG-303-1/2, Code 45F100D, WSSA/WSSF Support Contract COTR, Contract Support Office, Avionics Department—Area of Consideration: China Lake. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Sharon Irving, 446-9426. **HRD Contact:** Pris Bonin, 939-3118. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides secretarial support to the Contract Support Services Group. This position involves interaction with all levels of management. Incumbent will perform a full range of secretarial duties including answering and placing calls, preparing/reviewing correspondence, planning for meetings and conferences, making travel arrangements, and coordinating supervisor's calendar. **Quality-Ranking Factors:** Knowledge of and proficiency with the Macintosh computer. Skill in applying administrative policies and procedures such as timekeeping, travel, and correspondence. Ability to communicate both orally and in writing. Ability to interface effectively with personnel at all levels. Incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-3 but not guaranteed. **Note 1 applies.**

No. 52-039-RR5, Office Manager/Senior Office Manager, DG-303-2/3, Code 529200D, Land Range Office, Pacific Ranges and Facilities Department—Area of Consideration: China Lake. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Steve Mendenhall, 939-6845. **HRD Contact:** Pat Ward, 939-1346. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent will provide a full range of secretarial and administrative support to Branches in the Land Range Office. This position involves interaction with all levels of management and is responsible for coordinating and interfacing with all personnel in the Land Range Office and its customers including: answering and placing calls; preparing/reviewing correspondence; preparing travel orders; making travel arrangements; planning for meetings and conferences; maintaining and coordinating supervisor's calendar; preparing technical presentation material; processing timecards; preparing memos and letters; and preparing PARs, PACs, and other personnel forms. **Quality-Ranking Factors:** Ability to interact with

personnel at all organizational levels; knowledge of Macintosh computer systems and software applications (e.g., Filemaker, Excel, Microsoft Word, Power Point); knowledge of filing systems and files management; and ability to plan and coordinate travel and training arrangements. Must be able to obtain and maintain a Secret clearance. The full performance level of this position is DG-3.

No. 52-040-RR5, General/Electrical/Electronics/Mechanical Aerospace/Physicist, DP-801/830/855/861/1310/1520-1/2/3, Code 521E00D. This position is located in the Range Safety Office, Test Operations Division, Pacific Ranges & Facilities Department—Area of Consideration: China Lake. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Rob Ostrom, 939-6805. **HRD Contact:** Rob Robinson, 939-8116. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Range Safety Officer, in the Range Safety Office, Test Operations Division, Pacific Ranges and Facilities Department. The incumbent is responsible for promoting, monitoring, and reviewing range safety on the NAWCWPNs ranges, including, developing, and maintaining safety regulations; providing expertise regarding the safety of test operations; performing hazard/risk analysis; and serving as a member of the Range Safety Committee. **Quality-Ranking Factors:** Ability to communicate both orally and in writing; ability to work with all levels of management and to function independently; ability to meet the mandatory DAWIA requirements for training, experience, and education for level 3 of the Systems Planning, Research, Development and Engineering Career Field within 18 months of entering the position; knowledge of safety practices and principles, particularly as they pertain to ordnance flight test operations; knowledge of ordnance operations; skill in using computers; and familiarity with range operations/communications. Top Secret Clearance required. **Note 4 applies.**

POINT MUGU ONLY

No. 83500915MZ, (1) Firefighter, GS-0081-07, Code: 835400E—Area of Consideration: Point Mugu. **Opening Date:** 8-10-95. **Closing Date:** 8-24-95. **Selecting Official:** Dave Winkler/Clyde Davis, 989-7303. **HRD Contact:** Marcela Zaragoza, 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is a Crew Chief in charge of one piece of motorized firefighting apparatus. The incumbent shall exercise control over apparatus and personnel assigned or detailed to his/her fire crew, subject to orders that may be issued by the Fire Captain or higher authority. Responsible for the discipline and efficiency of the personnel assigned to his/her crew and the condition of fire apparatus, special equipment, and quarters. Oversees the routine maintenance, cleanup, and testing equipment. Responsible for taking immediate action to correct any deficiencies noted on daily checks made on all equipment located in the fire station. Incumbent is also responsible for ordering and controlling supplies necessary to maintain the fire station and fire apparatus at the station. Responds to all alarms with assigned crew, as appropriate, during his/her tour of duty. Incumbent should familiarize

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

Note: Completing this course within the first 120 days of your supervisory

probation period satisfies the mandatory safety training requirement for the probationary year.

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

RADIATION SURVEY (24 hrs.)
25-27 September; Monday-Wednesday, 0800-1600; China Lake Training Center. By: TBD
Prerequisites: Background in environmental health and safety, engineering, and science.

This class provides topics in

evaluation and management techniques on non-ionizing radiation. Topics include, but are not limited to, an Introduction and Overview, Definitions and Effects, Antenna Designs and Calculations, Surveys, Documentation, Standards and Compliance, Evaluating Risk Potential and Sources.

To enroll or obtain further information, contact Lily Horton at 989-3987 (DSN 351-3987).

RETIREMENT INFORMATION FOR MID-CAREER EMPLOYEES (Those Who Have 10-15 Years To Work) (8 hrs.)
27 September; 0800-1630; Point Mugu, Bldg. 323, Mini Theater. By:

Employee Relations, Code 731000E

This course consists of 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 and estate planning.

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

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

Applications must be received at the Human Resources Department (HRD) Reception Desk, at any site, no later than 5:00 p.m. on the closing date of the announcement. Applications must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC., THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your 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 noncompetitive permanent appointment (e.g., VRA, handicapped).

NOTES

- 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.**
 - 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.
 - 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.
 - This is a DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. P.L. 101-510 requires that all applications for DAWIA designated positions which are advertised be evaluated utilizing a quality ranking factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants wishing more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields may contact the DAWIA representative within their Competency.
- NOTE:** Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least a three-year period.
- Merit Promotion Positions for Point Mugu Site Vacancies.** Applicants must meet all eligibility requirements (including, when applicable, time-in-grade and qualification requirements) within 30 calendar days of the closing date of the announcement.

GENERAL INFORMATION

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

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

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

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

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Enrollments are accepted via On-Board Training Requests (NAWCWPNS 12410/2), call-ins, and QuickMail; however, check individual announcements for enrollment procedures.

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)
17-18 August; Thursday-Friday, 0800-1600; Bldg. 6, BOQ Conference Room, Point Mugu. By: Teri Mahaney, Supertraining

This course will provide the student with the current theories of how your brain thinks and experiences your unique thinking style. At the end of this course, participants will be able to explain/discuss theories of brain specialization and their applications to creativity; EEG brain waves and creativity; techniques of problem solving, mind mapping, and brainstorming; "colored hat round robin," and brain patterning and characteristics. Several creative problem exercises to stimulate thinking processes will be practiced to enable a balance of theory and practice that will develop competency in right brain thinking/left brain analysis.

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

RISK MANAGEMENT (16 hrs.)
17-18 August; Thursday-Friday, 0800-1600; China Lake. By: AMI REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

The overall objective of this course is to develop an understanding and application of risk management techniques in Navy systems acquisition. Specific objectives are to

- Identify program risks and develop plans to manage those risks.
- Understand industry participation in risk management processes.
- Understand how contractors identify risks and develop plans to manage those risks as part of proposal preparation.
- Demonstrate use of an early structured risk assessment and analysis process.
- Establish a series of "risk-assessment events" where the effectiveness of risk reduction conducted to date are reviewed.
- Understand that risk assessment includes the contractor's managerial, developmental, and manufacturing capabilities and processes.
- Establish a clearly defined set of evaluation criteria for assigning risk ratings (low, moderate, high).

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 351-2359).

RISK MANAGEMENT (16 hrs.)
21-22 August; Monday-Tuesday, 0800-1600; Marriott Court Yard, Camarillo. By: AMI REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

The overall objective of this course is to develop an understanding and application of risk management techniques in Navy systems acquisition. Specific objectives are to

- Identify program risks and develop plans to manage those risks.
- Understand industry participation in risk management processes.
- Understand how contractors identify risks and develop plans to manage those risks as part of proposal preparation.
- Demonstrate use of an early structured risk assessment and analysis process.
- Establish a series of "risk-assessment events" where the effectiveness of risk reduction conducted to date are reviewed.
- Understand that risk assessment includes the contractor's managerial, developmental, and manufacturing capabilities and processes.
- Establish a clearly defined set of evaluation criteria for assigning risk ratings (low, moderate, high).

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

NEW EMPLOYEE ORIENTATION (6 hrs.)
22 August; Tuesday, 0800-1400; Bldg. 3015, Room 339; Point Mugu. By: NAWCWPNS/NAWS Staff

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

Enrollment originates within the Competency Level 2 Administrative Office. Each new employee will be contacted and approved by his or her Level 2 Competency Administrative Office.

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

Deadline: 15 August
To enroll or ask questions, call Sue Murray at 939-2349 (DSN 437-2349).

REIMBURSABLE TRAINING POLICY

Reimbursable courses are courses that are being brought on-site for which codes are paying for on a per-person basis. Reimbursable courses are offered when a particular course is requested by an organization, but is not part of our annual training plan budget. These courses are annotated with an "R" in the course schedule. Enrollment for these courses must be accompanied by a job order number at least 1 month prior to the start date of the class. Advance notice is required so we can finalize our commitment to the instructor. Under-enrolled classes will not be held. However, if a student cancels less than 30 days prior to class or is a "no-show," the organization will be charged. We strongly encourage that a substitute be submitted in these cases.

X408.4: Legal Aspects of Government Contracts and Subcontracts (36 hrs.)
27 September-13 December; 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: Legal analysis of award and administration of contracts. Sources of government contract law. Legal principles applied to problems involve data and patents; formation of contracts - terms, conditions, specifications, interpretation; bids and proposals, sales; inspections; warranties; changes and amendments; equitable adjustments and damages; default and convenience, terminations, remedies.

Text: Government Contracts in a Nut Shell, Keyes, West Publishing Co., latest edition.

Deadline: 20 September
To enroll or ask questions, call Denise Gossage at 939-2648 (DSN 437-2648). Employees taking this course 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.

HAZARDOUS WASTE WORKERS TRAINING (4 hrs.)

27 September; Wednesday, 0730-1130; China Lake Training Center, Room 107
By: Environmental Program Office, Code 823E00D
Note: This is not OSHA 1910.120 certified training.

Intended Audience: Those who generate, handle, and manage hazardous waste. This course is required training for anyone who generates or handles hazardous waste. It is also required training for anyone who manages a hazardous waste accumulation area.

Because the activities of NAWCWPNS and NAWS China Lake generate more than 1000 kg of hazardous waste per month, we are designated a Class I generator and are subject to full regulation under Federal environmental laws. One aspect of this regulation is proper training of personnel who generate, handle, or manage hazardous waste.

The course will help attendees identify hazardous waste, set up and operate accumulation areas, identify time limitations, properly label and store containers, initiate emergency response procedures, initiate requests for disposal, and conduct accumulation area inspections.

Class size is limited to 25 people.

To enroll, contact Mona Alkhafi at 939-4477.

FEDERAL APPROPRIATIONS LAW (24 hrs.)

22-24 August; Tuesday-Thursday, 0800-1600; Country Inn, Port Hueneme.

Intended Audience: Budget and accounting staff or those needing an understanding of principle uses of appropriations.

This course will present principles of Appropriations Law in a detailed but clear and direct manner. It covers

statutes and regulations governing appropriations and related topics as well as reference to significant decisions rendered by the Comptroller General and the courts. Classes consist of lectures, discussions, and workshops. Case studies are based on the textbook "Principles of Federal Appropriations Law" by GAO and supplemented by recent Comptroller General decisions. If your work involves understanding the legal aspects of federal appropriations,

this seminar and the accompanying reference text will be important to you.

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

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

23-24 August; Wednesday and Thursday, 0800-1600; Training Center, Room 114, China Lake. By: Bob Huey

The course will address the nature of creativity, left and right brain functions/techniques, blocks to creativity, visioning and goal setting, and problem-solving techniques. Participants are encouraged to bring "real" problems from work to assess various techniques.

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

ADA: INTRODUCTION (40 hrs.)

28 August-1 September; Monday-Friday, 0800-1630; Point Mugu. By: TBD

Prerequisites: Proficiency in one of the languages—Ada, C, Pascal, COBOL, or FORTRAN.

This course is a hands-on introduction to Ada. This course provides an overview of the major capabilities of Ada and describes how to use the major features of this DOD-development language with an Ada (DOD standard) compiler. Topics include, but are not limited to, Ada and Software Engineering; Overall Ada Style; Types—Enumeration, Numeric, Array, Characters and Strings, Record, Access, Private; Control Statements, Subprograms, and Parameter Passing; Packages, Timing, Exception, Generics, Separate Compilation; I/O; Tasks, Concurrent Programming; Rendezvous.

Deadline: 14 August

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

CHANGE MANAGEMENT AND TQL (8 hrs.)

28 August; Monday, 0800-1630; BOQ Conference Room, Point Mugu. By: Roger Kirkham

This course touches on dynamics of change and the critical steps in dealing with change. It will also reinforce the basic principles of TQL plus provide specific methods for applying TQL in a service work setting. Supervisors/managers who attend this course will receive credit for completion of the mandatory Change Management course.

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

RESPONSIBLE EMPOWERMENT (16 hrs.)

6-7 September; Wednesday and Thursday, 0800-1600; CECOS, Room 270, Port Hueneme. By: Roger Kirkham

Empowering employees, by itself, does not ensure productive thinking. Employee involvement should not be a goal in 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, submit an On-Board Training Request (NAWCWPNS 12410/2) to Adela Ramirez, Code 733000E. For further information, call 989-3992 (DSN 351-3992).

PROGRAMMING HIGH PERFORMANCE CLIENT/SERVER APPLICATIONS USING C++ (6-hr. video)

9 September; Saturday, 0800-1500; China Lake Training Center

29 September; Friday, 0800-1500; Point Mugu, Bldg. 323, Room 160. By: National Technological University. Sponsor: Northeastern University/ Distributed Technologies Corporation

Intended Audience: IS professionals, software developers, programmers, and others responsible for development of applications in a networking environment.

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

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

RADAR SYSTEMS (40 hrs.)

11-15 September; 0800-1600; China Lake. By: Quintech Corporation

Prerequisite: No specific prerequisites other than an interest in and use for the subject presented.

Intended Audience: Intended for electronic technicians, analysts, test personnel, managers, engineers, and others who need a thorough knowledge of radar principles, functions, and systems.

This course represents the principles and applications of radar with the intent to teach people how radar works, what results can be expected from them, and how they are installed, modified, maintained, and calibrated. Radar systems described in this course include airborne multimode radars, ground-based and shipboard military radars, air traffic control radars, and radars for test and evaluation of weapon systems. Course topics include principles of radar; radar systems, tracking, signal processing, related

CSUB INFORMATION MEETING AT CHINA LAKE

On **21 August** an informational meeting will be held to explain changes in registration procedures effective fall quarter 1995 for the external degree programs at China Lake through California State University, Bakersfield (CSUB). CSUB offers a bachelor's degree program in business administration and a master's degree program in administration at China Lake. Current and prospective students are urged to attend the meeting which will be held 1000-1130 at the Training Center. For more information, contact Cecil Webb at 939-0878.

CSUB FALL COURSES

The following courses are being offered this fall for the California State University, Bakersfield (CSUB) bachelor's degree program in business administration and master's degree program in administration. To obtain course descriptions, tuition support/cost information, and register for these courses, come to Room 106 of the Training Center, 0830-1130 and 1230-1500 on **28-31 August**. Classes will be held at the Training Center, 1610-2110, on the days indicated. Each course is five quarter units.

Core Courses

BA374: Business and Society, Tuesdays, 1610-2110, 19 September-21 November

ADM690: Seminar In Administration, Tuesdays, 1610-2110, 19 September-21 November

Elective course

ADM572: Science, Technology, and Administration, Thursdays, 1610-2110, 28 September-7 December

CSUN FALL REGISTRATION AT CHINA LAKE

California State University, Northridge (CSUN), offers master's degree programs in electrical engineering, mechanical engineering, systems engineering, and engineering management via its Continuing Education Television Network (CETN) (microwave link). Registration for the fall semester will be held on **Wednesday, 9 August**, 1100-1300, at the Training Center. The schedule of the courses being offered in the fall, along with course descriptions, may be obtained in Room 106 of the Training Center, 0830-1130 and 1230-1500, Monday through Thursday. Classes for the semester begin 28 August and end 14 December. Book order forms will be available at registration. Employees taking one of the courses 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.

For further information, contact Cecil Webb at 939-0878.

CSUC FALL COURSES

The following are courses being offered this fall for the California State University, Chico (CSUC) Computer Science Program (bachelor's and master's degrees). To obtain course descriptions, book order forms, and register for these courses, come to Room 106 of the Training Center 0830-1130 and 1230-1500, Monday through Thursday. Classes for the semester begin **28 August** and end **21 December**. With the exception of CSCI151, the courses are held Tuesday and Thursday at the Training Center and are received via satellite. CSCI151 is held at the Training Center on Mondays and Wednesdays and is on videotape, with a lab on Tuesdays. 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. All courses are three semester units.

CSCI151: Algorithms and Data Structures, 1130-1245
CSCI273: Database Management, 0800-0915
CSCI223: Artificial Intelligence, 0930-1045
CSCI311: Object-Oriented Analysis and Design, 1100-1215
CSCI231: Computer Graphics, 1230-1345
CSCI397C-20: Mathematical Modeling and Simulation 1400-1515
CSCI397C-19: The Architecture and Application of Parallel Computers, 1530-1645

For further information, contact Cecil Webb at 939-0878.

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT, WESTERN REGION

The following courses are available to all NAWCWPNS employees. For more information, call Lori Ryser at 939-2686 (DSN 437-2686).

San Diego, CA

13-11 Sep 95

18-22 Sep 95

Bangor, WA

26-27 Sep 95

Employee Development for Supervisors

no cost

Basic Instructor Training

no cost

Employee Development for Supervisors

no cost

functions, introduction to radar electronic warfare, and examples of radar systems.

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

UNIX HANDS-ON PROGRAMMING (32 hrs.)

12-15 September, Tuesday-Friday, 0800-1600; TBD, China Lake. By: TBD

Note: Tuition fee is approximately \$1,000. Enrollees may cancel or submit a substitution 2 weeks prior to the class date without penalty. Full tuition fee applies otherwise. Include job order number when enrolling via QuickMail.

Prerequisite: Basic UNIX experience is assumed.

In this class you will learn how to take full advantage of the UNIX Application Interface (API) using C. Write client/server and network programs for UNIX. Install custom device drivers. Initiate, control, and communicate between UNIX processes. Use configuration and version control tools to maintain large software projects. Write portable, open applications.

Presentation Method: Hands-On Workshop

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).

HIGH-SPEED NETWORKING (6 hr-video)

18 September; 0800-1500; China Lake Training Center

25 September; 07800-1500; Point Mugu, Bldg. 323, Room 160. By: National Technological University. Sponsor: Boston University

Prerequisites: Some familiarity with networking.

Intended Audience: Programmers, managers, and consultants interested in understanding the emerging high-speed networking standards and technologies.

The emergence and rapid growth of distributed and CAD/CAM applications requires greater bandwidth and more intelligent carrier services well beyond current levels. The fundamental building block of such networks is cell relays, allowing us to build broadband networks transmitting data in gigabits and terabits per second. In this course we will examine major standards and services for such high-speed networks, including Synchronous Optical Network (SONET), Asynchronous Transfer Mode (ATM), Frame Relay (FR), Switched Multimegabit Data Service (SMDS), Broadband ISDN (B-ISDN), and others.

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

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

AMERICAN SIGN LANGUAGE (ASL) FALL SERIES

BEGINNING SIGN LANGUAGE

11 September-10 January; Monday and Wednesday, 1030-1130; China Lake

INTERMEDIATE/ADVANCED (At instructor's discretion)

11 September-10 January; Monday and Wednesday, 1230-1330; China Lake

Note: There will be a 2-week winter vacation break.

To enroll or to obtain further information, call Pat Nogle at 939-3159.

WAYS TO PRACTICE SIGNING DURING YOUR "OFF TIME"

- Attend weekly lunches every Wednesday beginning 24 May.
- Attend ASL club meetings on the first non-flex Friday evening of each month (location TBA).
- Interact with deaf people whenever you can.
- Consider purchasing/borrowing ASL instructional videotapes.
- Consider purchasing the DOS/Windows or Macintosh version of Martin Sternberg's American Sign Language Dictionary on CD-ROM. Includes signed versions of over 2,000 words.

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY96 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. These participants have priority for available billets. Program costs are funded by NAEI. Travel and per-diem expenses of nominees are funded by their respective 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
Capitol Hill Workshop	4-7 Mar 96	22 Dec 95
Contemporary Management and Practices	5-16 Feb 96 12-23 August 96	17 Nov 95 20 May 96
The Washington Arena	29 Jan-2 Feb 96 16-20 Sept 96	16 Nov 95 5 Jul 96
Managing Individual and Organizational Change	6-9 Aug 96	20 May 96
The Politics of National Security	11-16 Feb 96 26-31 Aug 96	24 Nov 95 7 Jun 96
NEW - Creating the High Performance Workplace	26-30 Aug 96	7 Jun 96
Issues in DOD/Public Policy Series: Forces Affecting DOD	1 Nov 95	18 Aug 95
Defense R&D Issues	7 Feb 96	16 Nov 95
The Information Highway	1 May 96	16 Feb 96
NEW - Managing Critical Resources	5 days-TBD based on demand	

TECHNICAL WRITING FOR ENGINEERS (24 hrs.)

18-21 September; Monday-Thursday, 0800-1500; , CECOS, 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 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 Mary Glasmann, Code 733000E. For further information, call 989-3982 (DSN 351-3982).

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

19, 20, 26, 27 September; Tuesday-Wednesday, 0800-1600; Location TBD, Point Mugu. By: Center Staff

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

This mandatory 4-day course provides supervisors with basic information about important NAWC/NAWS administrative policies and procedures. The topics to be covered include a summary of general guidelines (organizational structure of DOD and subordinate