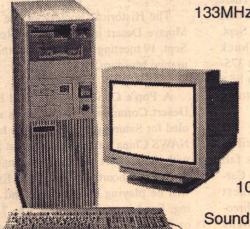
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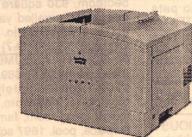
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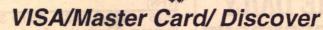
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THE ROCKETEER

THURSDAY, SEPTEMBER 7, 1995

Vol. 51, No. 18

MIRIS:

New imaging system offers improvements in range time scheduling

By Barry McDonald

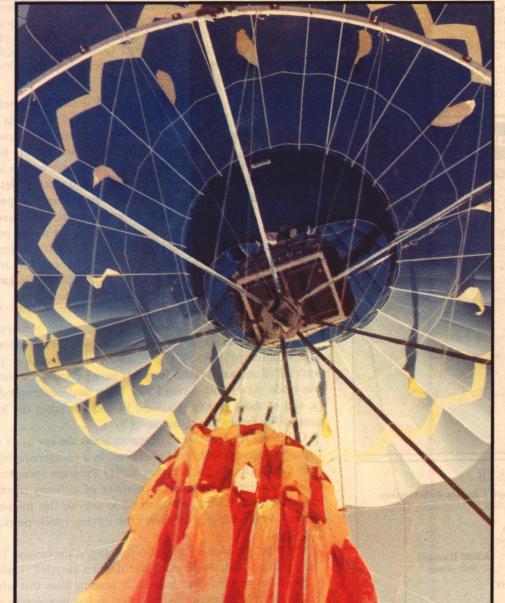
ptimization of range time scheduling and extension of range hours may soon be realized by a new imaging system under development at NAWCWPNS China Lake. The Metric Infrared Imaging System (MIRIS) will increase test options available to DoD range customers by producing accurate, high-resolution video at night and in reduced-visibility conditions.

As more and more new weapon systems are designed for night use, the need for a nighttime test and training capability grows. Nighttime operations also offer a security advantage over daylight opera-

While IR cameras have supported night testing for some time, their use has been limited mainly to acquisition and tracking, because previous devices operating in the mid and far IR bands lacked the dimensional accuracy and spatial and temporal resolution necessary for test analysis

Smog, dust, smoke and fog reduce visibility, and therefore pose additional problems for ranges that use only visible and near-IR imaging systems. While some range customers require a reducedvisibility test capability owing to the function and purpose of specific weapon systems, many ranges themselves are looking for ways to surmount degraded visibility conditions caused by pollution and encroachment.

In April, Pat Keller and Les Caffee, MIRIS project engineer and project manager, respectively, presented a paper on the project at the Test Technology Symposium XXI, Aberdeen Proving Grounds, Md. In the paper, Keller and Caffee write, "Midband (3-5 micron) and farband (8-12 micron) IR imaging systems can...provide the same image quality for test events (under the nighttime and reduced visibility conditions) Please see MIRIS, Page 10



TEST PLATFORM — One of the reasons for bringing the Navy balloon team to China Lake was that the balloons could be used as test platforms for technical projects. Two weeks ago Kurt Wittendorfer of the Systems Development Division ICrew Systems Department) used it on a Core Science and Technology project in which he is characterizing the relationship between "drag area" and distance traveled in a parachute made of a new Tefloncoated textile material. By varying the size of circumferential vents (at two key locations), the long-range goal is to find the best configuration that will cause the parachute to decelerate the payload in the minimum distance for any condition without exceeding a specified maximum force. In the current testing, a 17foot diameter ring provided an anchor from which to attach 44 kevlar lines that hold the parachute in a repeatable 3-ft diameter cylinder with a conical apex. The payload is released from the hook, pulling an event marker, which tells the on-board data recorder to start taking data. After 16 feet of travel (one second), the suspension lines are completely paid out and the canopy is released from this initial shape and volume. Capt. Roger K. Hull piloted the balloon for this

Photo by PH1 Bob Wilcox

Quashnock explains next VSIP/VERA 'opportunities' "We want to keep people informed, as much as possible, as to

By Kathi Ramont

(Editor's Note: This is the third in a series of articles explaining programs the Human Resources Department has available for DoD employees.)

s the Department of Defense responds to budget reductions, restructuring and base closures, many federal Lemployee are faced with a reduction-in-force (RIF), the relocation of their job, or possibly an early retirement.

Dee Quashnock is the voluntary separation incentive pay (VSIP)/voluntary early retirement authority (VERA) program manager for the Naval Air Warfare Center Weapons Division.

to January 3 time frame. we will not first survey our employees for interest," said Quashnock. "We know what our reduction needs to be based on our work force rebalancing analysis and have requested approval to

NAWCWPNS employees fired for timecard fraud

Division management vows to take a hard line on timekeeping abuse

Four receive Reseach & Engineering Excellence Awards

Sterling Haaland honors significant contributions

17

requesting permission for a VSIP/VERA window went forward to NAVAIR headquarters and the Assistant Secretary of the Navy in August. Employees who are approved for VSIP this time will be able to leave government service in the December 1 "This time is different from previous VSIP offerings because

what is happening. We believe we will have more information

on another VSIP/VERA opportunity soon to give out, so that

employees can make informed decisions," she said. The letter

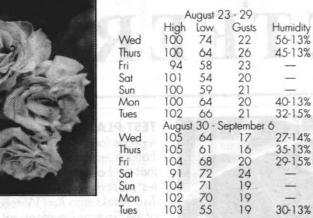
Please see VSIP/VERA, Page 12

Aftershocks punctuate need for preparedness

Three aftershocks of 4.0 and greater hit Aug. 30; how to be ready for the next

Tue Basements

Weather low 74 High 100



China Lake Calendar

Call the PAO Info Line at 939-0050 for current information on base events

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

Saturday & Sunday, Sept. 23 & 24

•Air Show at Point Mugu. Gates open 8 a.m. Call Public Affairs Office at 805-989-8094 for more information

Saturday, September 30

Monday, September 11

•Military Retiree Appreciation Day at Edwards Air Force Base, Call Joe Adler at 939-0987 for more information

Saturday, October 14

- •50th anniversary of China Lake Pilot Plant, 9 a.m. to 3:30 p.m.
- ·Navy Ball

THE ROCKETEER

RAdm. Dana B. McKinney

Capt. Charles A. Stevenson

Cathy Partusch

Barry McDonald

Kathi Ramont

Margie Hammett Photographer

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icy of equal opportunities by an advertiser will result in the refusal to print advertising.

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 NAWCWPNS Announcements ained 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), NAWCWPNS, I 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

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By Capt. Charles A. Stevenson



The Commanding Officer'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 "Commanding Officer's Desktop," C/O Code 750000D, China Lake.

Several years ago the base did away with government driver's licenses and we now allow anyone with a valid California license to drive government vehicles. It eliminated a repetitive, non-essential function. Why is it then that we require people who are licensed by the state of California to ride motorcycles, to have to take a motorcycle safety course to ride their privately owned motorcycles on base? We currently have a portion of the Michelson Lab parking lot blocked off in order to paint a new motorcycle safety course there. In addition to that expense, we also have the cost of the people and equipment required to administer that course. If California feels those motorcycle riders are safe enough to be on public roads, why does the base feel they aren't and go through the time and expense of "training" them? We don't make bicycle riders do it.

Answer:

During FY84, before the Navy instituted the requirement for mandatory attendance at the Motorcycle Safety Foundation, Riding Street Skills (MSF-RSS) course, ninety-six active duty personnel were killed on motorcycles. Ten years have passed since that decision was made. As a result, during FY94, Navy fatalities dropped to twenty, and of those twenty fatalities, 14 had not taken the MSF-RSS course. The fact is, this course saves lives.

California requires that all operators under the age of 21 complete a similar course prior to being licensed. In a co-operative agreement with the California Motorcyclist Safety Program (overseen by the California Highway Patrol), a number of military installations, including China Lake, are authorized to provide this training. Completion of this course also waives the driving (skill) portion of the DMV test

Many people wonder why this training is necessary. They ask, "Isn't riding a motorcycle much like riding a bicycle?" Unfortunately, most motorcyclist have little more training than that which they received to ride a bicycle, and let's face it, few motorcycle operators travel at the same speed as a bicycle. Added to this are the statistics from the National Safety Council - while operating a motorcycle vs. an automobile, you have increased your likelihood of being involved in a fatal crash by 25 times. Defensive driving and collision avoidance is a large portion of the MSF-RSS course, which is driven by the fact that a large percentage of motorcycle mishaps are a result of other drivers failing to see them in the roadway. Even personnel that have a number of years of motorcycle riding experience have expressed gratitude for the knowledge they obtained from this course

The bottom line is OPNAVINST 5100.12F. The Navy's traffic safety program mandates that all active duty military that intend to operate a motorcycle on or off station, on or off duty, must complete this course. The same applies to civilian personnel, wanting to operate a motorcycle on Station, or on duty. Prior to issuance of a base decal, the course must be completed.

Talon Road closed until November

Talon Road, from Sandquist Road to Armitage Field, will be closed until mid-November according to NAWS officials. The road is expected to remain closed to all traffic, including bicycles, until repaving is completed. Repaving of this road is part of the construction effort for the new aircraft fuel farm at China Lake.

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

Pages From The Past

Capt. K. A. Dickerson presented Battle Efficiency Award to Explosive Ordnance Disposal Group One Detachment. . . . Doris Laffoon, head of Test and Evaluations and Support Branch featured as Employee in the Spotlight. Glider pilot in cross-country race looses altitude and lands in Mirror Lake. . . . Bob Huey leads four member China Lake Mountain Rescue Group's successful rescue of four Mt. Whitney hikers trapped in storm.

Desert Empire Fair. Women in the Trades' Personnel Department. presents Navy Meritorious Glen, head of the Manage-Employee in the Spotlight.

Sep. 3 & 10, 1965 NOTS hosts 45 leading academic scientists at Defense Science Seminar. Mich Lab to hold nine-month Naval Reserve Officers School course in Oceanography. . . . LCdr. Odman's became the 233rd pilot whose life was saved by NOTSdeveloped Rocket Assisted Personnel Ejection Catapault Seat when turbulent crosswinds forced him to hail out at Dugway Proving Ground, Utah. . . . Cdr. M. Scott Carpenter, astronaut turned aquanaut, will live underwater for 30 days as part of SEALAB

Sept. 2 & 9, 1955

Teacher Association held Sept. 15. . . . TID prepared story on China Lake "Navybuilt city within itself," featured in Sept. 4 issue of Navy Times. . . . Floyd Laney, editor of the San Francisco Naval Shipyard paper the Drydocker, was named Rocketeer editor. . . . Local schools open with 2,500 enrollment. ing division discusses ground breaking for 300-unit Wherry home tract expected to take place before the end of September.

Sept. 6 & 13, 1985

Sept. 5 & 12, 1975

Over-the-Hill Track Club hold four mile race during brown-bag seminar given by Richard Cashore, head of RAdm. R. G. Freeman III Civilian Service Award to Tilly Barling. . . . Robert M. ment Division featured as

II team.

First meeting of newly organized Burroughs Parent-.Cal Falgetter, head of hous-

COMMUNITY

The following 3-5 minute Parenting Advice Tapes can be heard by calling Community Connection for Child Care at 375-0446 from 5 p.m. to 8 a.m. September 4 to 10, "Blended Families:" September 11 to 17, "What is Normal Development?" and September 18 to 24, "Language Development."

If someone you love can't remember the way home anymore, the High Desert Adult Day Care Center is sponsoring a Safe Return Registration Day as part of the Sept. 9 Community Dinner in Ridgecrest's Kerr-McGee Center. For a registration fee of \$25 individuals receive a lifetime listing in a national registry, an identity bracelet or necklace, clothing labels and wallet cards. Also, a 24-hour, toll-free "Help-Line" and other support to families and law enforcement agencies.

The fee covers printing and engraving costs. Scholarships are available. Family members should bring a recent "mug shot" photo of the wanderer, or bring them to the registration to have a photo taken. For more information call 375-6382

####

Santiago Ridgecrest Estates will have a park wide yard sale and craft show Sept. 9 and 10 from 9 a.m. to 5 p.m. at 801 Ward Avenue. On Saturday, this event will feature a High Desert Dancing performance at 10 a.m., the KLOA Road Show from 11 a.m. through 1 p.m., and the Rockin' Senior Band 12:30 a.m. through 4 p.m. Other featured happenings will include a beanbag toss by the Hospital Foundation, a fire department display, an old cars exhibit, and a food sale by the Burroughs Band Boosters

Come show your community spirit at the 1st Annual Community Dinner '95 on Sept. 9, from 4 p.m. to 8 p.m at the Kerr McGee Center. Enjoy tri-tip, beans, garlic bread and cole slaw while learning about non-profit organizations serving your community. Tickets are \$10. Call

Gary or Elaine at 375-5091 for more information, to buy tickets, or to offer entertainment.

Barb Wicker and Carol Tullio will instruct Family Day Care Management classes on Mondays, Sept. 11 through Oct. 23, from 6:40 p.m. to 9:30 p.m. at Cerro Coso Community College. Registration for this class is \$13. For information call Community Connection for Child Care at 375-3234.

The next monthly meeting of the Aguabonita Flyfishers will be held Tuesday, Sept. 12 at 5:30 p.m. at Leroy Jackson Park when the club holds its annual barbecue meeting. The club will provide sodas and coals to cook your meat. Bring a dessert or a salad to share. There will be a casting contest and other events. A fly tying class will run Sept. 21 through Nov. 2. Contact Chuck Newmyer to sign up for the class at 375-5810, or 375-1126. There will also be a casting clinic on Sept. 30 from 9 to 10 a.m. at Helmers Park.

The Indian Wells Valley Council of the Navy League will initiate its fall meeting schedule on Sept. 12 at the Carriage Inn Conference Center. Guest speaker will be Susan Haughtelin, director of United Way of the Indian Wells Valley. The dinner meeting will be preceded by a no-host social hour starting at

6 p.m. A southwestern buffet will be served at 7 p.m. Reservations must be made by Sept. 8 by calling either Lynda Smith at 375-7859 or Cecile Biery at 446-4730.

The Accident Prevention Program Aviation Safety-Education seminar, "The Effects of Local Weather on Aviation," will be presented by Chief Charles Casperson, NAWS/NAWC meteorologist, at 7 p.m. Thursday, Sept. 14, at the Kerr McGee Center. Admission is free and coffee and cookies will be served. This program is sponsored by the F.A.A. Accident Prevention Program & Inyokern Airport Special Events Committee. For information call Nancy Bass 377-5844.

####

The Historical Society of the Upper Mojave Desert invites you to attend the Sept. 19 meeting at 7:30 p.m. at the Maturango Museum.

A Pop's Concert sponsored by the Desert Community Orchestra is scheduled for Saturday, Sept. 16 at the lanai at NAWS China Lake. Gates open at 5 p.m. with the concert starting at 7 p.m. After the pops concert, the Big Band Express will be playing for listening and dancing. Food is available from 5 to 7 p.m., or patrons may bring a picnic meal. Seating is limited, so you may want to bring a lawn chair or blanket to sit on.

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APARTMENT very clean, nice quiet area, patio, 2-car finished garage. Interior washer & dryer hook-ups, refrigerator (Ice maker), water & trash paid. \$450 per month. 446-6814. (TFN)

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\$325 MONTH. SUPER NICE. Near Gateway, 2 bedroom, garage, dishwasher, refrigerator, fenced yard. 446-4810. (TFN)

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MOBILE HOMES for sale or rent in the nicest park in Ridgecrest. Close to base and shopping, rent \$400 and up plus utilities, sale \$17,000 and up for homes. Arrowhead, 446-2796, (TFN)

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1.00 VA is cheaper than rent Three bedroom on huge lot. \$36,900 and 3 + 2 in Trona for \$24,950. Call Treevia at 446-1198 or (619) 375-3900. C-21, A-1. (9-7)

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PAIR OF VAN HALEN TICKETS. October 7th, lawn seats. Blockbuster Pavillion San Best offer by 9/15/95. 375-5117 message.

50 GARAGE SALES

SANTIAGO RIDGECREST ESTATES park-wide YARD SALE and CRAFT SHOW; Sept. 9th and Sept. 10th from 9:00am to 5:00pm at 801 W. Ward Ave. High Desert Dancing will perform at 10:00am, KLOA Road Show, Rock 'n Senior Band, Hospital Foundation/Fire Department Old Cars. Food Booth by the "Band Cars, Food Booth by the

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SIERRA HWY. MOJAVE

Four-time Ops officer

LCdr. Scott Thompson retires . . . again

By Barry McDonald

hey'd already said goodbye to him a year ago at a Hail and Farewell Party, they'd planned a farewell dinner and they'd scripted his retirement ceremony. Then, as Capt. Charles A. Stevenson put it at LCdr. John S. "Scott" Thompson's final goodbye ceremony last Friday morning, "(Scott) managed to cross the wrong end of his horse while the horse was doing some sort of unusual maneuver....the end result...one Naval aviator down with a messed-up knee....I understand it was a Class A

Stevenson noted that Thompson had been extended for a year until his knee completely healed and reported that the mission was accomplished and that the outgoing air operations officer returned to flight status six months ago.

Capt. Roger K. Hull, NAWCWPNS vice commander, opened the 8 a.m. ceremony on the lawn of the Administration Building telling Thompson, "you have been a mainstay of the airfield operation here at China Lake. I don't know who I am going to call the next time I need to blow in here yet again in a Piper at 0-dark-30, or coming back from a cross country in a Hornet well after the airfield is supposed to be closed. You always came through with a smile, and I appreciate it."

The vice commander said Thompson came to China Lake to be the last of a breed, the last active duty whale pilot in the Navy. "They couldn't have picked a better person for the job than someone who had flown the same aircraft for an entire career," Hull said. "In its many forms, the A-3 Skywarrior was the workhorse of the fleet, even though like the A-4 and the A-5, it never flew the nuclear weapons mission it was originally designed for."

He credited Thompson with becoming the resident expert on reorganizing China Lake. "NWC went away and NAWCWPNS took its place. Departments became commands and air stations became weapons stations. Then we ran headlong into CAO and departments became divisions. With all of that, the airfield operation never faltered. It has genuinely been a sustaining function, and a very important one to the work we and our tenants do here."

Hull went on to commend Thompson for being able to deal with the people who get the job done on the flying side of the business.

"About everything it takes to make our airfield operate has been under your control, and I have never seen it done better," the vice commander said. "You paved runways and upgraded the ground lighting systems, installed navaids and designed approaches and answered several dozen BRAC data calls. You even served as Ops O for the new Weapons Test Squadron until the permanent guy showed up. The place looks great and the troops enjoy their work. As always, the Navy's O-4's get the job done, despite a gimpy leg in your case."

Hull quickly ran through the high-

MILITARY NEWS



Capt. Charles A. Stevenson and LCdr. Scott Thompson

lights of Thompson's career — "Twenty years of service at the deck plates. As a tactical aviator, you deployed to the Atlantic, the Med, WestPac and the Arabian Sea. You have flown aboard Kitty Hawk, Connie and Midway ... Independence, Nimitz, America, Kennedy and Eisenhower. Four thousand flight hours and 400 carrier landings wearing both NFO wings and then pilot's wings. And you have been behind the ship at night in an airplane without an ejection seat. Folks, it doesn't get any better then that." After wishing Scott and Linda

Thompson blue skies and Godspeed,

Hull presented the the Navy and Marine Corps Commendation Medal gold star in lieu of a third award to the departing lieutenant commander; reading the citation that recounted Thompson's many accomplishments as operations officer during his time at China Lake.

The next speaker was Capt. Stevenson, and after explaining that this was Thompson's second "retirement" and that he'd just received word that the official date had been set back a month ago, he indicated he was getting tired of the goodbye rituals.

Please see THOMPSON, Page 5

Lt. Thomas Leak reports to NAWS headquarters as new JAG officer

Lt. Thomas Leak

7ith the departure of Lt. Rodney J. Hatley from China Lake, Aug. 18, Lt. Thomas Leak, Judge Advocate General Corps, took over as the NAWS JAG. Hatley has left the Navy to pursue a private legal career after he picks up an additional master's degree in tax law from the University of California at San Diego.

Born in Salt Lake City in 1961, Leak moved at age 10 to Idaho when the family switched from farming to ranching. His education took the same route, earning bachelor's and master's degrees in political science at Brigham Young University in Provo, Utah, in 1985 and 1989, and his juris doctor in 1991 from the University of Idaho at Moscow.

He was selected for direct commission into the Navy, after an application and screening process, in February 1990, and went active duty upon earning his J.D.

January 1992 with the Navy Legal Service Office in

San Diego. Early tasks were mostly in the legal assistance arena, advising members of the Navy, dependents and retirees with legal matters. Then he moved into military juslegal defense work on North Island while still attached to the

In May 1993, he transferred to USS Constellation, where he was one of two

His first duty assignment began in lawyers. He was the discipline officer working with military justice regarding

> courts martial. and investigations. He was also the legal assistance officer. He served with Constellation for 27 months before his arrival at China Lake. Some of his

work at NAWS, he said, will be advising Capt. Charles A.

Stevenson, NAWS CO, on matters of military justice, such as determining and recommending levels of disciplinary

forums that should be conducted to hear charges against members of the command. He'll also work with military members on matters of standards of conduct, indebtedness, and other legal issues, and will once again perform legal assistance for military personnel, dependents and retirees.

Leak and his wife, Juanita, have two sons, Jason, 5, and Samuel, 9 months. While she holds a bachelor's degree in occupational safety, Juanita has decided to stay home and be a mom for awhile. They look forward to camping in the

"The desert here reminds us of home," Leak said. "My wife grew up in southern Utah and the weather there and in southern Idaho is just a little bit cooler than it is here, so it didn't take much getting used to, and we think we'll like it

JOB FAIR—The NAWS Conference Center will be the site of the next Family Service Center job fair, Monday, Sept. 11, from 9 a.m. to 4 p.m. In July, the FSC held a Law Enforcement Job Fair (above). This time, in addition to representatives from the law enforcement field, there will be reps from the fields of aviation, security, trucking, small business, NAWS MWR Department, federal employment and the state Employment Development Department. While the FSC is mainly geared toward military needs, this job fair is also open to DoD civilians and spouses. For more information call 939-0966 or 927-1545.

Navy-wide advancement exams start today at Cerro Coso College

Due to construction at the Seafarer Club, the PO3, PO2, and PO1 NWE exams will be administered in the Lecture Auditorium at Cerro Coso Community College. Transportation to and from the examination site will be provided by NAWS China Lake for all customer commands serviced by PERSUPPDET. Participants are required to be at Cerro Coso by 7 a.m., in summer white uniform with ID card in hand.

The PO3 exam will be today, Sept. 7. The PO2 exam will be on Sept. 12. The PO1 exam will be on Sept. 14.

Awards given at military quarters

Awards were presented at the China Lake Naval Weapons Test Squadron's recent quarters. Good Conduct Awards were presented to AZ2 Roxanne Rhoades, AZ2 Mark A. Sturkey and AMS3 Lynn C. Johnson.

AE1(AW) Alphonso C. Steptoe and AMH2(AW) William A. Sistrunk received their designations as an enlisted aviation warfare specialist.

A letter of commendation from the Commander Naval Air Force United States Pacific Fleet was presented to AMS1 James M. Witt.

AZ3 Scott McGehee received a letter of Appreciation from the Commanding Officer, Naval Weapons Test Squadron, Cdr. R. C. Sweeney.

Authority to assume the title and wear the uniform of petty officer third class was received by AMH3 Wayne S.

At Naval Air Weapons Station quarters letters of commendation from Commander, Naval Air Warfare Center Weapons Division were presented to ABH3 Reginald F. Anies, ABH3 Fredy A. Giron, ABE2 Craig S. Dophied, ABH1 Michael L. Eldredge, ET2 Scott A. Pearson, ABH3 Richard A. Porfilio and IC2 Keith E. Smith.

The Commanding Officer, Marine Aviation Detachment, Col. John J. Moyer, presented a certificate of commendation to MS2 Israel Miguel Rios.



CIRCLE OF FRIENDS-New officers of the WACOM board for 1995-1996 are (from left) Vivian Wright, thrift shop; Elaine Jenne, treasurer; Babs O'Neal, president; Margaret Anderson, secretary and Mavis Royer, vice-president. The annual membership coffee, "Circle of Friends," will be held on Sept. 13 from 10 a.m. through 12:30 p.m. at the Barefoot Bar/Lanai. Everyone is welcome and reservations are not required. For more information contact Joanie Miller at 375-5434.

Chaplain C. Allan Ford, Lt., CHC, USNR Chaplain Steve Leapman, Lt., CHC, USNR Rebecca Einstein, student rabb Office Hours Monday-Friday, 7:30 a.m. to 4:30 p.m. 939-3506, 939-2773, 939-2873

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

5 - 7 p.m.

9 - 11 a.m.

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

Sunday, 1902 Dibb

Four years and up: Friday, 1902 Dibb

Roman Catholic

Sunday Mass, Main Chapel Daily Mass, Blessed Sacrament Chapel 11:35 a.m. 8:15 - 8:45 a.m. Confessions, Sundays Confessions, Weekdays By appointmen Religious Education Classes Sept. - May, Sunday, 1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher 10:30 a.m. RCIA, St. Ann's School Library 8:15 - 9:45 p.m.

Jumaa Prayer, Friday (1002 Blandy)

REC BITS MR

Morale, Welfare & Recreation Department



Writing, Layout & Design by Debra Poindexter, MWR Marketing

Wreck Center opens in October

It's a new recreation and entertainment concept introducing old fashioned fun to our customers. The center features a ship wreck theme on deserted island complete with home made Nautical and tropical decor. As you enter the building, "Wreck Central" is the place to finding out what's happening in the center. For fast food gourmet delights, try "Mary Anne's", the quaint freshly made theme cafe, offering home made breads, soups, pizza, burgers, salads, plus an annex of the well known favorite "Mexican Cantina". Another wonderful treat is the "The Lightcan Cantina." Another wonderful treat is the "The Lighthouse" with its dance floor, service counter, professional house" with its dance floor, service counter, professional full-time video/disc jockey, large MTV style music/dance TV screens, expanded stage, state of the art lighting and sound system; it's the place for hosting comedy nights, bands, balls or other galas. For the gadget types, visit the "Professor's Workshop" and enjoy NTN., a computerized game system to play trivia games, fantasy, football, baseball and other sports plus challenge contestants across the Nation; video and table board games, pool and fooseball tables round out your day or evening of simple fun and tables round out your day or evening of simple fun and games. Next, you might want to visit the "The Lagoon" to relax with a refreshing cold beverage and a conversa-tion with friends or colleagues during your spare time or after work. Last but not least-visit the computer room for fun and education. Look for our exciting grand opening information in future additions of the *Rocketeer*. See ya' in October. For details, call 939-8661.

Bingo resumes in October

Due to the complete renovation of the former Seafarer Club, Bingo has been postponed until October. Look for specials and new games upon completion of the Wreck

Beginning leaded stained glass

Classes begin September 15, 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 Pat Piroska, Craftech Manager, at 939-3252.

Santa wants 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.

Free movies

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. For recorded movie listing, call 927-PLAY.

1993 TAURUS GE

Get rolling

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. Open skate for all ages is Monday, Tuesday and Thursday from 2:30 p.m. to 4:30 p.m. Teen Center members get in free with their membership card. No skates? No problem! The Youth Center rents roller skates. For more information call 939-6884.

No work-all play

August 14 through November 26, 1995. Prices are \$20.00 for adults and \$15.00 for children 3 years through 11 years of age. Craftech also offers "added value" coupons for use inside Sea World.

SAN DIEGO PADRES baseball club created Coca Cola discount packages. For only \$30.00, you receive vouchers for four lodge level seats, four hot dogs, four soft drinks (Coca Cola of course), a parking pass and a game program-dollar value is \$58.00. Offer is valid every Friday night. The remaining games for this season are September 1. 15 and 29.

TRAVELODGE, located in Anaheim close to Disneyland and other Southern California attractions, offers a one night accommodation for four for only \$39.00 through June 14, 1996. For the San Diego Sea World/ Sports Arena area, you get a one night accommodation for only \$38.00-valid though February 28. Occupancy tax not

Ballet caliente

Sheryl Marie Dunaway, Ballet Director, offers ballet instruction for children and a new class just for adults. Youth classes are Tuesdays & Thursday evenings and adult classes are on Tuesdays in the Gym Annex from 11:30 a.m. to 12:30 p.m. For more information, call Sheryl Marie Dunaway at 446-8904 or the NAWS Gym at 939-2334.

Get fit

From September 18 through October 27, the Gym is offering a special fitness class on Mondays, Wednesdays & Fridays from 4:40 p.m. to 5:30 p.m. Classes are limited in size for personal training. Trainer will assist with instruction on the usage of equipment and monitor your daily fitness progress. Class includes a cardiovascular assessment and a body fat composition analysis. For more information, call 939-2334.

3 on 3 Basketball Tourney

Tournament is October 3, 4 & 5 from 7:00 p.m. to 9:00 p.m. at the NAWS Gym. Join the open division or the 35 and over category. Fees are \$12.00 for military, \$15.00 for DoD and \$18.00 for retired DoD/CR. This is a round robin tourney with a maximum of 4 players per team. Sign-up at the Gym or call 939-0754 for

Outdoor adventure

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. 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." Call 939-2334 or 927-Rent

Triathlon is September 16

The China Lake Triathlon is less than a month away, Both a short course and long course are offered for participants seeking an avenue of participation or wanting to go to the extreme. Participants compete either as a team or individually. Cost for the event is \$5 per individual, \$7 per two-person team or \$9 per three-person team. Each team (or individual competitor) must bring at least one volunteer to help on race day. Registration for the 1995 triathlon is taken at the NAWS Gymnasium. Sign-up deadline is Thursday, September 14. For more information, call Michelle Archuleta at 939-0754.

Teen Center "The Vault"

Monday-Friday, 2:30 p.m. to 8:00 p.m. Saturday, 10:00 a.m. to 10:00 p.m. **Sunday-Closed**

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For more information, call 927-TEEN.

and hushed tones...following a blip on a

scope...a momentary lapse and metal col-

lides with metal and someone doesn't

He thanked the ground electronics

crew. "Without them the lights don't

come on, the radios are dead and the

Tacan doesn't work. It makes for a long

"From secretary to airman, they have

"Scotty, I've decided that this is it," Stevenson said sternly. "Today is the last time we are giving you and Linda your plaques and certificates... grips and grins...fond farewells...and fair winds and following seas If in the future, you ever decide to really retire, we'll be glad to walk you to the gate and shake your hand good-bye."

THOMPSON, from Page 3

September 7, 1995

The CO continued the good-natured kidding saying Thompson had held several positions, first as the "NWC Operations Officer (Code 611).... then as the NAWC/NAWS Operations Officer (Code C871)... the NWTS Operations Officer (Code 561000D) and finally he was also the NAWS Operations Officer (Code 825000D). And he never changed offices!"

Stevenson reiterated some of the accomplishments Hull had mentioned and added that Thompson had "started the CL/PM Shuttle service; was the brains behind the very successful 'little' airshow during China Lake's 50th Anniversary Celebration — an airshow, I might add, that was accomplished safely and without a hitch; and spearheaded replacement of the old chain arresting gear with the much safer E-28 arresting

After wishing the Thompson family the best in a second career, Stevenson said, "Folks, Scotty has asked me to announce that he will fly for food!"

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lens focus free from 4' to infinity but uses standard 37mm lenses: add close-up, wide

Then saying that Navy spouses are the unsung heroes and a big part of the Navy team, the CO presented a certificate of appreciation to Linda Thompson. A letter of appreciation from George V. Voinovich, governor of Ohio, then went to Thompson, followed by a certificate of appreciation from President Bill Clinton. the Certificate of Retirement, and finally a shadow box chronicling his career was presented on behalf of the Ward Room.

When it I have worked among heroes and was his turn to speak, admire them greatly and will respect Thompson and honor them always. 9 -LCdr. Scott Thompson everyone for

attending and welcomed them to his personal contribution to the downsizing of the United States Navy."

Thompson said instead of boring the audience with reminiscences of his career he wanted instead to thank the people that had made his time in the Navy and at China Lake a success.

He had the ushers deliver flowers first to Linda and his daughter, Kellie, and then saying that secretaries were the true power brokerage of the organization roses went to Ruth Taylor, Kim Hu, Mary Seles, Lorraine Savoy, Jeannie Winkler, Jacqui Walters and Laura Hinzo, and he offered a special thanks to Lori Boyd who had baked his retirement cake and had supported the "Aircraft

Department" with cakes and other efforts over the years.

He thanked Cdr. Steve Goad, LCdr. Dave Ganger, LCdr. Rick Martin and CWO2 Larry Boyd - all U.S. Navy retired. He thanked sideboys - Senior Chief Joe Tuerk and Chiefs Fred Bisaro, Kevin Vasquez and Mike Bradley; ushers - Lieutenants Kim Yager, Ken Frieders and Mike Knizewski and CWO4 Dan Cruz; and BT3 Bradley Steven for video-

said, "I have often relied upon the great-

ness of others to accomplish the Air

Medal he had received belonged to the

men and women of the Airops Depart-

ment and that he would cut it up into

equal parts and give each member of the

department a piece of it, but that the

pieces would be insignificantly small for

sion. "Theirs is a world of heat, jet

exhaust, engine intakes and long hours

where death is a second of inattention

He thanked the air traffic control

crew. "A different world of dark rooms

He thanked the Flight Support Divi-

He said the Navy Commendation

Department's mission."

such a prestigious award.

all distinguished themselves... I have taping the cerworked among (these) heroes and admire them greatly and will respect and honor "To parathem always."

come home."

night for the airwing...

phrase Scarlet

O'Hara,"

Thompson

With that, he announced he was ready to be retired, Capt. Stevenson did the honors and Thompson and Linda were nined ashore.

In an interview earlier last week. Thompson said he'd enjoyed his time here and that he'd seen it completely change in the four and a half years he was here

"The military-civilian mix here is a great program," he said. "The civilians here are very productive. They ought to be in uniform, because that's the way they act; they get the job done and they do it right!"

For now the Thompson's will stay in the area and he has no immediate plans. He says he'd like to get a ride with an airline company, and if one is offered he'd be gone tomorrow, but he expects to be around for awhile.

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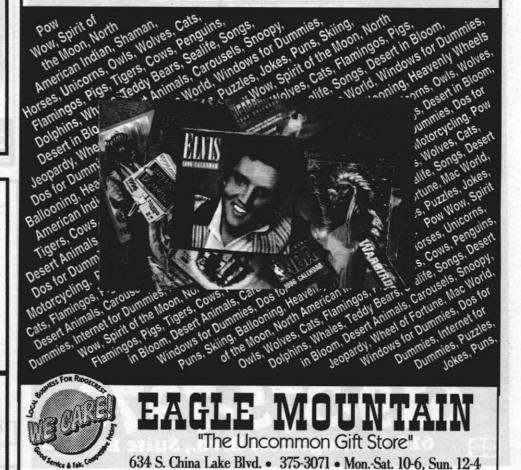
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HUNDREDS & HUNDREDS 1996 **CALENDAR DESIGNS**





Aggressive action will be taken against employees cheating on timecards

By Steve Boster

udge hours on your timecard and you may soon be on the outside looking for a new job. Sounds harsh, but a few Navy employees at China Lake and Point Mugu have put their careers at risk and been fired for cheating the government out of thousands of unearned dollars.

Officially it is known as timecard fraud, and the Naval Air Warfare Center

Intelligram

Intelligence Library

to begin new column

"Intelligram." This title is also what they currently call

the memos they send out to customers to let them know

certain documentation or other information has arrived

The column will be written by Jerry Broaker and

Barbara Giesen and will be an update of new items that

have come into the library, which is located at the east

on a given subject.

rith the next issue of The Rocketeer, the Intel-

Support Division begins a monthly column,

ligence Library of the Threat Analysis and

Weapons Division (NAWCWPNS) leadership is determined to stamp it out.

While fraud against the government is always a serious offense, when budgets are tight, the cost to the command is even more critical. Capt Roger Hull, NAWCWPNS vice commander, said it has become a source of considerable expense to the command. As a result. more emphasis is being placed on accurate time keeping. "We intend to take extremely aggressive action against employees found engaging in blatant

timecard fraud," said Hull.

In recent cases, several employees were found to have illegally benefited from time card fraud, or assisted others in benefiting, either by altering time sheets or entering intentionally incorrect data into computers. Some of these employees have been terminated from federal service and other cases are under investigation.

Managers at China Lake and Point Mugu say the vast majority of employees are extremely honest and diligent in reporting correct time for pay purposes.

However, the abuses of a few have led to increased oversight and more thorough monitoring of the timecard process. Hull stressed that all supervisors have the responsibility to ensure the time keeping process leads to an accurate reflection of hours worked.

September 7, 1995

"We do pay attention to time sheets and when fraud, rather than an honest mistake, surfaces, this command is determined to take swift, aggressive action against any employees involved," added

end of Wing 5 in Michelson Laboratory."

"It's been a while since we had any publicity on the Intelligence Library, and we know there must be people out there looking for the information we have but don't know we exist," said Broaker. "We want to attract new users and let former users know about some of the new resources we have'

One service at the library personnel may not be aware of is a link to TIDES, the Threat/Intelligence Data Extraction System, which is a PC-based system that combines several databases generated by the government's scientific and technical intelligence centers and other intelligence sources to provide a current, consolidated, configuration-controlled source of threat

"While some people may be familiar with the TIDES in the Strike Lab (of the Strike Analysis Branch), in the Building 3 complex," said Giesen, "they may not know that we also have a link right here in

The library has the NAWCWPNS message traffic on line and customers can do keyword searches to find messages on a specific topic over the past 12 months.

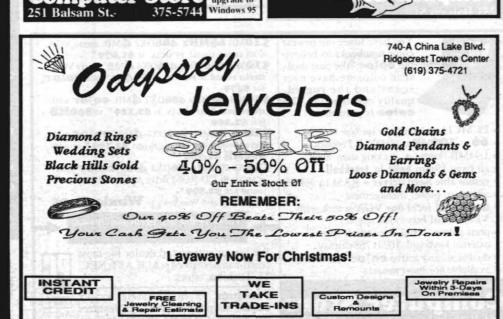
The business of the library is basically the storing and lending of documents and other information, and imagery of foreign military systems. This includes a good collection of videos from the Office of Naval Intelligence. These items can be checked out of the library, but some have a limited lending period.

Giesen and Broaker encourage researchers and developers to come in and see what they have. If they're looking for something on a particular topic, the librarians will flag the topic and send the individual an Intelligram when new materials on the topic arrive.

The "Intelligram" column will be used for a similar purpose, but for the general readership of The Rocketeer. "We have between 10 and 25 new documents arriving every week," said Giesen, "and with the column, we'll be able to let more people know what is









Free fishing day on September 23

Budget rocky? Always wanted to try fishing? Try free fishing in Rock Creek Canyon. To lure you into using a lure, the California Department of Fish and Game have declared Saturday, Sept. 23 a free fishing day. Fishing licenses are not required for this one day event.

The Aug. 28 fishing report from the Bishop Chamber of Commerce says fishing at Bishop Creek has been great using jigs, salmon eggs and worms. At South Lake limits are being caught using salmon eggs, worms and all colors of jigs without worms. The hot spots at South Lake are near the Dam, at the rock slide and all of the inlets. Fishing has been only fair overall at Lake Sabrina. But, fishing has been good near the inlets using worms or power bait, and fly fishing has been good morning and

its have been taken at North Lake with jigs, worms and salmon eggs.

Fly fishing has been good at the Owens River, while fishing with with panther martin lures has been excellent. At Pleasant Valley Reservoir the perch are biting well.

In the Big Pine area crickets and night crawlers are pulling out good sized brown trout from the Owens River A great place to take the kids is Baker Creek, where Rainbow power bait is working best. Bass fishing has been very good and active at Tinnemaha, while fishing at Taboose Creek has been very

For more information, contact the Bishop Chamber of Commerce at (619)

Top athletes head to world games

By Master Sgt. Stephen Barrett, USA

In the days of ancient Rome, gladiators fought for pride and honor before Caesar and the thousands gathered at the historic Colosseum. The games often matched soldier against soldier, battling with sword and shield to decide Rome's strongest warriors.

Two thousand years later, warriors from over 100 countries will again battle in Rome's arenas in quest of athletic laurels. From Sept. 4-16, nearly 5,000 military athletes will compete in 16 sports at the inaugural World Military Games.

Sponsored by the Conseil International du Sport Militaire, or CISM, these games provide military athletes the chance to compete against colleagues in international tournaments. By participating, athletes can assess their chances for earning spots on national teams. These spots may lead to a chance at the 1996 Atlanta Summer Olympics.

The Unites States will send 300 athletes to the festival. These athletes earned slots by competing in armed forces tournaments, CISM qualifying camps and the recently completed 1995 Olympic Festival in Colorado. At stake are medals in events ranging from basketball to boxing, swimming to soccer and cycling to

John Register of the Army's World Class Athlete Program in Alexandria, Va., said the games help coaches gauge the progress of military athletes working toward Atlanta.

Register commented, "There are many world class athletes in the world who serve in their nation's military, and we may see some of these people in Atlanta. These games will give us an idea of what we have to do to prepare our athletes." He said just participating at CISM games will prompt extremely fierce competition - especially in the boxing, wrestling and track and field arenas.

He specifically mentioned the modern pentathlon, an event consisting of distance running, swimming, rifle accuracy, fencing and equestrian. Register said most U.S. military pentathlon athletes recently competed at the world competition in Basel, Switzerland.

Although these are the first world military games, CISM has been promoting sports competition between national armed forces since 1948. Promoting "Friendship through Sport," CISM began with France, Luxembourg, Belgium, The Netherlands and Denmark as its charter members. The United States joined in

Today, CISM nations compete in 20 military sports tournaments annually. These competitions have produced Olympic medalists such as Italian skier Alberto Tomba, decathlon gold medalist Robert Zmelik of the Czech Republic and Irish boxer Michael Carruth.

American Olympic medalists with CISM experience include Army wrestler Spc. Rodney Smith, a bronze medalist at the 1992 Summer Olympics in Barcelona, Spain.

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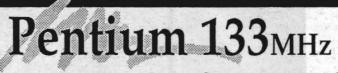
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Could you please explain how all this will work in regards to contractors? Would the positions that the contractors occupy be filled with a government employees instead of terminating any government employees? Also if both spouses are working for the government and one is in a category which needs to be downsized, will any effort be made to make sure they are both employed at the

about this shortly.

Ouestion:

NOMINATIONS from Page 8

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major significance to the Navy.

DIALOG, from Page 13

The Navy Distinguished Civilian

same facility? Hull:

Although we have converted a few of our direct-funded billets from contractor to employee execution in the past few months, there is no concerted effort to do so in the business plan we are embarking on now. The reason is that we need to eliminate functions in order to balance the books, meaning that the billets go away entirely. It does not save us anything, in most cases, to convert billets. Another reason is that there are existing regulations which require us to conduct a lengthy study of the economic benefit in order to convert billets in any significant numbers

Also, because of the wording of many of our contracts, we cannot simply tell the contractors to stop working so we can do the work with our own employees (assuming we had people who were qualified). In some cases, the contractors are paid more or less directly by the program sponsors through what is called "direct cite" funding, and we do not have the option to do the work internally. On your last point, we must treat every employee as an individual, without special consideration for those who are married to other employees. However, given that employees must exert the effort themselves to find new employment, taking advantage of assistance, training and opportunities provided by the command, any effort by spouses to find new employment at the same facility would be supported, but obviously not guaranteed. Please let me know if this does not adequately answer your question.

Question: With the freeze on hiring "off the street," aren't we missing out on

employees for pioneering scientific achievements that are extraordinary and significant in nature and that contain a potential for far-reaching consequence.

September 7, 1995

The FY95 DoN Procurement Competition Award formally recognizes individuals who have made an outstanding contribution to the effectiveness and advancement of competition in DoN procurement during this fiscal year.

the new young people right out of college, universities with all the new knowledge? Is there anyone looking into the future? I see this age gap widening. In my area alone I am seeing young people leave because of limited advancements.

Hull: We will have a serious problem in a few years because of a five-year gap in the hiring of junior professionals and co-op's. The hiring freeze has prevented us from bringing in fresh talent from universities who would be our future technical and management leaders. Part of the reason for the strong downward pressure on the size of our work force is that we need to make room for hiring young people like this as part of our effort to correct the skills mix problem. If we can reduce the number of people on overhead to an acceptable level, then we will be able to hire some badly needed technical people with experience, and a few junior professionals to begin filling the age gap in our

About two years ago, there was a notice put out by our personnel office concerning the Defense Outplacement Referral Service (DORS). A number of people, including myself, put in applications and had out names added to the DORS database. I haven't heard a thing about the program since then. What happened to the DORS program? Is it alive, dead, or in limbo?

DORS is a reasonably good idea, but it has been only marginally successful because it isn't mandatory and organizations don't always read it. The nonmandatory nature of the program means it is not used frequently (plus there is limited hiring going on). It is, however, reasonably current. DoD places about 30 people per month through DORS (compared to 800-1000 per month through the Priority Placement Program). We have about 80 people registered, but have not received any inquiries for several months. Since the program's inception three or four NAWCWPNS employees have been placed through DORS. Employees are welcome and encouraged to register for DORS. They should contact the NAWCWPNS Coordinator June Fletcher at (619) 939-2265 or DSN 437-2265 to register. Editor's Note: Please see the August 10 issue of The Rocketeer for more information on the DORS program.

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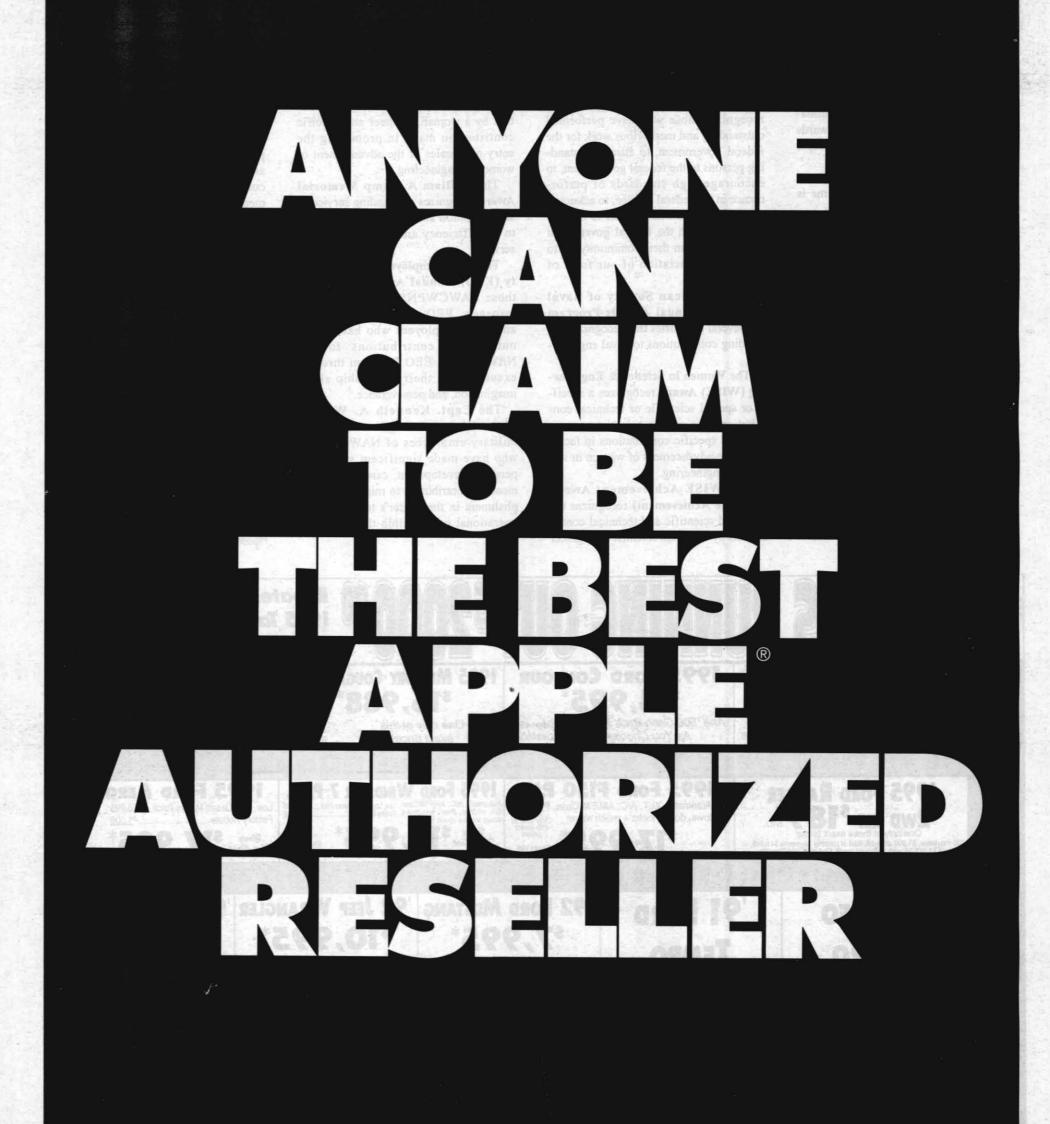
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NAWCWPNS award nominations due the 18th

6 N Tow, more than ever, is a good time to recognize people for jobs well done," said Capt. Roger K. Hull, NAWCWPNS vice commander, after issuing a memorandum calling for first quarter award nominations Aug.1. "Please review the awards manual and look closely at your people for some good candidates."

There are more than 15 quarterly and annual awards up for grabs, but time is running out for making nominations.

All nominations must be submitted to Liz Culver, incentive awards administrator, Code 731000E, at the Point Mugu site, by close of business Sept. 18. Late submissions will not be accepted.

Nominations should be initially submitted on NAWCWPNS Form 5305/1. The form was attached to the instruction recently sent out to managers and is also available for Macintosh users on the CL Admin Zone, Admin Support file server. The description of the contribution should be limited to the space provided on the form. A Level 1 competency group leader signature is required in the "Remarks" block of the nomination

The following paragraphs provide brief descriptions of the awards for which personnel can be nominated. Fur-

ther requirements are provided in the awards manual, and further information or a fax copy of the submittal form may be obtained by calling Culver at DSN

The Arthur S. Flemming Award recognizes those who have performed outstanding and meritorious work for the federal government, to attract outstanding persons to the federal government, to encourage high standards of performance in the federal service, to acknowledge individuals who are able to transfer their skills with the federal government to service within their community, or to enhance appreciation of our form of

The American Society of Naval **Engineers Annual Awards Program** has several categories that recognize outstanding contributions to naval engineer-

The Women in Science & Engineering (WISE) Award recognizes a specific or special scientific or technical contribution by a woman scientist or engineer and specific contributions in facilitating the advancement of women in science or engineering.

The WISE Achievement Award (Lifetime Achievement) recognizes the sustained scientific and technical contributions by a woman scientist or engineer

ing the advancement of women in science or engineering.

The WISE Award for Engineering Achievement recognizes a specific or special engineering/technical contribution by a woman engineer and specific contribution made in promoting the entry of females or the advancement of women in engineering.

The William A. Jump Memorial Award recognizes outstanding service in administration and notable contributions to the efficiency and quality of public

The Equal Employment Opportunity (EEO) Annual Award recognizes those NAWCWPNS supervisors and managers, EEO committee members, and other employees who have made outstanding contributions to the NAWCWPNS EEO Program through excellence in their leadership skill, imagination, and perseverance.

The Capt. Kenneth A. Walden Memorial Award recognizes civilian or military employees of NAWCWPNS who have made significant strides in personal development, career advancement, or contribution to mission accomplishment in the center's technical and operational goals within the last three

The Gwendolyn Elliott Hunt Memorial Award recognizes individuals, military or civilian, who have successfully overcome significant barriers in the workplace, while demonstrating high standards of leadership as evidenced by academic achievement, career advancement through commitment to personal development, acknowledgment as a positive role model, and significant contributions to mission accomplish-

The Federal Engineer of the Year Award is designed to recognize outstanding achievements from licensed professional engineers employed by the federal government.

ment.

The Award of Merit for Group Achievement is an honorary award that recognizes groups of civilians or military personnel for group efforts (suggestions or special achievements) that have high value or benefits.

The Navy Meritorious Civilian Service Award is the third highest Navy honorary award and recognizes meritorious civilian service or contributions that have resulted in high value or benefits to

The Navy Superior Civilian Service Award is the second highest Navy

Please see NOMINATIONS, Page 22

'Natural' doesn't necessarily mean food supplements are always safe causes symptoms such as rapid heart especially if they come from unfamiliar promoter and skin-improving agent By Evelyn D. Harris beat, fever, dilated pupils and flushed companies.

Tust because something is natural doesn't mean it's safe. "Snake venom is natural, but it is certainly toxic," said Dr. Roseanne Philen, an environmental epidemiologist at the Atlanta-based Centers for Disease Control. She said she is concerned about people drinking herbal teas and taking food supplements touted by the health food industry as "safe, natural alternatives."

Some herb teas can be refreshing alternatives to coffee or regular tea, she said. But if consumers aren't careful about the source of their beverage, the drink could send them to the emergency

That happened recently to seven New York City residents, two of them children, according to CDC. Later analysis of the paraguay tea (also known as mate) they drank showed it contained the poison belladonna. The poison

Philen said herb teas purchased from bins in a health food store are most likely to cause problems. Packaged herbed teas from South America have also caused problems.

"The herbs for many of these teas are collected in the wild by people who aren't trained botanists. In nature, innocent herbs often grow side by side with poisonous plants, and it can be easy to make mistakes," she said.

Pregnant women often drink herb teas because they believe them safer than ordinary black tea and coffee, said Philen. Researchers have studied the effects of regular coffee and tea on pregnant women extensively, she said.

Philen said drinking herbal teas such as peppermint, camomile, berry and fruit flavors from well-known companies can be a good alternative to caffeine. But she suggested avoiding herb teas and capsules of herbs touted as natural medicines or food supplements,

Regular black tea is grown on plantations where it is not mixed with other plants and is subject to Food and Drug Administration rules to protect consumers. Food supplements fall outside these regulations, she said.

Philen said Native American healers have a long history of using herbs as medicines, but they used them sparingly as medicines, not as daily beverages or supplements. People who take supplements in capsule form often take them in doses far exceeding the doses used by traditional healers.

"Traditional healers also knew which herbs should not be mixed," she added. "You can have a bad drug interaction from mixing herbal medicines just like you can from mixing certain prescription and over-the-counter drugs."

Chaparral tea or chaparral in capsule form is particularly dangerous, she said. Chaparral is made the creosote bush and is touted in some health and body building magazines as a health One man's liver failed and a woman suffered severe jaundice and abdominal pain after the two took daily chaparral capsules for a few weeks. Other toxic teas and food supplements being sold are made from germander, skullcap, heliotrope and comfrey.

These products have caused several deaths, including the stillbirth of a baby whose mother consumed them while pregnant because she thought they were safe, said Philen. CDC researchers believe there may be more poisonings from such products that aren't in the agency's records. "For CDC to hear about problems, doctors must report them," said Philen. "Many people take these supplements and don't tell their doctors."

Philen is also concerned that people may be giving herbal remedies to their children. "Some of these remedies are more dangerous for children than for adults. Children can't make informed decisions, so adults have to protect

UCLA extension presents short courses for optical, electronics and manufacturing engineers

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12, 8 a.m.-5 p.m., at the UCLA Extension Building, 10995 LeConte Ave., adjacent to the UCLA campus. The fee is \$1,295, including all course materials. Of interest to optical, electronics and manufacturing engineers, the technolo-

gies covered in this course have wide applications in such diverse fields as medical technology, film/television production and observatory telescopes.

For complete information, call (310) 825-1047, fax (310) 206-2815, e-mail

mhenness@unex.ucla.edu, or write: Short Courses, Department of Engineering, Information Systems and Technical Management, UCLA Extension, 10995 LeConte Ave., Ste. 542, Los Angeles, CA 90024.









Asbesto-containing safes must be replaced

Tt has been brought to the attention of the Asbestos Program Office that there may still be a few asbestos-Lontaining file safes lingering in closets or back rooms. Remington Rand file safes contain asbestos inside the walls of the cabinet and need to be disposed of

UNSAFES—Safes such as these manufactured by Remington Rand contain asbestos and must be disposed of properly... and quickly as the cost of disposal goes to \$1,500 each after Nov. 30.

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If you know of, or suspect that a file safe may be a Remington Rand, follow the procedure below. The cost of moving and disposal of these safes after November 30, 1995, will increase to five times the current cost (to roughly \$1500). So it's important this issue be addressed as quickly as possible.

Due to hazardous material handling procedures, unauthorized disposal by code personnel is prohibit-

Wendy Merendini may be contacted at 939-0987 for information regarding suitable replacement safes.

To have Remington Rand safes picked up:

· Send a memorandum to Bass Phillips (Code 823240D), with copies to the Asbestos Program Office (823510D), Merendini in Security (741000D) and Code 731000D.

· Request movers to pick up the safe, listing the building and room numbers and deliver it to the Public Works safe storage area south of Building 00996.

• Include a job order number (cost is approximately \$300.00 for moving and disposal), bar code numbers, a phone number and point of contact.

Any questions may be directed to the Asbestos Program Office at 939-2423 or 939-2425.

Lancaster Office:

800-486-9222 4241 N. 15th St. West #101 Lancaster, California 93534

Wide variety of items on the auction block Sept. 14

Lidefense reutilization and marketing office at China Lake on Thursday, Sept. 14. If you cannot attend the auction, you may fax your bid or drop your bid off at the sale site. Faxed bids and dropped off bids will be accepted until 3 p.m. on Sept. 13. Bids received after 3 p.m. will be considered as non-responsive.

The items will be on display for inspection Sept. 11-13 from 7:30 a.m. through 3 p.m. A complete list as well as sales terms and conditions can be seen at the DRMO in Building 1073.

Among the more than 300 items to be offered will be plotters, typewriters, PCs, printers, power supplies, UPs, rotary evaporative coolers, work benches, file cabinets, shelving, 30 gallon snap ring drums, chairs, trucks and much more.

Registration for this sale will begin Sept. 11 and continue until the last item is sold. Mailed bids will not be accepted. Items purchased may be removed on the sale date provided full payment is made. Deposits are not required. Payment must be in cash or a guaranteed instrument, i.e. cashiers check, travelers check or money order. VISA or MasterCard will be accepted. Purchasers will have until Sept. 21 to pay for and remove items.

Because the DRMO is located within the Naval Air Weapons Station's interior security fence line, prospective bidders must stop at the main gate visitors center and obtain a pass before coming aboard. For further details, contact Phyllis at the DRMO Building 1073, (619) 939-2502/2538.

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September 7, 1995

COMPARED to images from existing IR cameras, the MIRIS image shows a rock formation, a road and part of a power pole that aren't visible in the others.

resolution. The result is MIRIS.



MIRIS from Page

that have proven to be so valuable with visible spectrum electronic imaging systems. The much lower thermal turbulence at night makes nighttime IR images potentially superior to all but early morning visible images on primary DoD test ranges."

In listing the advantages of MIRIS, the paper notes that dependence on visible spectrum imagery for the evaluation of test results reduces usable range time and idles test personnel during reduced visibility conditions and that resulting scheduling conflicts delay weapon system development

"The use of MIRIS can increase effective test time on the nation's ranges," reads the paper. Good quality images may be obtained around the clock and in haze and smog and much of the existing T&E instrumentation that utilizes pedestals or mounts can be augmented with, or converted to MIRIS. These augmented instruments can use the same crews, communication links, data reduction facilities and so on that currently exist....Productivity improvement results from less atmospheric-related range down-time."

Funded by DoD's Central T&E Investment Program, a five-year test technology development and demonstration (TTD&D) effort began at China Lake, in 1990, to

MIRIS comprises three main components: a fixed focal-length lens (FFLL); a metric infrared imaging camera (MIRIC), which uses a high-density focal plane array (FPA); and a recording, annotation and IRIG synchronization (RAIS) unit. The lens is actually a telescope with a 24-inch aper-

develop a mid-range-IR imaging system that would have

geometric image fidelity, image scale stability, short

exposure duration of each video field and high image

ture, a 23X magnification and an f-number of 2.4. The telescope in combination with the camera lens produces a system focal length of 56.6 inches The system also contains a thermal-uniformity and radiometric-calibration target. The mechanical structure of the telescope,

which must hold its large and heavy optical elements in very precise relative position, regardless of the telescope temperature array in as little as two hundredths of or orientation, will be constructed a millisecond, which allows the highof carbon composite materials speed image rates required for this that provide high rigidity and thermal stability with minimal weight. The mounting-base-plate

of the FFLL will be compatible with Kineto and similar tracking mounts

A 16-inch aperture proof-of-concept model of the FFLL was designed and constructed at China Lake by the Advanced Optical and Microwave Technology Section (Code 474160D) with support from Dr. Don Decker, section head, and Randle Dewees, head of the optics shop. This prototype lens has been successfully demonstrated on the China Lake ranges.

After failing to receive any acceptable proposals to build the full-up telescope from optics industry contrac-

tors, the project team turned again to Decker and Dewees.

6MIRIS simultaneously

type of test evaluation. 9

exposes the entire image on the

"The proposals that came in met most of the requirements, but were very complicated and extravagantly expensive," said Decker, who holds a doctorate in solid state physics and optics. "We took another look at the problem and came up with a very simple design that brought it down

to an affordable range and improved the field robustness all in one swoop. We plan to build the precision into the telescope up front, rather than adjusting it in after it's built. In this way it's a simpler instrument and therefore less costly."

The ability to resolve scene details at long range is measured in units of angular resolution. To satisfactorily perform tasks that are now being done under pristine conditions by visible imaging systems, developers determined their system must reach an angular resolution of 10 microradians - the width of a quarter as viewed from one and a half miles away.

"Angular resolution is determined by the relationship of the lens and the operating wavelength of the imager or focal plane array," explained Dewees. "The longer the

wavelength, the larger the aperture to maintain good angular resolution." The 24-inch aperture (diameter) lens is about the largest that can be accommodated by the Kineto tracking mount, and the corresponding 3-5 micrometer band is the one in which industry has made the

greatest strides in FPA development. To achieve the best field of view (FOV) while maintaining the best angular resolution, the size of the 3-5 micrometer FPA used in the MIRIC required a focal length of 56.6 inches.

The FFLL is still under in-house construction and is expected to be completed by the end of the calendar

The MIRIC consists of a camera head and a post processor. The camera head uses a unique indium antinomide/silicon hybrid FPA, which is the key developmental item to achieve the needed short, simultaneous exposure, high image rates, high spatial resolution, high temperature resolution and geometric fidelity. It has a 15degree FOV, with a remotely controllable focus adjustment. The post processor performs offset and gain correction for the FPA and substitutes for uncorrectable pixels. The resulting effect is that of a near-perfect FPA.

A comparison chart in a recent NAWCWPNS Current Technical Events article shows the most significant difference between MIRIS and existing systems in exposure duration and image rate. The MIRIC has a selectable exposure duration from .02 to 16 milliseconds and selectable image rate of 60 or 200 images per second.

"Short, simultaneous exposure is a key element to the purpose of MIRIS," said Caffee. "All other IR cameras



September 7, 1995

the safety of family members, and then check on neighbors. Also look for fires because fires can most readily be extinguished while they are small and the firefighting equipment will probably be needed to meet major industrial conflagrations rather than being able to head for homes.

Telephone lines should be kept clear for emergency calls only.

Turn on battery powered radios and listen for emergency instructions on the radio.

Check utilities to see if there are any gas leaks. If so, turn off the gas at the major house cutoff. Don't drink any tap water until assured that there are not broken lines, and don't flush toilets repeatedly until you are sure that sewer lines aren't broken

A plan to reunite your family if separated during the quake is important since travel may be difficult or even restricted after a major quake. Also know the location of your nearest fire and police station.

. Don't go sightseeing. Streets should be kept clear for emergency vehicles. (Also, aftershocks will happen, and some buildings that withstood the initial shake may succumb to the aftershocks.)

If driving when a quake happens, watch out for falling power lines. A quake severe enough to be felt by a motorist in a moving vehicle is strong enough to be damaging, so pull off to the side of the road and stop. Proceed afterward with cau-

Above all, don't panic. Sensible precautions taken in advance plus the exercise of good sense during the emergency will go a long way toward protecting an individual or family from harm.

First of five-part series

Japanese surrender to end World War II

(Editor's Note: This is the first in a five part series on the end or World War II. The series will conclude with information about the final events of the China Lake World War II Commemorative Community Celebration scheduled for Nov. 9.)

On Sept. 2, 1945, Japan formally surrendered to Supreme Allied Commander General Douglas MacArthur aboard the battleship USS Missouri in Tokyo

With dozens of allied military leaders and hundreds of news media representatives looking on, the Japanese foreign minister signed the instrument of unconditional

Emperor Hirohito announced Japan's intent to surren-

der in August following the atomic bomb attacks on Japanese cities of Hiroshima and Nagasaki.

This event marked the formal end to a world war that began on Sept. 1, 1939 when Adolf Hitler sent more than a million German troops into Poland. The war in the Pacific started on Dec. 7, 1941, with the bombing of Pearl Harbor and Japanese attacks throughout Asia.

In accepting the surrender, MacArthur, in a radio broadcast following the ceremony, expressed hope that a better world would come from the carnage of the past six years. He said, "We have had our last chance. If we do not devise some greater, more equitable systems, Armageddon will be at our door."

Navy Ball slated for October 14

Employees, retirees, military and civilian invited to 220th B'day bash

hina Lake employees, and retirees, both military and civilian, are invited to attend the Navy Birthday Ball celebrating the U.S. Navy's 220th birthday on Oct. 14 in the new Wreck Center (formerly Seafarer Club).

The Naval Air Warfare Center Weapons Division and the Military Affairs Committee of the Ridgecrest Chamber of Commerce have extended the invitation to all area resi-

The night starts with a social hour at 6 p.m., followed by the official welcome at 7 p.m. and dinner at 7:30 p.m. A guest speaker will follow

Dancing to the live music of "Groove Therapy" starts at

The cost, per couple is: \$60 for civilians, officers and chief petty officers. Enlisted members in the pay grade of E-6 and below at just \$25 per couple.

Dress for the evening for the military is dinner dress blues (or equivalent) and for civilians, black tie preferred.

Tickets are available from the China Lake Public Affairs Office, Protocol Office, VX-9, Weapons Test Squadron, Ridgecrest Chamber of Commerce Office and Military Affairs Committee members.

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F/A-18 HORNET is easily discernable in the MIRIS image (left) under a reducedvisibility condition, where standard video (right) does not provide an identifiable image. The MIRIS image also shows the exhaust plume and background terrain.

Three large aftershocks trigger thoughts of EQ preparedness

ocal residents were reminded once again the morning of Wednesday, Aug. 30, that they live in an active seismic area, when aftershocks of 4.3 and 4.1 magnitudes shook the Indian Wells Valley at roughly 8:30 and 9, respectively. These shocks and another of 4.0 magnitude that evening at 7 were the largest follow-up events to the 5.4 earthquake on Aug. 17.

No damage or injuries were reported as a result of the aftershocks.

As was suspected, owing to the gathering of more data, the original temblor and subsequent aftershocks were not centered on the Little Lake Fault Zone as initially reported.

"We now think the main event and the aftershocks came from what we call the Argus Frontal Fault," said Dr. Frank Monastero. "It is an unnamed fault that lies on the west front of the Argus range but it is buried beneath the surface. We've known it was there from geophysical data gathered in aeromagnetic surveys of the area. But this is the first time we've detected any activity in that zone."

Monastero said there had been other aftershocks since the three on Aug. 30, but said they are now diminishing substantially.

Earthquake preparedness

Recent earthquakes reaffirm that

everyone in the State of California should be prepared for the ground to shake at any time. While there's no way to diminish the shaking, the amount of damage that a quake can do and the potential for injury to people can be drastically reduced by advance prepara-

Many of the following suggestions for earthquake

preparations come Topping any such list is from the Amerihaving plenty of water stored. A can Red Cross, Of minimum of five to ten gallons prime importance per person is essential. in preparation for an earthquake is

having essential supplies on hand at all

Topping any such list is having plenty of water stored. A minimum of five to ten gallons per person is essential. A small bottle of chlorine bleach can be used to disinfect the water.

Non-perishable food that doesn't require extensive preparation should also be stored for family and pets.

Have an alternate cooking source that can be used outdoors.

A first aid kit sufficient to meet household needs is also in order. (Someone should be trained in first aid. Classes are offered frequently by the American Red Cross.) Family immunizations

should be current.

Other important equipment includes a fire extinguisher suitable for all types of household fires, crescent or other wrenches to be used if utilities should be turned off, a battery-powered radio (with extra batteries), and a flashlight in every bedroom (again, with extra batteries).

Since the majority of injuries in earthquakes

falling objects and breaking glass, quakeproofing a house and yard will cut

the number of potential injuries. First, all flammables should be stored outside, preferably in a metal locker that is adequately ventilated. Fire is a major

High furniture such as shelves or bookcases should be fastened to studs, and heavy objects should be stored on

It is important to know where your gas, electric and water main shutoffs are. If in doubt, ask your water, power and gas companies. Water heaters should be fastened to studs; these also provide an additional source of drinking water.

Heavy objects hanging over a bed or sitting area should be removed. Hanging

A Very Real Hard

lamps and hanging potted plants should be attached firmly to studs. If a bed is located by a window, either venetian blinds or heavy drapes can help keep glass shards off a sleeping family mem-

Exit paths must be clear.

Older houses that are raised off the ground should be anchor-bolted to a concrete foundation with a maximum spacing of bolts not to exceed six feet apart. Anchor bolts can be retrofitted to houses. If wood studs are used under a house, the studs should be cross-braced.

New fireplaces are required to have reinforcing steel. Older fireplaces that are not reinforced can be tied to roofs.

Mobile homes should be very securely fastened to their piles - or the wheels should be left under them so they will not slip from under their foundations. Earthquake resistant foundations are available

When a quake actually occurs, individuals should try to protect themselves from falling objects. If inside, they should dive under a table or head for a doorway - anything sturdy enough to protect heads and bodies from falling debris. If outside, watch out for falling walls or power lines.

Those who are home should check on Please see next page

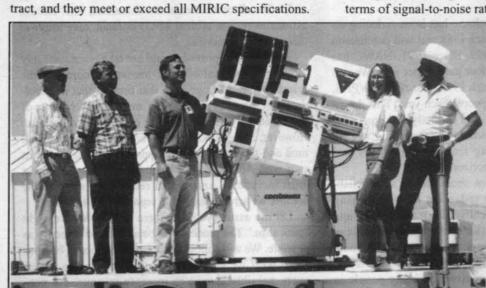
either had a long exposure time or non-simultaneous exposure making the resultant images unsuitable for analysis of high speed test events. MIRIS simultaneously exposes the entire image on the array in as little as two hundredths of a millisecond, which allows the high-speed image rates required for this type of test evaluation." A competitive, best value contract to produce the

September 7, 1995

cameras was awarded to Amber Engineering of Goleta, Calif., in 1991.

"A program funding interruption in 1992 was handled smoothly with help and advise from the procurement team of Ann Niessan, Alice Martin and Mary Jacobs," Caffee explained. "Excellent support has also been provided by Patrica Sweet, the current contact specialist."

Three cameras have been delivered under the con-



DEVELOPMENT team inspecting MIRIS configuration on a Kineto tracking mount includes (I-r) Pat Keller, Don Decker, Randy Dewees, Shirley Essam and Les Caffee. Phil Martin was not available for the photo.

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The RAIS was designed to complement the MIRIC and to integrate the MIRIS components as a system. It is being built at China Lake with Shirley Essam developing the recorder software and Phil Martin developing the hardware. Both are members of the Metric and TSPI System Design Section (Code 522300D). RAIS functions include digitally recording the MIRIC's digital image output, image exposure time, camera parameters (gain, offset, exposure duration, and so on), and other supplementary data related one-to-one with each image. The RAIS also provides a signal to synchronize the MIRIC to IRIG or Global Positioning System timing, as selected by the user, and consolidates the operator control and display.

Digital recording is superior to analog recording in terms of signal-to-noise ratio (grayscale resolution), spa-

> tial resolution, spatial registration and datacopying capability. Most potential users of MIRIS felt digital recording would best suit their needs. Analog recording, however, can record much longer periods and must be used for some tests. When 60 frames per second are sufficient for a user's needs, the MIRIC can output a standard RS-170 analog video signal and use standard video annotation and recording equipment. But even at 60 images per second,

many tests will require all of the MIRIC's spatial and grayscale resolution, which can only be recorded digitally. Analog and digital recording can be used simultaneously to supplement each other.

The RAIS is expected to be completed by the end of the fiscal year.

The Rolling Airframe Missile upgrade, the 25-mm Projectile project and the BAN 4 tests at White Sands Missile Range have already made use of a MIRIC combined with the prototype telescope and supported by personnel from the Photo and Video Section, Code 522200D. Projects that have expressed an interest for future support include BMDO, AV-8B and F/A-18 Night attack. Other activities interested in MIRIS are White Sands Missile Range, NAWCWPNS Point Mugu, Vandenberg AFB, Nellis AFB, Edwards AFB, Yuma Proving Grounds and NASA. There has also been some interest from the private sector.

The project office is currently working with NAW-CAD, Lakehurst examining the potential benefits of installing MIRIS aboard aircraft carriers. "Since the MIRIS camera can 'see' the exhaust plume of landing aircraft in real time, this gives the landing safety officer a visual picture of what the pilot is doing in terms of thrust on descent," said Caffee. "While they already have visual spectrum cameras, they can't see the heat plume, so this would give them real time information to pass on to the pilot."

A videotape that shows an example of an F/A-18 in flight graphically displays what Caffee was explaining, in that the viewer can distinctly see a difference in the thrust between the two engines. That tape, which shows additional capabilities and advantages of the MIRIS will be aired on KNID, Navy Channel 17 on Benchmark Cable at 6:50 p.m., Monday through Thursday, next





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VSIP/VERA from Page

offer VSIP to that number of people. However, we still won't be able to offer VSIP to everyone who wants it because we need to reduce our overhead while maintaining our direct work force. One hundred and twenty-seven individuals are already scheduled to leave by January 3. Unfortunately, these people are already out of the budget, so we still need to find people, in the right areas, who want to retire or resign."

Separation pay is used to encourage certain employees to voluntarily resign or retire and is made in a lump-sum cash payment. The severance pay formula is used to compute the amount of the payment, but in no case can it exceed \$25,000. Only employees in designated surplus skill categories will be offered voluntary separation incentives.

If you occupy a position subject to a dual compensation waiver, are covered by a written service agreement resulting from PCS, or serve as a member of the Senior Executive Service or equivalent, separation pay cannot be offered at this time. In addition, you cannot get a separation incentive if you have already accepted a position with another federal agency.

DoD employees who have not been issued a RIF separation notice may be eligible for separation pay. If you accept an offer of VSIP, you must agree to separate voluntarily (by resignation or retirement). The voluntary nature of the action eliminates any entitlement you may have to severance pay or unemployment compensation. It also means that you cannot be reemployed by any other federal activity for five years after separation. If you accept another federal job in that five years, then you must pay back all of the separation incentive. That includes the taxes taken from your \$25,000. So, even if you received only \$16,000 after taxes, you would have to pay back all \$25,000. Finally, it means you will not be eligible to register in the DoD Priority Placement Program (see August 24 issue of The Rocketeer for information on this program).

DoD employees who have been issued a RIF separation notice cannot receive voluntary separation pay (you may be eligible for severance pay, unemployment compensation, and other benefits instead). However, DoD will offer separation pay to employees at other DoD locations to create a vacancy for you. To reduce moving costs, these offers are first made to DoD employees within your commuting area.

DoD has authority to offer VSIP until September 30, 1999. When asked whether VSIP will be offered to NAWCWPNS employees in future years, Quashnock stated "We just don't know. In the past, we have used VSIP when we needed to, to meet our end-strength or reduce our overhead. Right now, our rebalancing plan will take us to the end of FY97. After this VSIP, we don't have any plans to offer VSIP again but that could always change."

The information, on outplacement programs, in the last three issues of The Rocketeer is just a starting point. The personnel management advisors at the Human Resources Department are ready to give more detailed information and assistance to help make informed decisions about the future and to help ease any transition pains.

Commander's

By RAdm. Dana B. McKinney

Perspective on work force reduction



local news story has reported that the NAWC Weapons Division is planning a series of per-Sonnel actions to reduce the size of the work force. I would like share with you my perspective on

The Department of Defense has been reducing its total strength each year since 1988 and will continue to do so at least through 1999. Since 1991, NAWC has reduced its work force by four percent per year. We will continue that process through 1999. For NAWCWPNS, that equates to about 320 people each year. This downsizing has been necessary and correctly anticipates the reduction in workload we are now experiencing. We are seeing less work coming from our sponsors and reduced new work on the horizon.

Until now, we have been successful in accomplishing our total work force reduction by using hiring freezes, attrition and incentive programs (VSIP and VERA). The problem is that while we have met our total end strength, we have too many people in some skill areas and not enough in others. The problem is further complicated in that we have too many people in overhead (revenue-consuming) positions and not enough people in direct (revenue-producing) positions.

As a result of these imbalances, we experienced an \$11M loss at the end of FY94. At the end of this year, we anticipate an \$18M loss. If we continue on this track, the amount will grow exponentially. That is, of course, an unacceptable way to manage the taxpayers' money. We have been tasked to eliminate the deficit by

We recently developed a Business Plan which will allow us to rebalance our work force and eliminate our financial deficit. The plan includes requests for many types of personnel actions, including, if necessary, an involuntary separation program, (reduction-in-force or RIF). The plan has been briefed to the Commander, NAVAIR. The requested VSIP/VERA actions contained in the plan have already been approved. The requested RIF action contained in the plan must be approved by the Assistant Secretary of the Navy (Manpower and Reserve Affairs). I must stress that a RIF has not been approved. A RIF will not occur without that approval.

We need to reduce our work force by as many as 700 positions (largely overhead) by mid-1996. About 130 of those 700 are people who have been approved for

VSIP/VERA in January 1996. The remaining 570 will need to separate through additional VSIP/VERA, outplacement, normal attrition, inplacement or migration (reclassification and job shifts within the Command), and, after all other means are exhausted, RIF. Recent actions to restore critical MRTFB funds may improve this situation somewhat

Any RIF, if approved, would not take place until July 1996. It is the goal of the Command to complete the selective drawdown prior to that time so that no involuntary separations are required, meaning the number of people actually RIFed should be quite small, if not zero. However, because RIF action requires the longest lead time and the most stringent approval process, we must start now. Additionally, the number of RIFs we request must include all anticipated reductions, not just the number we actually expect to separate involuntarily.

Let me assure you that there will be no overnight "pink slips." The process will be as fair and objective as possible. We will follow the prescribed process, be open about what we are doing and will continue to pursue every possible avenue to increase revenue, cut nonlabor costs, improve our efficiency and reduce our rates

In order to tailor our work force and our infrastructure to the needs of our customers, we must constantly make adjustments in our capacity and structure. Our goal will be to do this in the future in a manner which does not require the drastic measures outlined above.

These are difficult actions in an organization whose products are as important to the Fleet and other customers as those of the Weapons Division and whose work force is as talented and dedicated as ours. No one has "screwed up" here and no one is being punished. The decision to request this course of action was not taken lightly. It follows several years of declining revenue and a predictable deterioration of our skills mix that inevitably resulted from non-selective attrition and hiring freezes.

I realize that this is an unpleasant issue to contemplate and I wish it could be avoided. However, the reality is that we must take aggressive action to ensure the continued viability of the Weapons Division in these times of severe budget constraints. I pledge my total support in making this process as painless as possible for all concerned.

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Haaland presents R & E Excellence Awards Kapeles, Chun, Kong and Muessig honored by 4.0 competency leader

contributing outstanding achievements that clearly support, through evidence of contribution through customer satisfaction, reports, papers presented, publications, or local, national or international recognition, significant ideas for improving products, services or processes, four Naval Air Warfare Center Weapons Division employees recently received Research and Engineering Excellence Awards from Sterling Haaland, head of the Research and Engineering Group. This award recognizes competency employees, civilian and military, for specific outstanding achievement that clearly supports the Research and Engineering competency and NAWCWPNS initiatives, goals and objectives in the various group disciplines that contribute to the mission of NAWCWPNS.

John Kapeles

As head of the Solid Propulsion Section of the Airframe, Ordnance and Propulsion Division, John Kapeles received his award in recognition of his contributions in advancing the level of missile propulsion technology available to the U. S. Navy. As a collateral duty, he has led the Reduced Signature Rocket Project since 1988. Haaland presented the award and said, "Your expertise in solid rocket design, and the leadership you provided to the development team



and has enhanced our ability to maintain the war fighting superiority of the fleet."

Peggy Chun and Jerome Kong

Chun and Kong, also of the Solid Propulsion Section, received awards for recognition of their contributions in advancing missile propulsion and control technologies available to meet the needs of the Navy. Haaland commented, "Your technical expertise and leadership, demonstrated in the execution of the Multi-Mission Propulsion Technology Advanced Technology Demonstration, has contributed significantly to the advancement of the state of the art in airto-air and surface-to-air missile technol-

Paul Homer, head of the Weapons/Target Department nominated Chun and Kong for their awards explaining that on April 27, MMPT CTV-3 was successfully flight tested on the China Lake range. The core of the MMPT is demonstration of three pulse motor technology for energy management, and integral aero-thrust vector control for improved maneuverability. Advanced composite case, composite aero-control surfaces, and a laser arm-fire device are also incorporated in the design. An eight inch Tail-Control Sparrow airframe, and a China Lake designed autopilot and telemetry, were utilized to conduct the

Navy 6.3 effort for kinematics advancement of missile technology, the MMPT flights were the first successful demonstration on hard bulkhead pulse motors, the first flight test utilizing independently controlled aero/thrust vector control, the first supersonic flight with composite aero control surfaces, and the first non-roll controlled vertical launch

"Kong and Chun's leadership, management skills and technical expertise, in the best tradition of NAWCWPNS, have been critical to the success of this effort," said Homer. "They successfully coordinated technical efforts of five center departments and two supporting contractors. They maintained the essential transition customer support, and successfully executed a flight demonstration program within the constrained budget provided"

Paul R. Muessig Haaland presented Dr. Muessig with his award at the Survivability Division office and congratulated him on his contributions to the Research and Engineering Group. Muessig was nominated for his award by Tim Horton, head of the Survivability Division for his achievements in the development of model and simulation verification, validation and accreditation processes and their appliAccording to Horton, credible model and simulations are required by acquisition programs for defense acquisition board reviews in support of system design trade-off decisions to support cost and operational effectiveness analyses, and in support of both developmental and operational test and evaluation. "The decision to accredit a model for these purposes must be based on sound information," Horton said, "And Dr. Muessig is developing the process and providing that information to acquisition customers."

As the technical director of the Susceptibility Model Assessment and Range Test (SMART) project, Muessig has been key to the development of standardized model and simulation validation and configuration management processes. Programs currently being supported by Muessig, utilizing SMART products and their standardized verification and validation formats are the Ballistic Missile Defense Organization, the Joint Advanced Strike Technology program, the Tomahawk mission planning system and the Army's Comanche helicopter program. Horton continued, "Muessig has also been instrumental in developing support from the Defense Model and Simulation Office for longterm continuation of the SMART verification and validation process and its application to support of acquisition programs."



Jerome Kong, Peggy Chun and Sterling Haaland

Dr. Paul R. Muessia

Get your low-cost blood analysis appointment now by VAX or telephone another VAX on the network, log on and

Naval Air Warfare Center Weapons Division is providing an opportunity for employees at the Naval Air Weapons Station, China Lake to have a low cost blood analysis at the work site. The blood chemistry screening includes a cardiac panel, electrolytes, liver and kidney enzymes, a thyroid panel and a complete blood count. The cost of the blood test is \$18. An option will be available for men who wish to have a PSA (prostate-specific antigen, a prostate cancer screening reference) analysis of the blood which

will bring their total cost to \$43. Checks are payable to Ridgecrest Community Hospital. Participants must not ingest anything other than water for 10 hours prior to their test.

The schedule is below. Appointments are required and may be made by computer. Connect to the SCF VAX and type in WELLNESS at both the "username" and "password" prompts. Options will appear on the screen allowing you to select the preferred time and location for your appointment. If you have access to

type "set host scf". If you cannot access the VAX, call 939-8133. If you reach voice mail leave a message giving your name, code, phone number, as well as the location, date, and time you prefer. You will receive confirmation of your

Sept. 12, IOB, Building 32544, Conference Room A, 7-8 a.m.

Sept. 13. CLPL Cafeteria Conference Room, 6:50-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)

Sept. 14, Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walkins from 8:30-8:45 a.m.)

Sept. 15, Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walkins from 8:30-8:45 a.m.)

Sept. 19. ECR. QuickMail Bret for appointment, 7:15-8:15 a.m.

Sept. 20, Armitage Field: NAF-80, Building 20192, 6:50-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)

Sept. 21, Training Center, Room 115, 6:45-8:30 a.m. (walk-ins 8:30-8:45 a.m.)



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The class must be prepaid at the Office of Instruction, Cerro Coso College. The Financial Management Workshop is presented at the nominal fee of \$49 per individual. (may be accompanied by spouse or guest)

Restoration Advisory Board will meet at Kerr McGee September 13

Members of the Naval Air Weapons Station Restoration Advisory Board (RAB) will meet from 6:30 to 9:30 p.m. on Wednesday, Sept. 13, in Ridgecrest at the Kerr McGee Center. The public is invited to attend.

Discussion of NAWS China Lake's proposed removal action to clean up the China Lake/Salt Wells Propulsion laboratories' evaporation ponds and settling sumps will be the main focus of the meeting.

The RAB is part of the Installation Restoration Program, which was initiated by the Department of Defense to identify and evaluate environmental contamination that might be present as a result of past operations and waste disposal practices.

Under the IRP, the China Lake/Salt Wells Propulsion laboratories' evaporation ponds and settling sumps are known as Site 49.

A report, entitled "Site 49 Engineering Evaluation/Cost Analysis (EE/CA)," examines the pros and cons of a variety of removal action alternatives, including the one preferred by NAWS China Lake.

In accordance with the California Environmental Quality Act, the California Environmental Protection Agency, Department of Toxic Substances Control, prepared an Initial Study that analyzed environmental impacts that may be caused by the preferred alternative.

The DTSC has proposed a negative declaration based on the initial study and its determination that this project is not likely to produce any significant negative impacts to the environment.

These reports are now available for public review at the Information Repositories located at the Ridgecrest Branch of the Kern County Library, 131 East Las Flores Ave.; and the San Bernardino County Public Health Office, 13207 Market Street, Trona, CA.

The public is invited to review these reports and submit their comments to Naval Air Weapons Station, Attn: Peggy Shoaf, Environmental Public Involvement, Code 750000D, 1 Administration Circle, China Lake, CA 93555-6001; or to Lance McMahan, California Environmental protection Agency, Department of Toxic Substances Control, 101512 Croydon Way, Suite 3, Sacramento, CA 95827. The public comment period closes Sept. 25.

The Restoration Advisory Board, consisting of community and regulatory agency members, provides a forum through which local communities, installations and regulatory agencies work together to discuss and exchange information about the cleanup program.

Meetings are open to the public and held on the second Wednesday of every month at the Kerr McGee Center. Meeting minutes are available for review at the Information Repositories.



(Note: In recognition of the 50th Anniversary Celebration of the China Lake Pilot Plant, Saturday, Oct. 14, Navy Channel 17 is featuring China Lake historical videos at 5:55 p.m., Monday through Thursday, for the next month. For information about the CLPP's 50th, call 939-6689 or 375-7897.)

·Monday - Thursday, Sept. 11 - 14

5:30 p.m.: Navy News

5:55 p.m.: China Lake historical videos: NOTS Newsreels

6:35 p.m.: China Lake historical video: Life at the End of the Road

6:50 p.m.: The MIRIS System

7:00 p.m.: Disaster Preparedness: Midwest Flood Video

·Monday - Thursday, Sept. 18 - 21

5:30 p.m.: Navy News

5:55 p.m.: China Lake historical video: Secret City Part I.

(Part II airs at 5:55 p.m. the week of Sept. 25.)

For an update on a recent China Lake success story, watch "The MIRIS System," Monday through Thursday next week at 6:50 p.m., and read the article in this issue of The Rocketeer.



Call: 939- 3636 (24 hours) or call the Inspector General at: (800) 522-3451 (toll free)

Questions and answers

Vice Commander continues open dialog with NAWCWPNS employees

September 7, 1995

Is it possible to conduct a mock RIF prior to offering VSIP/VERA to employees? This will enable managers to offer some insight to their employees. Clearly, individuals that are likely to be adversely affected by a RIF may think twice about the VSIP/VERA option.

If our request for a RIF is approved, we will conduct a mock RIF very soon after that approval is received (within a month or so). This formal process serves several purposes, one of which you mentioned: (1) It will give people a fairly good idea of how they would have been affected had an actual RIF been conducted at that time. (2) It will provide an opportunity for the adversely affected people to register for the Priority Placement Program, or "stopper list." (3) It will help people make the decision whether or not to accept a VSIP/VERA. (4) It will give managers and supervisors an opportunity to see how their work force would have been affected so they can begin to make plans for adjustments in their organization structure and manning prior to an actual RIF. (5) It provides, well in advance, a good idea of the effects of "bumping and retreating" on the initial list of targeted positions; it would show who might actually leave the organization during a formal RIF or the other associated work force reduction methods which we would employ.

The short answer to your question is, "Yes." It's a good idea and we will do it if the formal RIF is approved.

Question:

Below is a suggestion I am submitting to you for the management at NAWCWPNS to consider in solving its financial crisis. Instead of running a reduction-in-force action within the next year or so, why not consider furloughing? Back in 1985 I was working for another federal agency and they were experiencing grave financial problems, too. In their efforts to avoid a RIF, they were considering furloughing their personnel. A furlough places personnel in a

leave without pay status to save overhead funds. So here is my suggestion:

There are approximately 8,000 civilian personnel at NAWCWPNS. 49.2% of those personnel expend overhead.

From information I have received from Corporate Budget, the average grade of a person at NAWCWPNS is a GS-12/step 3. The GS-12 step 3 rate per hour (with acceleration) is \$31.49 (in FY96 budgeted dollars).

If NAWCWPNS experiences a continued deficit, the AOR could reach up to \$24M by the end of FY95. So, to recoup a \$24M loss, one of two scenarios could unfold.

1. Furlough all 3,936 overhead personnel every other Friday (the 8-hour day) for 25 pay periods in FY96. This would result in a loss of 25 days (one day's pay per person per pay period) of overhead time spread over 1 year - saving the \$24M. This pain could be easier to bear than a RIF to everyone.

2. Furlough all 8,000 NAWCWPNS personnel every other Friday (the 8-hour day) for 12 pay periods in FY96. This would result in 12 days (one day's pay per person per pay period) loss of production on all direct programs and overhead. Although the center would experience a loss of 12 days when projecting delivery times to a sponsor it could also be recouped via overtime during nonfurlough days. I think this is a fairly small price to pay in comparison to a

This is not going to solve your obvious problem with 49% of your work force being overhead, but it would buy the management at NAWCWPNS some extra time required to plan other strategies in order to avoid a reduction-inforce action.

You have really done some homework! I'd like to address your suggestion by explaining what is really a two-part problem. Not only do we have a deficit that we need to reduce to zero, we have a work force that is not entirely matched to the quantity and mix of direct and overhead work that we foresee in the next few years

There are several ways we could correct the deficit in the short term, including the first method you suggested. The problem is that it would have to be a permanent change. As soon as people started to work full time again, the deficit would begin to build.

The other problem is that it would be very difficult for the organization to function with all of our overhead people off for even one day, much less every other Friday. It requires a large number of them for us just to open the gates.

Additionally, a furlough amounts to an involuntary pay cut across the board. Even though we are looking at separations for only about 6-7 percent of our work force, a blanket furlough would negatively affect a much larger number of employees, many of whom cannot afford even a small decrease in pay.

You say that 49.8 percent of our employees expend overhead. The fact is that virtually every employee charges to overhead at some time or another. It would be difficult to decide which employees to furlough, and even tougher to figure out when they would accomplish the overhead tasks, like training, that would otherwise have been done on the days they were furloughed.

The last issue is that we have been directed to eliminate our deficit by the end of FY97. Anything we do to delay the necessary corrective action makes it that much more difficult to accomplish. As an example, although we have not been given approval for a RIF, and are not sure we will get approval, any delay in the execution of this type of reduction would mean that the requirement will increase. Every day that we delay in executing the plan means that two more employees would have to be added to the list, just because of the delay, and not because of the budget deficit we are trying to correct.

That is why it is essential that we move as quickly as possible in implementing this plan, and that we do everything possible to avoid involuntary separations by encouraging people to accept VSIP/VERA's and assisting the affected personnel as much as we can through outplacement. We must correct our skills mix imbalance, and we must eliminate those functions that we can no longer

Furloughs might help a little, but we must take the other actions that are part of the Business Plan if we are going to be successful in rebalancing the work force and getting ourselves back on a positive footing with competitive rates for our customers.

Your second method, furloughs for everyone, including direct employees, would further reduce our revenue and make our problem worse instead of bet-

I really appreciate the thought you have put into this issue. Any other suggestions you might have for reducing overhead expenses or increasing our revenue would be welcome.

Ouestion:

Has anyone suggested that employees take voluntary leave without pay (particularly on non-flex Fridays) to alleviate the situation? I realize that it probably isn't totally legal to request employees to take voluntary leave without pay, but it could possibly be presented in a similar manner to the donation of annual leave for sick leave. I often take leave without pay on non-flex Fridays and enjoy the time off without missing the extra money all that much. Just a thought.

Shortly, we will begin a comprehensive effort in support of all of our employees and with the goal of achieving a recovery from this budget deficit as quickly and painlessly as possible. Part of that effort will be a number of initiatives which could help reduce costs command-wide.

Your suggestion is one of many ways we could do that. We certainly can't require anyone to take leave without pay,

Please see DIALOG, Page 22

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The best selling recordable CD-ROM system is here from the premier optical drive manufac formats for audio video & data. Ideal for



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'92 Pontiac **Grand Prix** Vin# 260714

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ALL NAWCWPNS SITES

No. 471-004-KB5, Security Assistant, DG-086-3, assist Communication Security (COMSEC) office. Weapons/Targets Integration Division, Code Quality-Ranking Factor: Knowledge of GRASP 471DC0D—Area of Consideration: NAWCWPNS. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: Linda Murray, (619) 939-3500. processing; knowledge of accepted management HRD Contact: Kay Behrmann, (619) 939-2736. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent serves as the unauthorized disclosure, espionage, or sabotage; ability Secret Control Officer (SCO) for the Weapons/Targets to communicate, both orally and in writing, with all lev-Integration Division. Responsible for all receipting, fax- els of personnel; and knowledge of computer ing, mailing, distribution, copying, destruction, transferring, downgrading, and declassifying of Secret material in accordance with OPNAVINST 5510.1H, NAV- guaranteed. WPNCENINST 5510.29, and DOD 5200.1R. Directs and coordinates the annual Secret material inventory. Maintains a current database of the division's secret document holdings. Maintains the secure fax for the division's use. Coordinates alternate SCO's workload. Responsible for writing desk procedures for this position to be used throughout the division. Incumbent is also alternate security coordinator for Divisions 471 and 417. This includes acting as a liaison between the Information Security Branch and the division offices and being responsible for all aspects of information security including procedures, courier cards, briefings, training, inspections, and surveys. Is the focal point for public and foreign release of internally generated Unclassified/Classified materials. Maintains all division combinations for classified containers. Processes Foreign Export Licenses and Freedom of Information Act requests. Acts as the STU III coordinator for the division. Acts as alternate to the division Information Systems Security Coordinator (ISSC). Quality-Ranking Factors: Knowledge of Secret document handling and security procedures; ability to research, comprehend, and apply security regulatory information; ability to maintain an automated database on a Macintosh system; and a working knowledge of Filemaker Pro and Microsoft Word software for the MacIntosh. Must be able to obtain and maintain a Secret clearance. Promotion potential to DG-3.

No. 74-006-SP5, Computer Specialist, DA/DP-0344-3, Code 742100D, Deputy ISSM for Tempest—Area of Consideration: NAWCWPNS. Opening Date: development and execution; the Government Service 9-7-95. Closing Date: 09-21-95. Selecting Official: Bill Shaner, (619) 939-2658. HRD Contact: Sharon Page, (619) 939-8105. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent works with the Information System Security Coordinators (ISSCs), managers, and local command assisting the Information Systems Security Manager (ISSM) in designing and implementing training programs to certify new ISSCs for computer security basics. Incumbent will develop and present to management written and oral briefs and recommendations and act as primary point of contact for Tempest training and implementation. Incumbent will conduct computer security walk-throughs with the ISSM and Network Security Manager (NSM); coordinating with other security disciplines to ensure that our customers' electronic data are protected, and assist NSM in identifying, protecting and accrediting networks. Incumbent will act as TEMPEST Control Officer (TCO) for NAWCWPNS, China Lake, providing TEMPEST security training and guidance, advising customers on TEMPEST requirements for classified processing, and

inspecting all phases of Protected Distribution Systems (PDS) construction and installation. Incumbent will program terminology and procedures; knowledge of TEMPEST program and requirements for classified practices necessary to manage, administer, and coordinate the safeguarding of information and materials from technology and how to apply principles of computer security. Promotion potential to DP-3, but not

Notes 1 and 3 apply.

No. 82-050-DWE5, (1) Supervisory Program Analyst, DP-343-4. Code 82D000D. Command Staff, Naval Air Weapons Station (NAWS), Shore Station Management Competency, China Lake-Area of Consideration: NAWCWPNS. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: CAPT Charles A. Stevenson. HRD Contact: Diana Eggleton, (619) 939-8111. Permanent of Change of Duty Station Authorized: No. Summary of Duties: Incumbent is the NAWS Executive Director and functions as the principal civilian deputy to the Commanding Officer. He/she manages and directs administrative activities within the organization, including the personnel and financial resource allocation and policy development, and assists in formulation and implementation of command policies and directives. Incumbent is the Base Operating Support (BOS) Funds Manager and point of contact for all tenant matters including Inter-service Support Agreements, Memoranda of Understanding, and Letters of Agreement. In addition, the incumbent provides continuity of corporate leadership in NAWS and provides shore station management (SSM) liaison and support to the headquarters competency leader and to SSM leaders and their staffs at other NAVAIR sites. Quality-Ranking Factors (QRFs): Technical QRF: Knowledge of shore station management functions at the local activity level; BOS Program requirements and management: A-11 and non-appropriated budget municate orally and in writing.

non-appropriated military and Demonstration Project classification, pay, and performance programs; appropriated and non-appropriated contracting requirements and execution; and military manpower system and military personnel administrative programs. Supervisory QRF: Ability to apply military and civilian affirmative-action principles, implement military and civilian EEO practices, motivate and influence others, and communicate both orally and in writing. Note 2 applies.

DOD Wide

No. 82-048-DE5, Supervisory Recreation Specialist, DA-0188-1/2, Morale, Welfare & Recreation Department, Code 826000D-Area of Consideration: DOD. Opening Date: 9-7-95. Closing Date: 9-20-95. Selecting Official: Alonzie Scott, (619) 939-2010. HRD Contact: Becky Reed, (619) 939-2371. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: Incumbent is responsible for planning, developing, organizing, implementing, and evaluating base-wide community recreation programs for adults and youth. Supervises, directly and through subordinate supervisors, a staff of professional, technical, and skilled employees. Responsible for ITT Operation, Craftech, young adult programs, youth programs, and the Single Sailor Program. Reviews/analyzes monthly financial operations to ensure integrity of financial transactions and management. Prepares a non-appropriated-and appropriatedfund operating budget request. Directs the proper accounting and disbursements of non-appropriated funds. Resolves complaints from patrons and solicits feedback to improve quality of service provided. Quality-Ranking Factors (QRFs): Technical QRF: Knowledge of policies, goals, regulations, and procedures for the administration of adult and youth recreation programs, arts and crafts, and nonappropriated and appropriated personnel management and budget administration. (2) Supervisory QRF: Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and com-

MWR JOB OPPORTUNITIES

*No. NF-189-02, Recreation Assistant (Multiple Positions), \$6.17-\$11 per hour. NAWS, China Lake, Morale, Welfare, and Recreation (MWR) Department is looking for people who love working with people, enjoy observing people who cherish the fruits of their labor, look for ways to keep improving and offering more than what their customer expects, and seek teamwork and organization success at "The Wreck Center," a new multi-purpose recreation and entertainment program designed for adults 18 years or older. Must be able to apply mature judgement and exercise control over a group of people and follow detailed instructions and directives. Position will require irregular working hours.

For additional information, call (619) 939-0882.

To apply send or deliver an SF-171 for to NAF Personnel Office at Bldg. 21, China Lake, CA Application for the "Castaway Crew" to operate "The Wreck Center" will be accepted for the next 30 days.

Note: These are not civil service positions.

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).



September 7, 1995

NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS

ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

NEED A FEW HOURS TO MAKE YOUR 40-HOUR TRAINING REQUIREMENT?

The Employee Development Division is presenting video-based training to help those employees who need a few more hours to reach the 40-hour with NAWCWPNS, the seminar provides an environrequirement. For the schedule of training available, see page 6B.

MANUFACTURING TECHNOLOGY TRAINING **CENTER CALL FOR PAPERS**

Manufacturing Seminar will be held at the Kerr- and/or materials are encouraged to submit abstracts further information. McGee Center in Ridgecrest, Calif. The purpose of of information they would like to present at the

industry.

NAWC employees who have been involved in research, development, or evaluation related to

the seminar is to promote the free exchange of seminar. Two presentation formats will be included: information between the U.S. Government and (1) The Technical Paper—approximately 40 minutes private industry. Sponsored by the Manufacturing long (including question-and-answer period) sharing Technology Training Center (MTTC) in association objective, noncommercial technical results from electronics manufacturing process research. (2) The ment that promotes discussion between Technical Brief-a 5- to 10-minute noncommercial representatives of various government agencies and presentation summarizing initial results of ongoing projects or new processes or materials that have potential for industry application.

Submit your abstracts to: MTTC, Code 419000D. In February 1996, the 20th annual Electronics electronic manufacturing processes, procedures, or contact Jerry Maurice at (619) 446-5571 for

CHINA LAKE GENERAL ANNOUNCEMENTS

SOFTWARE ESTIMATION LICENSE AVAILABLE

NAWCWPNS has been given the The license is good for 1 year. We available electronically on the CL Systems Branch, 939-2455. need one or two more users willing to Admin zone, Admin Support server. "buy" into the SEER tool.

Some SEER tool features are

- 1. Includes a size-estimating module
- 2. Is available in Macintosh and PC versions
- 3. Knowledge base includes an all-DOD database
- 4. Works with object-oriented designs, when reusing code, when using C++ or ADA, and with incremental software development
- 5. Is user-friendly, provides an intuitive layout, and has very good error/help messages
- 6. Organizes projects into a series of work breakdown structures, and staffing constraints can be factored into the estimate

For more information, contact Dinah Beres at 939-1392.

ALL FORMS WILL COST AT SUP-R-MART

To see which forms are available electronically and which forms are

OrCAD USERS

Is there any interest in bringing an Currently, Optional Forms and stocked in Sup-R-Mart, the "Forms OrCAD for Windows (Capture) tutorial right to a five-user license from Standard Forms are the only forms List" is also available on the class to China Lake?. The cost of the Galorath Associates to use their that are cost items at Sup-R-Mart Admin Support server. The last day to class would be approximately \$700 per SEER-Software Estimating Model (Warehouse 10). Beginning 2 October obtain free forms is 21 September. person for a 2-day class. If you are tool, which includes a life-cycle- all stocked forms will be cost items. The Forms Section of the warehouse interested, QuickMail your name management model, to analyze G&A funds are no longer available to will close the week of 25 September to and phone number to Greg Velicer software development costs. The total print/stock forms free of charge. Many implement the new cost system. If you or send an e-mail to Greg_ cost is \$10,000, or \$2,000 per user. of the forms stocked at Sup-R-Mart are have any questions, call the Office Velicer@cl 63smtp qw.chinalake.navy .mil.

RETIREMENTS AND FAREWELLS

KATHY "KAT" PERKINS

Kathy "Kat" Perkins has left China Lake after 12 years of service and will be leaving the area. A farewell party will be held in her honor at El Charro Avitia on 13 September at 1700. For donations and/or reservations, contact Linda Wilson at 939-7322 or Diane Richardson at 939-7325. Reservations are requested by 11 September.

UDUM TAIOS MICHAEL H. KING

Michael H. King, Tactical Air Ranges Integration Facility (TARIF) (Code 535110D) is retiring after 20 years of federal service. A retirement luncheon will be held in his honor at John's Pizza on 21 September at 1115. There will be a choice of the High-Noon Special or ordering from the menu (to be specified when making reservations). For reservations, gift donations, or presentations, call Theresa Bell at 939-0249 or Sena Dare at 939-0239 by 18 September.

MARC L. MOULTON

Marc L. Moulton, Navigation and Data Link Section, Systems Integration Branch retired on 1 September after 28 years of service at China Lake. A retirement party will be geld in his honor at the Seafarer Club on 29 September at 1900 at a cost of \$8 per person for heavy hors d'oeuvres. Dancing will begin at 2100. For reservations, gift donations, or presentations, call Marlene Altieri at 939-1129 or 939-3982 by 26 September.

paralysis, requiring a long madical Rhonde Brown, Code 8841005

September 7, 1995

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.

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 administra-Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 2-825

tion, call Martha or Bob at 989-7708 or network (C-LAN) access.

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.

NAWCWPNS HOTLINE AND **NAWS IDEAS**

NAWS Idea Directories were set up to allow users to copy preprepared tive leave), or after working hours. documents into them and remain anonymous. To place a file in the NAWSIDEA folder (directory) replace HOTLINE with NAWSIDEA whenever

are confidential. For further informa- are for users with command local area from the Chooser window and select

Note: Once you have made copies able to retrieve or view this document from the Fileserver.

commands: LOGIN FS0024A/GUEST <RETURN> no password required.

<RETURN>

You may now copy the document copying the document, logoff

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

(University of La Verne). All interviews you enter HOTLINE. The instructions APPLE icon and select CHOOSER NAWS Idea point of contact: Lt.

the following: AppleShare icon, AppleTalk Zone "PM B36 1ST DECK", or saved a document into the Fileserver FS0024A, select OK, Login HOTLINE subdirectory, you will not be as Guest, no password is required. Select OK. The next window will display "Select items you want to use" and FS0024A.SYS will be highlighted. PC-Compatible Computers: At a Select OK. Open FS0024A.SYS icon network prompt, type the following on Desktop, open folder PTMUGU, open folder you wish to copy your document into. Copy your document CD\PTMUGU\HOTLINE now. Before you copy the document to this folder you will receive a message (You do not have enough access you prepared into the HOTLINE privileges to see all items if they are subdirectory by using the DOS copy put into "HOTLINE." Put them there The NAWCWPNS Hotline and command. Once you have finished anyway?). Select OK. Once you finished copying the document, close all open Fileserver windows by dragging FS0024A.SYS icon to your Trash.

ADP point of contact: Jim Esch. 989-1731; Hotline Program point of Macintosh Computers: Go to the contact: Mike Nakamura, 989-7676; Blanchard, 989-1715.



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 Telmart 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.

need one or two more users willing to Admin zone, Admin Support ser CHINA LAKE

Nadine Foley, Code 732000D Nadine is suffering from vision problems.

Barbara Snyder, Code 250000D Barbara suffers from complications after

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

Lillian Cabello, Code 731000E Lillian is recovering from an automobile accident.

Tonya Thompson, Code 731000E Tonya is on maternity leave

Terrence Duffy, Code 523100E Terrence is awaiting a decision from the Office of Personnel Management regarding his disability retirement.

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

Abelina (Abbey) Shanholtz, Code 725200D Abbey has a medical problem.

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.

Lydia Villarreal, Code 724200E

Mikki Edsall. Code 454930E

Robert Sculler, Code 486300E

recovery from complications.

a minimum of 6 months.

undergoing therapy.

Lydia is recovering from surgery and is

Mikki is recuperating from major surgery

and will continue under a doctor's care for

Robert had an emergency tracheotomy

due to airway constriction by vocal cord

paralysis, requiring a long medical

POINT MUGU

a family member

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

Gail is assisting with post-surgery care for

Richard Smith, Code 47D000D

Richard needs shoulder surgery.

Gail Reed, Code 824110D

Tracy Plunk, Code 823250D

Tracy is recovering from surgery.

Garth Morrison, Code 834210E Garth is experiencing diabetic complica-

Silas Carney, Code 562E20E Silas underwent emergency abdominal

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

Margie Hammett, Code 474530D Margie has undergone surgery.

Mona Bonbright, Code 260000D Mona is recuperating from mononucleo

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

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

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

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

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

Brenda Davis, Code 731000E Brenda has lupos erphematosus

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 you 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. 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 announce

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

- 1. If selection is made below the full-performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. PROMOTION IS NOT GUARANTEED.
- 2. First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.
- 3. Drug Testing Designated Position. An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a DOD testing designated position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all DON employees may be subject to drug testing under certain circumstance such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation the may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/command.
- 4. This is a 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. 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
- 5. Merit Promotion Positions for Point Mugu Site Vacancies. Applicants must meet all eligibility requirements (including, when applicable, time

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, marita 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).

n-grade and qualification requirements) within 30 calendar days of the closing date of the announcement.

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.

Change of Duty Station Authorized: No. Summary of Duties: Provides support to the Deputy Division Head, Head of Staff, Theater Missile Defense Project Office, and other staff personnel of the Airframe, Ordnance, and Propulsion Division. This position involves interaction with all levels of management and with off-site customers. Incumbent will perform the full range of office management and administrative

Factors: Ability to work with all levels of personnel; compose correspondence: sort mail: make travel proficient on the Macintosh computer using standard Secret clearance.

equipment inventories. Conducts assigned Morale, Welfare and Recreation (MWR) reviews (e.g., inventory observation, cash counts, financial records, etc.). Develops and plans review program objectives, scope, and steps and also formulates working papers. Assists in assigned reviews under the supervision of senior staff. Assists in conducting Fraud, Waste, and Abuse (FWA) investigations. Processes all incoming and outgoing correspondence. Prepares/types letters, forms, messages, and other materials. Maintains various log books and files. Independently responds to and resolves administrative problems and inquiries. Establishes and maintains correspondence files and records. Nature of the work performed requires the utmost confidentiality. Quality Ranking-Factors: Ability to interface with persons external to the organization through oral and written communications. develop and manage procedures for routine office functions, and operate Macintosh computer business applications (e.g., Microsoft Word, Excel, File Maker Pro, etc.). This position is at full performance level.

POINT MUGU, MERIT

No. 834006SE5, (1) Communication Center Assistant, GS-303-5/6/7, Naval Air Weapons Station, Security Department, Operations Division, Civilian/Military Police Branch, Code 834210E-Area of Consideration: Point Mugu. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: Ed Laroche, 989-7011. HRD Contact: Mary Lou Gutierrez, 989-3230. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent operates and maintains police, fire, medical, and disaster network communication equipment. Interprets and implements station policies and regulations. Directs police patrol personnel and other response personnel. Directs communication efforts to maintain law and order, traffic control, and protection of personal and government property. Controls access control systems, monitoring entry and exit points. Will be required to successfully complete an approved weapons training program and be armed with a law-enforcement-issued weapon while on duty. Quality Ranking Factors: Ability to operate and communicate clearly over telephone and net radio and operate related communications equipment, CCTV, and IDS systems.

No. 08AE-001-MG5, (1) Public Affairs Specialist, GS-

1035-05/07/09, Protocol Officer, Office of the Executive Assistant, Office of the Commander. Code 08AE00E-Area of Consideration: Current Permanent NAWCWPNS Employees at Point Mugu site only. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: CDR John Langford, 989-8094. HRD Contact: Mary Lou Gutierrez, 989-3230. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent coordinates visit arrangements, special amenities, and luncheons. Provides coordination of agenda based on wishes of the visitor, wishes of local management. knowledge of logistical constraints, and technical interest. Schedules the Flag Bridge and other VIP suits in arrangement; and schedule and coordinate supervisor's the BOQ, frequently providing quality check of their calendar and conferences. Incumbent must be condition and assuring appropriate rank and level of visitor in accommodation. Provides command and software applications. Must be able to maintain a other appropriate hosts timely and accurate information of upcoming visits in the form of a prospective visitor list, listing the entire duration of the visit, location of support including researching instructions, reviewing No. 82-049-DE5, Office Manager, DG-303-2/3, Code berthing, correct title of the individual, and point of and implementing changes to processes, distributing 08C000D, Command Evaluation Staff-Area of contact for each visit. Coordinates this information with mail to the Division, answering and placing calls, Consideration: China Lake. Opening Date: China Lake Protocol to ensure a timely combined list making travel arrangements, maintaining and coordi- 9-7-95. Closing Date: 9-13-95. Selecting Official: for both sites. Ensures ground transportation needs nating of supervisor's and Head of Staff's calendar, John Trosper, 939-3555. HRD Contact: Diana are met either by duty drivers, vehicle placement, reviewing incoming correspondence, typing and Eggleton, 939-8111. Permanent Change of Duty assistance to obtain rental cars, etc. Assists with composing correspondence, and/or preparing non- Station Authorized: No. Summary of Duties: scheduling logistics flights aboard NAWS shuttle technical reports. Duties also include filling in for the Serves as the key person responsible for all office man- aircraft to assist with visitors needs. Quality-Ranking Division Secretary as necessary. Quality-Ranking agement duties such as security, transportation, and Factors: Ability to perform Protocol Officer functions.

NEED A FEW HOURS TO MAKE YOUR 40-HOUR TRAINING REQUIREMENT?

The Employee Development Division is presenting the following video-based training to help those employees who need a few more hours to reach the 40-hour requirement. Enrollment will be on a first-come first-seated basis. For more information at China Lake, call Tammy Berry at 939-2451.

For more information at Point Mugu, call Adela Ramirez at 989-3992.

China Lake - Training Center, Room 203

11 September, Monday

0800 The Kerzner Approach To Project Management Excellence

1000 Power Talking Skills

12 September, Tuesday

0800 Quality Learning Series Management by Fact: Are You Making Things Better or Worse

1000 Team of Champions

14 September, Thursday

0800 How To Get Results With People

1000 Dynamic Self-Discipline

18 September, Monday

0800 Quality Learning Series: Developing a High-Performance Culture: Managing The Moment of Truth

1000 Guide to Everyday Negotiating, With Roger Dawson

19 September, Tuesday

0800 Quality Learning Series: Paradigm Hunting, How To Explore The Future More Effectively: Joel Barker

1000 Even Eagles Need a Push

20 September, Wednesday

0800 Empowering Organization

1000 What's So Funny About Work?

Point Mugu - Trailer 10076 (Behind Bldg. 50)

11 September, Monday

0800 Quality Learning Series: Developing a High-Performance Culture: Managing The Moment of Truth

1000 Guide to Everyday Negotiating With Roger Dawson

12 September, Tuesday

0800 Quality Learning Series: Paradigm Hunting, How To Explore The Future More Effectively: Joel Barker

1000 Even Eagles Need a Push

13 September, Wednesday

0800 Empowering Organization

1000 What's So Funny About Work?

14 September, Thursday

0800 How To Get Results with People

1000 Dynamic Self-Discipline

18 September, Monday

0800 The Kerzner Approach to Project Management Excellence

1000 Power Talking Skills

19 September, Tuesday

0800 Quality Learning Series: Management by Fact: Are You Making Things Better or Worse

1000 Team of Champions

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

CHINA LAKE SITE ONLY

No. 41-013-RF5, Administrative Officer, DA-341-2/3, F/A-18 Section. Systems Development and 411210D-Area of Consideration: China Lake. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: Libby Chan, 939-9883. HRD Contact: Robert Fitzpatrick, 939-8117. Permanent Change of Duty Station Authorized: No. Summary F/A-18 Section, Systems Engineering Department, of Duties: Incumbent will provide administrative Code 411210D-Area of Consideration: China Lake. 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 Macintoshbased database systems, including Excel, Filemaker Pro, and 4th Dimension; knowledge of NAWCWPNS financial accounting system, procedures, and funds management through monitoring and reporting of Opening Date: 9-7-95. Closing Date: 9-21-95. terminology; knowledge of personnel policies and status, development and maintenance of an action item procedures; knowledge of the procurement processes, database for Contractor Data Requirements Lists,

including the Federal Information Procurement documentation, and tasking, development and 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 need not apply. Notes 1 and 4 apply.

No. 41-014-RF5, Administrative Assistant, DA-341-1. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: Libby Chan, 939-9883. HRD Contact: Robert Fitzpatrick, 939-8117. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will provide security and administrative support to the program manager for a segment of the F/A-18 program. Duties will include

Regulations; ability to communicate orally and in maintenance of a System Trouble Report/System Anomaly Report database, and development of administrative policies and procedures for this segment of the program. Quality-Ranking Factor(s): Knowledge of Center financial procedures; knowledge of Navy and Integration Branch, Carrier Based Tactical Aircraft of entering position. Incumbent must be able to obtain DOD security policies, procedures, and requirements in Division, Systems Engineering Department, Code and maintain a Secret clearance. Previous applicants the areas of physical, personnel, information, communications, and/or operational security; ability to update and retrieve financial and MIS data from automated databases using the following software: 4th Dimension, VAX VMS, Excel, Filemaker Pro; ability to meet the mandatory DAWIA Financial Management Career Field within 18 months of entering the position. Must be able to obtain and maintain a Top Secret clearance. Promotion potential to DA-3.

Notes 1,3, and 4 apply.

No. 473-013-RP5, Senior Office Manager, DG-303-3, Airframe, Ordnance, and Propulsion Division, Code 473A00D-Area of Consideration: China Lake. Selecting Official: R.W. Doucette, 939-7359. HRD Contact: Julie Rodriguez, 939-2693. Permanent

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.

RAHAM RADIATION HAZARD COR's Role, and Contract Remedies METERS (4 hrs.)

11 September; Monday, 0800-1200; Bldg. 323, Room 160, Point Mugu. By: General Microwave assess the student comprehension, an Corp.

This course will present everything you want to know about safeguarding your workplace against non-ionizing radiation. The ASI-E Field Safety WPNS 12410/2) to Felicia Nickelberry, recommendations are introduced as a basic approach to making a plant information, call 989-3980 (DSN survey. RAHAM Radiation Hazard 351-3980). Meters and the Radiation Hazard Measuring System product line will be discussed and demonstrated by the presenters.

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).

TURNING STRESS INTO HIGH PERFORMANCE (8 hrs.)

12 September: Tuesday, 0730-1600; Training Center, China Lake. By Bob Huey

This course will provide all participants with three keys to mastering stress: (1) tolerance (quick relief), (2) solutions (workable plans), and (3) stamina (extra energy). The class will be a workshop setting where students work on their real-life issues. Stressful events and stressful people will be identified and solutions defined.

To enroll or ask questions, call Pat Oliver at 939-2468 (DSN 437-2468).

CONTRACTING OFFICER'S REPRE-SENTATIVE (COR) (24 hrs.)

12-14 September; Tuesday-Thursday, 0800-1600; Trailer 10076, Point Mugu.

Note: There is a tuition cost of \$300 per student.

This 3-day course provides NAVSUP-approved instruction in the duties and responsibilities of a Contracting Officer's Representative (COR). Topics to be discussed include Federal Acquisition Policy and Contract Law Regulations, Standards of Conduct and Procurement Integrity, Contract Types and Familiarization. Pre- and Post-Award COR Duties and Responsibilities, COR File Documentation, Security and GFP COR Responsibilities, Analysis of Progress Reports, Monitoring and Inspection Methods, Responsibilities in Delivery Orders and Contracts, Invoice Review, Financial Information Retained in COR File. Personal versus Nonpersonal

and COR's Role. Each student is encouraged to bring a copy of his/her contract or solicitation. In order to examination will be given on the last

To enroll at Point Mugu, submit an On-Board Training Request (NAWC-Code 733000E (P622). For further

TECHNICAL WRITING FOR ENGI-NEERS (24 hrs.)

18-21 September: Monday-Thursday, 0800-1500; Point Mugu, CECOS. 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 Marcy Acosta, Code 733000E (P622). For further information, call 989-3992 (DSN 351-3992).

NAVY SYSTEMS ACQUISITION (32 hrs.)

18-21 September; Monday-Thursday, 0800-1600; Training Center, Room 205, China Lake. By Allen Cahill, Acquisition Management Institute (AMI)

This class provides the participants with a comprehensive understanding of how DON conducts systems acquisition. Its purpose is the preparation/ upgrading of military officers and civilian personnel for assignments in all aspects of Navy Systems Acquisition. The participants are introduced to the system acquisition environment in the DOD and DON. Building on that fundamental knowledge, DON system policy and procedures are discussed specifically. The course focuses on the unique way in which the DON is organized to conduct systems acquisition. Case studies allow the Services, Contract Modifications and participants to continually reinforce the

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

GOVERNMENT CONTRACTS CLASS

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.

course learning objectives by applying in the program, call your Competency concepts, principles, and procedures Level 2 Administrative Offices. described during classroom lecture/ discussion sessions.

Training Request (NAWCWPNS list. 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-2359).

18 September; 0800-1500; China **Lake Training Center**

25 September: 0800-1500; Point Mugu, Bldg. 323, Room 160. By: National Technological University. **Sponsor: Boston University**

Prerequisites: Some familiarity with networking.

Intended Audience: Program- period. mers, managers, and consultants interested in understanding the emerg- provides supervisors with basic inforing high-speed networking standards mation about important NAWC/ and technologies.

The emergence and rapid growth of procedures. The topics to be covered distributed and CAD/CAM applications requires greater bandwidth and more guidelines (organizational structure of intelligent carrier services well beyond DOD and subordinate commands. current levels. The fundamental safety, security, privacy act, ethics, building block of such networks is cell workers compensation, plant account, relays, allowing us to build broadband Drug Free Workplace Program, and networks transmitting data in gigabits EEO including Prevention of Sexual and terabits per second. In this course we will examine major standards and (merit promotion, reassignment, services for such high-speed networks, special interest programs, interviewing including Synchronous Optical and selecting new employees, reading Network (SONET), Asynchronous an SF-171, and obtaining performance Transfer Mode (ATM), Frame Relay information from previous supervisors); (FR), Switched Multimegabit Data employee development, employee Service (SMDS), Broadband ISDN (B- awards, and other aspects of the ISDN), and others. To enroll at China Lake, submit an behavior, poor performance); Lake, call Pat Oliver at 939-2468 (DSN

On-Board Training Request (NAWC- and other topics of interest to WPNS 12410/2) to Dorothy supervisors. Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-2359).

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

NEW EMPLOYEE ORIENTATION (6 hrs.)

19 September; Tuesday, 0800-1400; Mich Lab, Room 1000D, China Lake. By: NAWCWPNS/NAWS Staff

This program starts with a Welcome Aboard and NAWCWPNS Overview by Captain Hull and a NAWS Overview by Captain Stephenson. Other topics included in the program are Prevention By: TBD of Sexual Harassment; Security; Employee Assistance Program; who prepare, review, and use specifi-Fraud, Waste, and Abuse; cations for systems acquisition and Environmental Awareness; and CAO Overview.

Enrollment is accomplished via your Competency Level 2 offices. All new difference between performance employees will be contacted and specifications and detail specifications, approved by their Level 2 Competency different types of performance specifi-Administrative Offices.

have a question regarding attendance process, and locate performance

The New Employee Orientation is mandatory for all new employees; ask To enroll, submit an On-Board your Competency to add you to their

> Deadline: 12 September To enroll or ask questions, call Sue Murray at 939-2349 (DSN 437-2349).

HIGH-SPEED NETWORKING (6 hr.- ADMINISTRATIVE POLICIES AND PROCEDURES FOR NEW SUPERVI-SORS (32 hrs.)

19, 20, 26, 27 September; Tuesday-Wednesday, 0800-1600; Management Information Center, Bldg. 36, Point Mugu. By: Center

Intended Audience: New supervisors during the first-year probation

This mandatory 4-day course NAWS administrative policies and include a summary of general Harassment); affirmative employment Demo system; discipline (problem

Note: Completing this course within the first 120 days of your supervisory probation period satisfies the mandatory safety training require- tion, call Felicia Nickelberry at

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code (24 hrs.) 733000E (P622). For further information, call 989-3992 (DSN 351-3992).

WRITING PERFORMANCE-BASED **SPECIFICATIONS**

19 September, Tuesday, 0800-1600; Trailer 10076, Point Mugu. By:

21 September, Thursday, 0800-1600: Training Center, China Lake.

Intended Audience: Employees others who are expected to serve as consultants.

This course addresses the cations; how to write performance Note: If as a new employee you specifications; and how to develop,

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.

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 and tuition support/cost information, and to register for these courses, come to Room 106 of the Training Center from 0830 to 1130 and 1230 to 1500. Classes will be held at the Training Center, 1610 to 2110, on the days indicated. Each course is five quarter units.

Core Courses

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

demonstrated by the NEERS (24 hrs.)

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

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

specifications. This course also DOD/DON policy on the use of performance specifications.

To enroll or ask questions at China 437-2468).

To enroll at Point Mugu, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Felicia Nickelberry, Code 733000E. For further informa-989-3980 (DSN 351-3980).

NON-IONIZING RADIATION SURVEY

25-27 September; Monday-Wednesday, 0800-1600; China Lake Training Center. By: LORAL Microwave Narda

Intended Audience: Engineers, technicians, and other personnel who work in the RF field, such as radar, antennas, etc.

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, and Compliance, and Evaluating Risk Potential and Sources.

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

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

CONTRACTING OFFICER'S REPRE-SENTATIVE (COR) (24 hrs.)

26-28 September; Tuesday-Thursday, 0800-1600; Training Center, Room 107, China Lake.

Note: There is a tuition cost of \$300 per student.

This 3-day course provides NAVSUP-approved instruction in the duties and responsibilities of a Contracting Officer's Representative (COR). Topics to be discussed include Federal Acquisition Policy and Contract Law Regulations, Standards of Conduct and Procurement Integrity, Contract Types and Familiarization, Pre- and Post-Award COR Duties and Responsibilities, COR File Documentation, Security and GFP COR Responsibilities, Analysis of Progress Reports, Monitoring and Inspection Methods, Responsibilities in Delivery Orders and Contracts, Invoice Review, Financial Information Retained in COR File, Personal versus Nonpersonal Services, Contract Modifications and COR's Role, Surveys, Documentation, Standards and Contract Remedies and COR's Role. Each student is encouraged to bring a copy of his/her contract or solicitation. In order to assess the student comprehension, an examination will be given on the last day.

To enroll at China Lake, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Pat Nogle, Code 733000D.

September 7, 1995

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

RETIREMENT INFORMATION FOR **MID-CAREER EMPLOYEES (Those** Who Have 10-15 Years To Work)

27 September; 0800-1630; Channel Islands, Air Guard Auditorium. 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 at Point Mugu, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Mary Glasmann, Code 733000E. For further information, call 989-3982 (DSN 351-3982).

STRESS AND YOUR BODY (1 hr.) 28 September: Thursday, 1300-1400; Bldg. 36, Point Mugu

Our body has limits as to the amount of stress that it can handle. Medical research shows that when it is under prolonged stress, our immune system becomes depressed, causing a multitude of health problems. Solutions are offered as ways to combat stress, provide nutritional support for the body, and create lifestyle changes to relating to CSRS and FERS, Thrift increase energy, vitality, and prevent

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

MANCE CLIENT/SERVER APPLICA-TIONS USING C++ (6-hr. video)

29 September; Friday, 0800-1500; Point Mugu, Bldg. 323, Room 160. By: National Technological University. Sponsor: Northeastern 12410/2), to Sue Murray, Code University/Distributed Technologies Corporation

Intended Audience: IS professionmers, and others responsible for EES (8 hrs.) development of applications in a networking environment.

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).

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	12-23 August 96	17 Nov 95 20 May 96	
The Washington Arena	29 Jan-2 Feb 96 16-20 Sept 96		
Managing Individual and Organizational Change	6-9 Aug 96	20 May 96	
The Politics of National Security	11-16 Feb 96 1009 ARW affice 26-31 Aug 96 enlighend	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: Defense R&D Issues The Information Highway	7 Feb 96 Illust of May 96 W. May 18 18 18 18 18 18 18 18 18 18 18 18 18	16 Nov 95	
NEW - Managing Critical Resources	5 days-TBD based on demand		
		The state of the s	

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

11 October; Wednesday, 0800-1630: Conference Center, China Lake. By: Labor/Employee Relations, Code 731000D

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

Deadline: 4 October

To enroll, submit an On-Board Training Request (NAWCWPNS 733000D. For further information, call 939-2349 (DSN 437-2349).

26 October, Thursday, 0800-1600; Location TBD, Point Mugu.

27 October, Friday, 0800-1600; Training Center, China Lake. By: AMA

This course is designed for managers, supervisors, and team how annuities are computed, TSP,

to learn the long-distance leadership security. Also included are presentaskills necessary to solve problems and tions from the local community on get top performance from staff financial planning, estate planning, members they do not work with on a wills and trusts, taxes, volunteer work, day-to-day basis. You will learn how to starting and running your own pinpoint and solve off-site problems, business, and looking forward to aging. how to develop a communication network to ensure that vital information Training Request (NAWCWPNS does not slip through the cracks, ways 12410/2) to Mary Glasmann, Code to develop rapport with off-site employees, and much more.

To enroll at Point Mugu, submit an WPNS 12410/2), to Marcy Acosta, (24 hrs.) Code 733000E. For further information, call 989-3992 (DSN 351-3992).

To enroll at China Lake, submit an On-Board Training Request (NAWC-WPNS 12410/2), to Lori Ryser, Code 733000D. For further information, call 939-2349 (DSN 437-2349).

RETIREMENT FOR THOSE WITH-IN 5 YEARS OF RETIREMENT tions, programming, cross-platform pro-(16 hrs.)

7-8 November; Tuesday-Wednesday, 0800-1630; Mini to, system basics, numerical als, software developers, program- SUPERVISING OFF-SITE EMPLOY- Theater, Bldg 323, Room 59, Point calculations, data analysis, procedural Mugu. By: Employee Relations, and functional programming, input/ Code 731000E.

This course includes presentations from HRD personnel on CSRS and creditable service, military service and (DSN 351-3987). Catch 62. deposit/redeposit service.

leaders of off-site employees who want health and life insurance, and social

To enroll, submit an On-Board 733000E. For further information, call 989-3982 (DSN 351-3982).

On-Board Training Request (NAWC- MATHIMATICA PROGRAMMING

Date and Time TBD. Training Center, China Lake. By: TBD

Note: Tuition is \$600 per person. You must provide a job order number to the Employee Development Division, Code 733000D when enrolling.

This is a comprehensive workshop for programming in Mathimatica. The course will provide topics in applicatocol, and debugging. Topics covered will include, but are not limited output, mathlink, etc.

Deadline: 20 September

To enroll or obtain further informa-FERS retirement systems, including tion, contact Lily Horton at 989-3987