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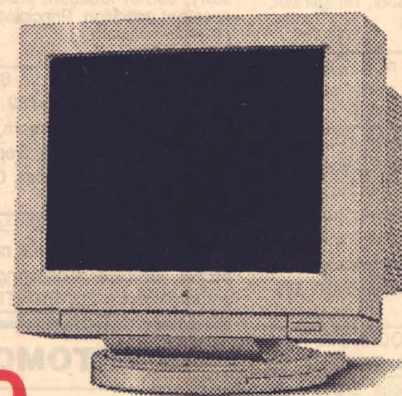
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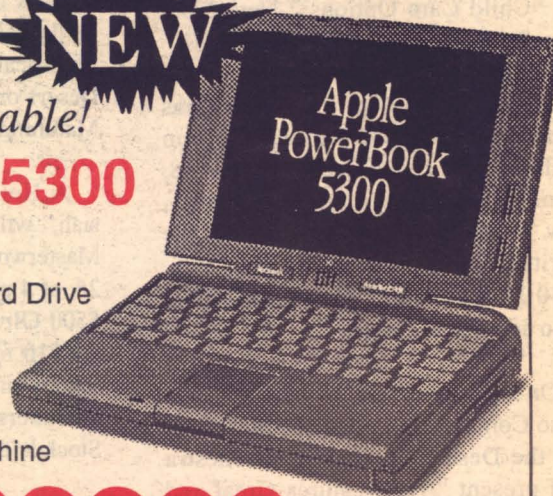
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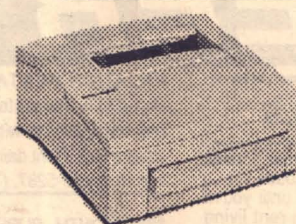
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THE ROCKETEER

THURSDAY, NOVEMBER 16, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 22



Pearl Harbor Way officially dedicated

MEMBERS of the Pearl Harbor Survivors Association gathered around the plaque that was unveiled during official dedication ceremonies of Pearl Harbor Way, the curved drive in front of the China Lake Exhibit Center. NAWC CO Capt. Charles Stevenson emceed the event, and brief speeches were made by Robert Kronberger, 1st District director of the association; Bill Davis, state chairman; Bob Campbell, a past state chairman who lives in the IVV; and Medal of Honor Recipient John Finn. Jim McCorkle, president of local Chapter 17, presented a Pearl Harbor flag, which was raised by Naval Junior ROTC Cadets. The plaque, mounted on a large boulder at the entrance to the exhibit center, includes the names of current members of Chapter 17. A concert and picnic lunch at the Headquarters Building followed the dedication ceremony. (See photo, Page 7.)

Photo by Barry McDonald

Precision Strike Navigator Project makes use of CRADAs and ATD

By Barry McDonald
Editor

With a second cooperative research and development agreement (CRADA) signed and an advanced technology demonstration (ATD) project funded, Mike Bramson, head of the Guidance Technology Section in the Guidance and Control Systems Division, is closing the gap on realizing the goal of an effort begun more than 10 years ago. That goal is to build an interferometric fiber optic gyroscope (IFOG) navigator as three single-axis inertial measuring units (IMUs) that will significantly reduce cost, size and weight over existing navigators while improving performance. The concept is to integrate the IFOG optics, the accelerometer and IMU electronics onto a single hybrid silicon wafer. A fiber optic coil would still be employed and would be external to the hybrid wafer. In current IMU technology all of these same type of components are discrete and each must be packaged individually and the entire IMU assembled mostly by hand.

Started as a subtask in the Air Launch Weaponry Block 6.2 block, Bramson designed and built a breadboard IFOG and invented fabrication techniques that proved that a high quality IFOG could be made using low-cost, standard-communications-grade fiber. Then,

under Navy contract, Optiphase, Inc., of Van Nuys, Calif., built a breadboard version of the NAWCWPNS breadboard gyro. The breadboard performed at twice the product improvement goal and four times the current production system. The gyro optical design and fabrication techniques have been patented by Bramson.

"We wanted to transition the technology to the next level of development," Bramson said. "But our application for Advanced Technology Demonstration (ATD) funding wasn't accepted the first time around. So I looked for a way to keep the work moving."

In August 1993, NAWCWPNS entered into its first CRADA with Optiphase, one in which Bramson was detailed to the Optiphase facility. The goal of the first CRADA was to see if they could develop a high-accuracy gyro for use in long-range missiles, using the same fabrication techniques used in the breadboard, which had

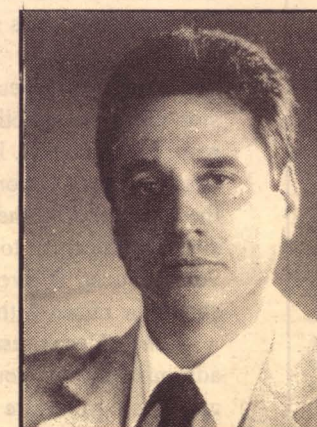
tactical, short-range accuracy.

Optiphase, besides having built the breadboard IFOG, was recognized and respected for its professional and technical integrity in the area of overall system analysis and design including IFOG signal processing, interferometric demodulation, IFOG sensor and electronics packaging and a host of other capabilities in the optical sensor field. Their sensor development path was closely matched to NAWCWPNS and they had previously performed on NASA sensor contracts.

CRADAs are the offspring of the Federal Technology Transfer Act of 1986. Under the act, the Departments of Defense, Commerce and Energy, the National Science Foundation and NASA laboratories have the authority, and are encouraged, to enter into agreements with private industry. President Clinton has repeatedly urged government labs to develop "dual-use" technologies and share them with the private sector to help stimulate America's economy. Each CRADA agreement is different in terms of ownership of resulting patents and inventions, but parties share in the rights and, sometimes, the royalties, in a way that is beneficial to all.

In the first CRADA each party had the option to retain title of inventions made solely by their employees with non-exclusive rights to practice the invention going

Please see PSN, Page 16



Mike Bramson

Family Service Center now open to serve military

Whirlwind tour following ribbon cutting showcases various Quality-of-Life improvements

3

Roger Nickell receives Sandia Lab's Golden Ring Award

Key member of National Low Residue Soldering Task Force recognized for his role

8

Worried about your future?

Four-page section reveals fleet expectations, 'tailored charter,' 'WHATABOUTME' Program, and more Qs&As

11-14

Prevention of sexual harassment training is required

Video will be shown at various times at various sites throughout November

15

Weather



November 1 - 7					
	High	Low	Gusts	Humidity	
Wed	73	48	11	71-35%	
Thurs	75	39	12	82-34%	
Fri	71	41	10	—	
Sat	74	38	12	—	
Sun	74	37	18	—	
Mon	76	35	08	50-17%	
Tues	80	35	08	59-16%	
November 8 - 14					
Wed	81	38	09	48-17%	
Thurs	81	52	27	40-22%	
Fri	76	43	08	—	
Sat	79	37	09	—	
Sun	81	37	06	—	
Mon	79	36	05	52-19%	
Tues	82	42	10	49-21%	

China Lake Calendar

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

Monday, November 20

• Family Housing Town Meeting, 7 p.m., Wreck Center

Tuesday, November 21

• Capt. Hull's farewell party at Carriage Inn, 7 p.m.
• Goals 2000 Satellite Town Meeting, 5:30 p.m., Training Center, Room 114

Wednesday, November 22

• CFC Campaign ends

Wednesday, November 29

• Kris Kringle Mingle at Craftech Center, 2 p.m. Call 939-3252

Wednesday & Thursday, November 29-30

• Health Benefits Fair, 8 a.m. to 4 p.m., Training Center

THE ROCKETEER

RA. Dana B. McKinney
NAWCWPNS Commander

Capt. Charles A. Stevenson
NAWSCL Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

Kathi Ramont
Staff Writer

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

Editorial deadline: 4 p.m., Wednesday of non-flex weeks.

This deadline also applies to submittals for the NAWCWPNNS Announcements contained herein; the PAO Info Line; and cable Channel 17, KNID Reader Ads.

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code C08033 (750000D), NAWCWPNNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name: under the QuickMail menu select Directory Services, then select CL NAWC WIDE NS NameServer directory service, CL HQ zone NAWSSTAFF_MC mail/center 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 Code 750000D or to her QuickMail address, or she may be reached at 927-3095.

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Advertising deadline is noon, the Friday before publication.



The Commander's Desktop

By RAdm. Dana B. McKinney
NAWCWPNS Commander



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

Question:

My question is why, when we are not supposed to talk about or tell jokes etc. about a person's race, religion etc., I still find people in my code telling jokes and talking disparagingly about New Yorkers. As the poem says, when we are pricked do we not bleed? I was born and raised in New York City. Yes, New Yorkers are different. They do think and act differently, too. However, I married a westerner and find myself living out here amidst people who have never been to New York but find it necessary (in their little world) to defile and berate ALL New Yorkers. As they say in the newspapers — we are all being painted with one brush.

As a woman I can file a discrimination suit for sexual discrimination. What I need to know from you is if I can file a suit for birth discrimination?

Answer:

Based on your description of the problem, you don't have a basis for a sexual discrimination complaint. If the nature of the offense is cultural, then being a woman does not, defacto, make it sexual discrimination, any more than it would if a man were the target of the berating comments. There are eight bases upon which an individual may file a complaint of discrimination: race, color, religion, gender, age, disability, reprisal, and national origin. In a decision last August, the Equal Employment Opportunity Commission determined that national origin "referred to the country where a person was born, or from which his ancestors came (emphasis in original)." Consequently, one's state of origin is not covered by anti-discrimination laws.

However, I expect all Naval Air Warfare Center Weapons Division employees, both military and civilian, to treat each other with respect and civility. If you believe you have not been so treated, your first course of action, and usually the most effective, is to confront the offender. Tell them that you find their comments or jokes offensive and ask them to stop the behavior. It wouldn't hurt to document your request. If direct confrontation doesn't work, then the matter should be raised with your supervisor.

If that doesn't resolve the problem, a grievance procedure (either administrative if you are not covered by a bargaining unit; or the grievance procedure in the appropriate union agreement, if you are in a bargaining unit) is available to you. You should use it if this matter is not appropriately resolved.

Hull's farewell party planned for 21st

China Lake's farewell party for departing Vice Commander Capt. Roger K. Hull will start at 7 p.m. at the Carriage Inn on Nov. 21. Tickets are \$10 per person and are for sale from each competency office's secretary and from Dea Dettling in the Admiral's office in the Headquarters Building. There will be a no-host bar and light hors d'oeuvres.

Point Mugu personnel are invited to a lunch-time farewell party for the captain on the same date. For more information, contact the Point Mugu Public Affairs Office at 989-8094.

The Rocketeer staff completes move

If you have been looking for our office, *The Rocketeer* is now located in the Headquarters Building, Room 1017. Our telephone numbers have not changed. For Barry McDonald, call 939-0654. To reach Kathi Ramont, call 939-3354. Our fax number is 939-2796.

We are no longer connected to QuickMail through a modem and our new, reliable QM address is zone "CL HQ," mailcenter "NAWSSTAFF_MC."

Pages From The Past

Nov. 15 & 22, 1985

B-29 Superfortress from NWC's boneyard becomes part of Travis Air Force Base Museum. . . Laura Hinz, Military Administration. Department secretary is Employee in the Spotlight. . . Dr. Hallion, historian at Edwards, gives talk on Navy aviation in Korean War. . . Four hunters trapped in first snow rescued by SAR helo team. . . Elaine Mikkelsen receives Commander's Award. . . Marine aviator saved by NWC SEAWARS activated release system.

Nov 14 & 21, 1975

Marine Ball climaxes 200th anniversary fete. . . Marla McBride wins first place for women runners in 2nd annual 10k road race. . . New BEQ opened today and VX-5 enlisted moved into new quarters. . . Military travel allowance raised from \$25 to \$35 per diem. . . RAdm. S. L. Gravely Jr., commandant of the 11th Naval District visits, NWC. . . Seven UHF transmitting antennas were installed at Laurel Mountain.

Nov 12 & 19, 1965

Navy unveils NOTS designed and developed two-man vehicles at Pasadena Laboratories. . . Dr. McLean wins \$10,000 Rockefeller Public Service Award. . . Dr. M.M. Rogers and John Pearson win L. T. E. Thompson Awards. . . 34 officers wives completed Navy Relief Training. . . Hal Holbrook opens as Mark Twain at Station Theater. . . President Johnson signs act authorizing up to \$25,000 in cash awards to service personnel for suggestions, inventions or scientific achievements which benefit the government.

Nov. 18, 1955

Three NOTS employees receive Superior Accomplishment Awards of \$200 each. . . Irene Dickson, first woman chairman of the Employee Management Council, receives praise for providing vehicle for workers to present their views. . . Marine Corps celebrates 180th anniversary. . . Reserve group of clerk-typists and clerk-stenographers formed to substitute for regular employees on leave and help during periods of peak workloads.

COMMUNITY EVENTS

The following 3-5 minute Parenting Advice Tapes can be heard by calling Community Connection for Child Care at 375-0446 from 5 p.m. to 8 a.m. Nov. 13 to 19, "Problem Eaters;" Nov. 20 to 26, "Child Care Options;" Nov. 27 to Dec. 3, "How to Choose Child Care."

####

Sierra Art Guild's 1995 Christmas Festival, featuring 16 artisans, will run Friday, Nov. 17, and Saturday, Nov. 18, from 10 a.m. to 6 p.m., and Sunday, Nov. 19, from 10 a.m. to 4 p.m. at the Heritage Inn Lobby and Flight Deck, 1050 N. Norma St., Ridgecrest. There is no admission charge.

####

On Saturday, Nov. 18, at the Cerro Coso Community College Lecture Center, the Desert Community Orchestra will present "All Creatures Great and Small," a program of music related to animals. The concert will begin at 7:30 p.m. Robert Martinez will conduct the orchestra, and would like to extend an invitation to school children of the area to attend the dress rehearsal accompanied by an adult. This rehearsal will be held Saturday, Nov. 18, 9:30 a.m. to noon, at the Lecture Center.

####

If you want to learn to speak and read English, come to the Adult Family English classes at Las Flores Elementary School, 6:30 to 8:30 p.m. each Tuesday, in the multi-purpose room. Free baby-sitting is available. For information, call 446-0958.

####

Lee Lakin, Quentin Dalton and Allyn Berryman will share their recollections of civil aviation in the Indian Wells Valley at the next meeting of the Historical Society of the Upper Mojave Desert on Nov. 21 at 7:30 p.m. at the Maturango Museum.

####

A Holiday Concert, Handel's "Messiah," will be presented by Bakersfield Masterworks Chorale on Sunday, Nov. 26, at 4 p.m. at the 1st Baptist Church, 5500 Olive Drive, Bakersfield. Tickets are \$10 for adults, \$7 for students-high school and under. Tickets are available at Bakersfield Symphony Office and Stockdale Music.

####

A flu clinic in Ridgecrest, which was originally scheduled for Nov. 29, has been changed to Thursday, Nov. 30 from 9:30 to 11:30 a.m. at the Kerr McGee Center, 100 W. California, Ridgecrest. Low-cost flu shots are encouraged for individuals 60 years and older. For more information, please call (805) 861-3631.

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20 RENTALS

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25 REAL ESTATE

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Photo by Susan Mansour, courtesy of The Daily Independent

'Quality of Life' improves for military, retirees and visitors

By Kathi Ramont
Staff Writer

During a whirlwind Quality-of-Life Tour last week, visitors and guests were able to not only see the new Family Service Center, but also the new Bachelor Officer Quarters, Bachelor Quarters, improvements at the Bachelor Enlisted Quarters and a new projects office.

With the grand opening of the Naval Air Weapons Station's Family Service Center, military personnel, active and retired, can now take care of all their, and their families', needs with "one stop shopping." The horse-shoe shaped building at 610 Blandy Avenue has been completely renovated by Public Works and contractor workers and had strong tenant input.

"Everyone is happy with their space," said Capt. Charles A. Stevenson, NAWS commanding officer, as he led a tour through the new offices. "We asked people what they wanted and needed. For example, the Red Cross folks wanted an emergency room and classroom space, and we gave it to them."

Family Service Center Director Pat Baczkiewicz was on hand to show off her new building. "We're really excited about this move and want everyone to know that we are moved in and ready to help the military folks," she said.

Included in the FSC are spaces for the Red Cross, Children's Services, Toy-lending Closet, Hospitality Lending Closet, a Children's Room for visitors, command ombudsmen, a financial counselor, FSC volunteers, the Navy Campus, Family Education coordinator, a

library and resource center, two family counselors, a Chapel Annex, the Navy Marine Corps Relief Society, the Counseling and Assistance Center and classrooms.

MSC Allan Cerdan, CBQ manager, gave a tour of Building 00499, the former BOQ D building, now called the "Portal Suites." These \$24-a-night suites are for visitors to China Lake. Included in a night's stay is a weight room with sauna, new furnishings, small kitchens, living rooms and individual bathrooms.

"We can be proud of these two new buildings," said Stevenson. "The Portal Suites and the Pinnacle Suites (next to the Exhibit Center) are top quality and our visitors will be happy to stay here." Stevenson explained that future plans for the area near the Community Pool and Exhibit Center include removal of old housing units, a 17-acre park in back of the Portals and a new children's playground.

At the permanent Bachelor Quarters, visitors were able to see another newly renovated building that included 17 units — four efficiency apartments and 13 suites with garages. Stevenson commented that when the CNO was at China Lake, he went on a tour of the facility and said that these quarters were better than the one he and his wife lived in when he was a one star.

"We used Public Works labor and saved 40 percent of the costs," said Stevenson. "And we got a better product." The BQ includes a laundry room, a patio for entertaining and a weight room.

Improvements at the BEQ include new furnishings in the Sailors' living

MARINE CORPS BIRTHDAY BALL—On Nov. 10, 1775, a Corps of Marines was created by a resolution of the Continental Congress. Since that date many thousands of men have borne the name Marine. In memory of them, current Marines commemorate the birthday of the Corps by calling to mind the glories of a long and illustrious history. The 220th anniversary of the United States Marine Corps was celebrated at China Lake with a formal ball on Nov. 9 at the Vreck Center. Marine Aviation Detachment Commanding Officer Col. John J. Moyer and Executive Officer Maj. John B. Paulger hosted the dinner dance. Guest of honor was Maj. Gen. Terrence R. Dake, commanding general of the 3rd Marine Aircraft Wing, Marine Corps Air Station, El Toro. In a birthday message, Gen. C. C. Krulak, commandant of the Marine Corps, wrote, "People — individual Marines have, and always will be, the strength of our Corps. This year we stand in awe of their valor and determination. We salute their courage and commitment. . . as we celebrate our proud history, enjoy our rich traditions and honor those who have gone before us, let us also look ahead to a 21st century Corps that stands ready when the nation, as she always has, says, 'Send in the Marines!'" A traditional cake cutting ceremony was performed by Dake, Moyer and Sgt. Blake Henderson. Music was provided by Groove Therapy.

MILITARY NEWS

quarters and two fully functional kitchens. The kitchens are provided for Sailors who wish to do their own cooking and include an eating area and game tables. The joint-living areas have been improved with new furnishings as well. Future plans include outdoor volleyball and basketball courts, a barbecue area and a horseshoe pit.

Near to Hangar 1, Cdr. Bryan Yri, XO of Air Test and Evaluation Squadron Nine, and Stevenson cut the red ribbon to officially open an office building newly renovated by Public Works. It will house a projects office for VX-9. "Fur-

niture is on its way and people will start moving in shortly," said Yri.

Back at the main site of China Lake, Stevenson said that the old Harpoon Barracks, which are currently undergoing remodeling and repair, will be reopened next summer. Other future plans include removal of 188 units on both sides of Nimitz Avenue and, he hopes, in 1998, a new community center. Pavement for a roller hockey rink has been laid near the gymnasium on Blandy Avenue, and the rink should be finished

Please see FSC, Page 5



GRAND OPENING—Capt. Charles A. Stevenson, NAWS commanding officer, stood by during a recent cake cutting at the Family Service Center's new kitchen. Hands-on are MSC Allan Cerdan, who is in charge of newly renovated military quarters, VX-9's Executive Officer Cdr. Bryan L. Yri, who was on hand to celebrate the grand opening of a project building at the airfield and Pat Baczkiewicz, FSC director.

Chapel Call

By Chaplain C. Allan Ford
Assistant Command Chaplain

Giving thanks to God in all circumstances



This is the time of the year in which we give thanks to God for giving us this nation, our peace and the ability to practice our religious preferences without any harm to us. But, do we, as God fearing people, understand what giving thanks really means, especially to God?

In the Christian scriptures there is a verse that tells us to, "Give thanks to God, in all circumstances." The key phrase here is "in all circumstances," which means when things are good and when things are (gulp) bad. We give thanks to God when good things happen to us like the birth of a child or good fortunes take place, but what happens when bad things enter into our lives? Do we

thank God for those misfortunes? This is hard to say, but we are to give thanks to God in all circumstances, good or bad.

Now, you are saying, this chaplain has really lost it now. However, when we give thanks to God for our misfortunes, this allows others the opportunity to see the true love and trust that we have for our God. We know that when we experience misfortunes God is preparing us, teaching us, and guiding us to trust and obey Him in any and all circumstances. So as we are looking to celebrate Thanksgiving Day, let us remember to give thanks to God everyday for the good and the bad in life and in all circumstances for the love and blessings that He has given to us.

Housing Says

Improvements in the housing areas

During the next several months contractors will be working in the housing areas. The work includes tree trimming and removal, surveying for new sewer lines and fences as well as construction of bike paths, jogging trails and playgrounds. When contractors are in your neighborhood, please keep your children and pets indoors. Your cooperation is appreciated.

Fire inspections

The Naval Air Weapons Station Fire Division will be conducting "door to door" fire inspections between Nov. 27 and Dec. 10. Some inspections may have to be conducted after-hours and Sundays due to tenant work hours, vacations, etc. A responsible adult family member must be present during the inspection. Residents

Fire inspections at NAWS Nov. 27 through Dec. 10

who will not be home during normal inspection hours of 8 a.m. to 5 p.m. Monday through Saturday, should call the Fire Division office at 939-2146 Monday through Friday 7 a.m. to 5 p.m. and arrange for a special inspection time and date.

All residents are urged to participate in this worthwhile effort to help you fireproof your home and to promote a safer, happier holiday season.

Fire inspectors encourage questions about fire prevention problem areas that may be of concern to you. In return, fire inspectors may make constructive recommendations to improve fire prevention standards in your home, concentrating on yards, garages, kitchens and living rooms.

Your cooperation is appreciated.

Flu shots mandatory for military

Annual influenza immunization is mandatory for all active duty Navy and Marine Corps personnel. Medical and dental health care workers in direct patient care or those with frequent patient contact must also be immunized annually.

Beneficiaries who belong to high-risk groups are encouraged to receive this vaccination. The only exceptions are for those persons who have documented medical contraindications to the trivalent vaccine and persons with known anaphylactic hypersensitivity to egg protein.

Special events are planned for 'Week of the Military Family'

As part of the celebration of Week of the Military Family, Nov. 26 through Dec. 2, the Family Service Center is hosting a low-cost spaghetti dinner on Monday, Nov. 27, at the Wreck Center. There will be a raffle of prizes for military family members. Call 927-1555 for details.

Larry Stensaas, of the NAWS Safety Office, will give a presentation on Earthquake Preparedness at the FSC's training room from 11:30 a.m. to 12:45 p.m. on Nov. 29. It will cover what steps to take

Persons with mild acute illness with or without low-grade fever may be vaccinated.

The 1995-96 influenza immunization for China Lake personnel is happening this month.

Actual dates and sites are published in the Plan of the Day, and coordinated through points of contact provided by NAWS, NAWCWPNS and tenant commands at China Lake.

For more information about this year's immunization program, please call the Preventive Medicine Division at the Branch Medical Clinic at 939-8015.

before, during and after an earthquake. Everyone is invited, but attendance will be limited by the size of the classroom. If there is enough interest more presentations will be scheduled as needed. Call 927-1555 to sign up.

Also during the week, the FSC is planning several other classes. Information on them will be handed out soon to family members through the newspaper boxes located around the Station and at the barracks.

Thanksgiving message from SecDef

Fifty years ago, Americans sitting down to their Thanksgiving dinners had much to be thankful for. The most destructive war the world had seen was over, and America's sons and daughters were returning from far-flung battlefields.

The future looked bright and peaceful.

The Americans at their Thanksgiving tables in 1945 could not have foreseen the twists and turns that history was about to take — the start-up of the Cold War, communist aggression in Korea, the Vietnam War, the Persian Gulf War and the many other operations in which U.S. forces have taken part. In a sense, we are in much the

same situation as those of the World War II generation. Like them, we have seen the end of a long and costly war — the Cold War. Like them, we are thankful for peace. And like them, we face an uncertain future.

Yet despite the uncertainties, I am confident that U.S. service members will stand ready to guard our country and protect our national interests. America is thankful and fortunate to have men and women like you in our armed forces.

Wherever you are this holiday, you can take great pride for your role in America's peace and the world's security.

— William Perry

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

Protestant

Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, 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
Hebrew Classes, Oct. - June, Saturday, 1902 Dibb 2-5 p.m.
Religious School, Sept. - June, Sunday, 1902 Dibb 9 - 11 a.m.
Jewish Classes (when Rabbi is here).
Four years and up: Friday, 1902 Dibb 5 - 7 p.m.
Sunday, 1902 Dibb 9 - 11 a.m.

Roman Catholic

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

Islamic

Jumaa Prayer, Friday (1002 Blandy) 12 p.m.



REC BITS

"I Believe"-Holiday '95

MWR Management Team, NAWS, China Lake, CA

Festive turkey dinner

Take mom (or Dad) out of the kitchen this year for a scrumptious, traditional Thanksgiving dinner at Mary Anne's in the new Wreck Center on November 23 from 11:00 a.m. to 3:00 p.m. Fees: Military and family members-\$11.95, DoD-\$14.95, Military child (5-12 years)-\$6.95, DoD child (5-12)-\$9.95 and children 5 years and under are "Free." Reservations recommended. For details, call 939-8662. Sponsored by the IWW Chief Petty Officer's Association and the All Faith Chapel. Call 939-8660.

Up for challenge?

Want to challenge yourself in running, swimming, biking and weight room fitness from November 13 through January 5, 1996? Here's the deal. Log your workout times during regular Gym hours, complete the required workout standards and receive a fitness t-shirt for your accomplishment. What's the cost? Military customers pay \$8.00, DoD \$10.00 and community \$15.00. For rules or details, call 939-2334 today and give yourself a present-FITNESS!

Local artists needed

Hey kids! Enter the MWR holiday coloring contest. Get your entry form at any MWR facility. Return entries to the Youth Activities building prior to December 14. Use all arts and craft tools (glitter, paints, macaroni, etc.). Do it your way and be creative! Prizes awarded for 1st, 2nd and 3rd place in each age group. For more information, call the Youth Center at 939-2909.

Don't miss our Children's Christmas Party

Crafts, music, ornament decorating, food and more round out this exciting Christmas party for kids on December 16 at 2:00 p.m. in the Youth Center. Of course Santa and Mrs. Santa will be there too!

Fees: \$3.00-military
\$4.00-DoD
\$5.00-Community

For more information, call 939-2909.



Golf Course and Snack Bar are open on Christmas Day. Call 939-2990.

Comedy Port of Call

Ad laughter to your holiday season! Celebrate and have fun! Wreck Center is your port of call for comedy on December 28 at 8:00 p.m. Admission is \$5.00 at the door. Reservations recommended. Call 939-8660 for endless fun, food and good times.

The gift of fitness

Give yourself the gift of fitness from November 6 to December 15 at the Gym. Workout every Monday, Wednesday and Friday from 6:30 p.m. to 7:30 p.m. Exercise consists of cardiorespiratory and circuit free weight training and includes instruction by personal trainers. Participants may have a private fitness and body fat assessment. Bring your water bottle and lots of holiday energy. Call 939-2334 for holiday fitness.

Kris Kringle mingle

Bring your favorite holiday goodies with recipe to share and trade with others on November 29 at 2:00 p.m. in the Craftech Center. Kids and parents kick off the holiday season with ceramics presentations, mail letters to Santa, enter the coloring contest and more... For details, call 939-3252. See you there!

Military shopping spree

Ridgecrest merchants offer military, retired military and their dependents a one day shopping spree on December 1, 1995. Simply show your I.D card at Craftech after November 20th to pickup your coupon book filled with fabulous holiday savings. MWR Department and the Ridgecrest Chamber of Commerce sponsor this event. For details, call Craftech at 939-3252 or Debra Poindexter at 939-2602. Happy shopping!

Home Sweet Home

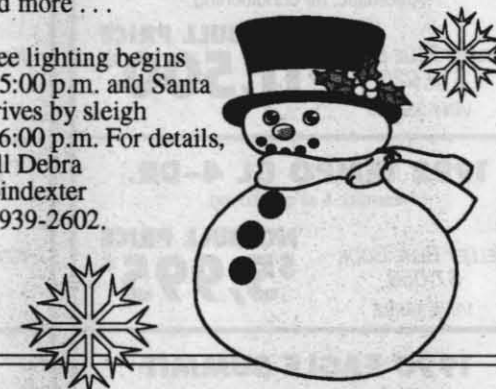
MWR staff delivers homemade sweets and goodies to our special military members on December 14 at 3:00 p.m. Delivery sites include MAD, VX9, Hangar 3 and the NAWS Clinic. For details, call 939-2010.



Festival of lights

Don't miss our exceptional holiday program on December 1 from 2:00 to 9:00 p.m. on the NAWS Administration lawn. Food, arts and crafts, Mr. and Mrs. Santa, fire truck, Cerro Coyo College band, caroling, games, vendor booths, balloons and more...

Tree lighting begins at 5:00 p.m. and Santa arrives by sleigh at 6:00 p.m. For details, call Debra Poindexter at 939-2602.



One day fitness contest

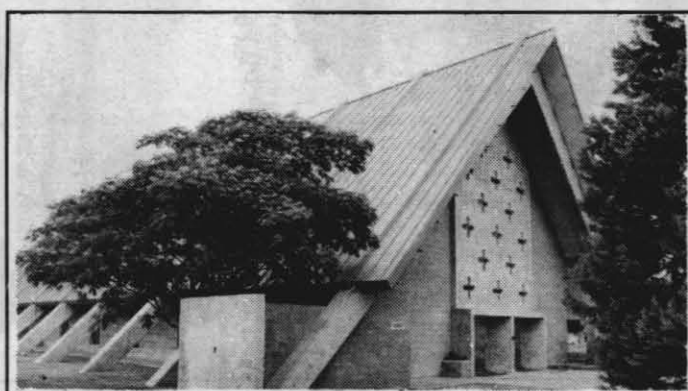
This one-of-a-kind contest challenges patrons on Saturday, December 9, 7:30 a.m. at Schoeffel Field. To participate, you must sign-up by November 29. You may enter as an individual or a six person team. Free event for military, \$10.00 for DoD and \$15.00 for community patrons. For details, call the Gym at 939-2841.

Library is full service

Library is not only open 7 days per week and offers extensive library training through their volunteer OJT program, professional video rentals such as effective listening, how to set and achieve goals, dealing with difficult people, self esteem, resumes and more. Stop in today and browse through the 48,000 books, 460 CD's, books on tape, records, reference books, best sellers and even computers. With the holiday season fast approaching, they also house many arts and crafts, cooking and other holiday materials that are sure to make your holiday season as individual and special as you. For more information, call 939-2595.

Christmas is for kids of all ages

Take your child to share stories with Santa on December 5, 7, 12 and 14 from 3:00-3:30 p.m. in the Child Development Center. Next you will enjoy a festive walk with Santa on December 14 at 9:00 a.m. Meet Santa and his crew in the Child Development Center parking lot. Bring your holiday cheer and singing voices. For details call 939-2735.



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

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

Use caution, common sense when preparing your holiday turkey dinner

Many will travel to spend the holiday season with family and friends. Others will remain home to entertain guests and hold private family celebrations. Whichever way you choose to celebrate, make sure you properly prepare the food you serve.

Poultry experts caution cooks to wash anything — hands, utensils and kitchen counters and sink — before reuse after contact with raw poultry. Washing with hot, soapy water will help prevent the spread of bacteria.

If you buy fresh turkey, refrigerate it at 40 degrees Fahrenheit for no more

than one to two days before cooking. A frozen bird should stay in the freezer at 0 degrees until time to cook it. Cook as soon as it's thawed, officials say.

Thawing a frozen bird in the refrigerator can take from one to five days depending on size. Thawing in a cold water can take from four to 12 hours. Microwave oven instruction manuals provide thawing time and power information.

After thawing the bird, remove the neck and giblet package from inside it and wash the bird inside and out with cold water. Allow to drain well.

Stuff the turkey loosely just before cooking, allowing three-quarters of a cup per pound of dressing. Dry ingredients can be prepared ahead, but add perishable ones immediately before cooking. Remove stuffing right after cooking. Or, cook stuffing separately in an oven-proof container or aluminum foil for extra food safety.

The turkey's inside temperature should reach 180 degrees Fahrenheit. Roasting times vary, depending on size and whether the bird is stuffed. Stuffed birds take longer to cook. Refrigerate leftover turkey within two hours after

cooking. The best way to store is to divide into small containers. Turkey stored in the refrigerator will keep three or four days, but stuffing will keep for only two days.

The Department of Agriculture has a toll-free, year-round meat and poultry hotline—(800) 535-4555. The hotline is open Monday through Thursday, 10 a.m. to 4 p.m., Eastern time. From Nov. 1 through Nov. 30, the hours are 9 a.m. to 5 p.m.

On Thanksgiving, Nov. 23, the hotline is open 8 a.m. to 2 p.m., and food safety experts will answer questions live.

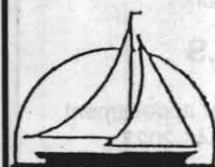
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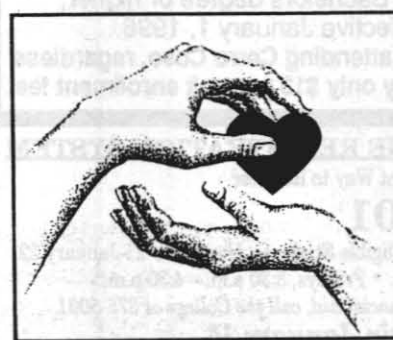
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Adult Day Care375-6382
Information Referral.....375-4322

FSC from Page 3

in mid-December. A gazebo is going to be built in Solar Park and the new Child Care Development Center should be finished by next July.

Mary Knockel, director of the Housing Office, said that under her Neighborhoods of Excellence Program, improvements are also happening in the enlisted housing area. "We're building new playgrounds for the children and bicycle/walking paths in the housing areas," said Knockel.

Living quarters are also going to be remodeled.

Postal officials set Christmas mailing deadlines

With the holiday season fast approaching, Military Postal Service Agency officials again urge those sending gifts to mail early. Patrons sending parcels overseas via surface mail, the least expensive option — should have been mailed before Nov. 1. The overseas mailing deadline for both space available and parcel airlift parcels is Nov. 24.

Priority mail parcels, cards and letters have a Dec. 4 deadline for European and Pacific theaters and Dec. 5 for Caribbean and Latin American sites. Priority parcels shipped domestically have a Dec. 6 mailing deadline. Mail roadside cards and letters by Dec. 13.

Express Mail is not available to all overseas locations.

November is Military Family Month

A military family is like most families. It usually consists of a military member, a spouse, several children and possibly a pet or two. It may include a mother or father of the military member or their spouse.

The family can be a single military member and children. Like most families, the military family does the same things as a civilian family. These include loving each other, working, playing, paying bills, taking vacations, etc. They make friends, play sports together and share their joys and sadness. On a different level, the Navy,

Marine Corps, Army, Air Force and Coast Guard are families.

They each take care of their own. They do everything that the individual families do. If you put the Navy, Marine Corps, Army, Air Force and Coast Guard together, they become our biggest military family. This large family pulls together when the need arises. Whether it is a local or national crisis, they help and support each other. They give of themselves, whether it is to their own personal family or to the larger, overall family. They always come through

Navy Exchange news briefs . . .

NAWS Exchange wins award in sales contest

China Lake's Navy Exchange won first place under its sales group in the NEX world-wide Back to School contest. China Lake was the top grosser that surpassed its individual sales goals and exceeded its gross profits. It garnered the highest increase in sales compared to last year's sales by 10.2 percent.

Sales associates were encouraged to increase sales by aggressive selling, marketing and good customer service. A cash prize of \$4,000 awarded to China Lake was distributed among the employees.

Customer Appreciation Day

On Friday, Nov. 24, from 8 a.m. to 9 p.m., the NEX will hold a Customer Appreciation Day.

Considered one of the biggest sale events of the year, the Exchange will put up specials in practically every department. Savings from five to 25 percent will be tagged on selected regular merchandise and as much as 50 percent on clearance items.

There will also be hourly give-

aways, free gift wrapping and refreshments while customers browse through the huge selections and savings in the store.

Holiday hours

Effective Nov. 25, the Navy Exchange will extend its hours in the retail store. The new holiday hours will be Monday through Saturday, 9 a.m. to 8 p.m., and Sunday, 9:30 a.m. to 5 p.m.

24-hour customer service

After normal business hours all incoming calls to the NEX toll-free customer service line will be routed to the Uniform Support Center.

They will record the customer's name, telephone number and inquiry. This information will then be forwarded to a customer service specialist at NEX-COM for further prompt assistance. Call 800-NAV-EXCH for assistance.

Christmas shopping

NEX recently opened a Christmas Shop at Building 18, Bennington Plaza, next to the barbershop. This specialized shop carries unique and fancy Christmas decorations, bric-a-brac and gift items. Hours of operation are Monday through Saturday 10 a.m. to 6 p.m.

NAVY HOTLINE

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

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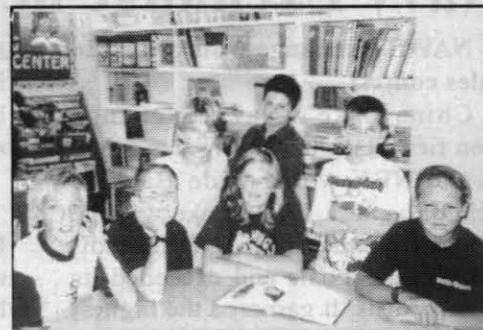


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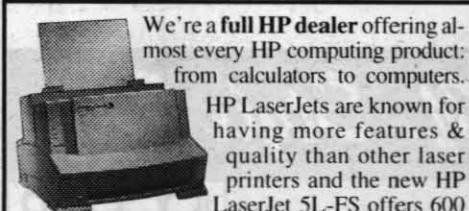
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THANK YOU FOR REMEMBERING— Veterans Day services were held at VFV Ship 4084 in Ridgecrest on Nov. 11. Cdr. Randal C. Sweeney, commanding officer, Weapons Test Squadron, was guest speaker. NAVS Naval Sea Cadet Corps and NAVS Color Guard personnel joined the American Legion Post 684 Color Guard in posting the colors. Fleet Reserve Association members performed the traditional Two Bell Ceremony. Local veterans' organizations and several service organizations also participated in the outdoor ceremony.



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belts benefits. Injuries related to this suit while using back support belts ranged from chronic back problems to herniated disks. Those workers were employed by chemical companies, discount retailers, delivery service workers, hospitals and building contractors.

Belt manufacturers strongly dispute the plaintiffs' claims and contend their products are safe and effective, claiming the belts are part of an overall approach to preventing injuries and that the supports are a supplement.

If back belts are to be worn because of a medical condition, prescribed by a doctor, this is a special circumstance and the physician's instructions should be followed. Whether or not prescribed, training must be provided to any users of these devices to educate them on the belts limitations, function, how to wear it properly and, most importantly, the basics of sound lifting techniques.

There is no simple solution to the problem of low back pain and injury preven-

tion. No single preventive approach will solve the problem. Back belts/supports are not the answer to this growing problem. Preventive strategies to reduce the back injury epidemic starts with a comprehensive back injury prevention program. This includes training and educating the workers about back injury prevention techniques, manual material handling, encouraging fitness and exercise, job re-design, process improvement and ergonomics — modifying or engineering the job to meet the physical needs of the worker. In addition, instead of purchasing back supports, invest in buying and properly using lift tables, hand trucks, dollies, carts and other equipment for lifting and material handling. These preventive strategies offer a more permanent solution to the problem.

For more information on the use of back supports at China Lake, or to schedule training or ergonomics evaluations for your work group call the Safety Office at 939-0964 or 939-0729.

Community Library has CDs and videos

China Lake's Community Library now offers more than 48,000 books for its patrons. In addition to magazines, newspapers, reference books and books on tape, the library also has more than 460 copies of CDs and over 550 videos.

Some video titles are "Professional Telephone Skills," "Stress Management for Professionals," "Office Safety" and

"How to Hold Successful Meetings." Videos are for individual use only, not for public viewing.

The library is open for military, DoD employees and their family members. Library hours are Monday-Friday, 11 a.m. to 8 p.m. Saturday and Sunday, 10 a.m. to 6 p.m. For more information call 939-2595.

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Safety Sense

By Dena Christison and Terri Olson
Safety Office

Back injuries are the leading cause of disabling work injuries in most organizations. Because of this, there has been an increasing trend toward the implementation of various back injury prevention interventions. One popular intervention that is becoming a popular prevention strategy in some organizations is the purchase and use of back supports/back belts for employees who must routinely practice manual material handling. We have received many questions about the use of back supports at China Lake. Below is some general information that was received from NAVAIRSYSCOM Headquarters in regard to the use of back supports on Station.

In general, the use of back supports, back belts, abdominal belts or whatever you wish to call these devices is not supported by the Naval Air Systems Command. There is no Navy or Naval Medical Command policy or other documentation supporting the use of these devices as back injury prevention aides. There have been no published studies within or outside of the DoD that substantiate the effectiveness of these devices to date.

The philosophic justification for the

Back support belts may give false confidence

support is that it reduces spinal motion or provides a reminder to use proper body mechanics while lifting or bending. While the proper use of a back support may serve to remind the user to use proper lifting techniques, it has been shown that in many cases workers still assume improper body posture during lifting while using these supports. By wearing these supports, the workers may also develop a false sense of security thinking they will be able to lift anything without getting hurt. New research and a class-action suit on behalf of more than 50 individuals who suffered a back injury while wearing back supports has refueled the controversy over the widely used devices.

Though they are often thought of as personal protective equipment (PPE), back belts/supports and other similar devices are not considered PPE under OSHA regulation, but fall in the category of braces and splints, which are medical appliances.

The lawsuit, filed in Louisiana, charges manufacturers failed to warn of potential hazards and did not properly design and test the belts. It also claims more than 30 companies distributed and used advertisements that mislead consumers as to the



Photo by Barry McDonald

CONCERT ON THE LAWN—After the dedication ceremony of Pearl Harbor Way last Thursday, a free concert, featuring the music of the China Lake Volunteer Band, led by bandmaster Stan Ricker, was held on the Headquarters south lawn. MVWR cooked hot dogs and hamburgers donated by Corporate Operations, Research and Engineering and NAVVS managers. The Chief Petty Officers Association of the Indian Wells Valley provided free sodas. This was China Lake's final event commemorating the 50th anniversary of World War II.

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Prestigious Department of Energy award presented to Roger Nickell

Roger Nickell of the Chemistry and Materials Branch at the Naval Air Warfare Center Weapons Division China Lake has been selected as a recipient of Sandia National Laboratory's Golden Ring Award. This award, the Department of Energy equivalent of the Malcolm Baldrige Award, is given annually by

the president of the laboratory to a project that has been determined to have made the most significant contributions to Sandia in the pursuit of its mission.

The project chosen this year was the National Low Residue Soldering Task Force (LRSTF) of which Nickell was a key member. With the elimination of ozone depleting substances by the end

of calendar year 1995, the electronics industry and the military were forced to identify and implement alternatives to electronics cleaning that were environmentally compliant. To this end, the LRSTF was formed as a team of DoE, Department of Defense and industry experts to demonstrate the concept of low-residue (also known as no-clean) soldering.

In contrast to normal soldering operations where all assemblies are cleaned with a solvent to remove flux and other potentially corrosive residues, low-residue soldering uses mild solutions of dilute organic acids as flux that require little or no post soldering cleaning. Solvents are eliminated or, if cleaning is required, it is accomplished with minimal amounts of water or alcohol. This is a revolutionary concept in the field of electronics manufacturing.

While a few military programs have

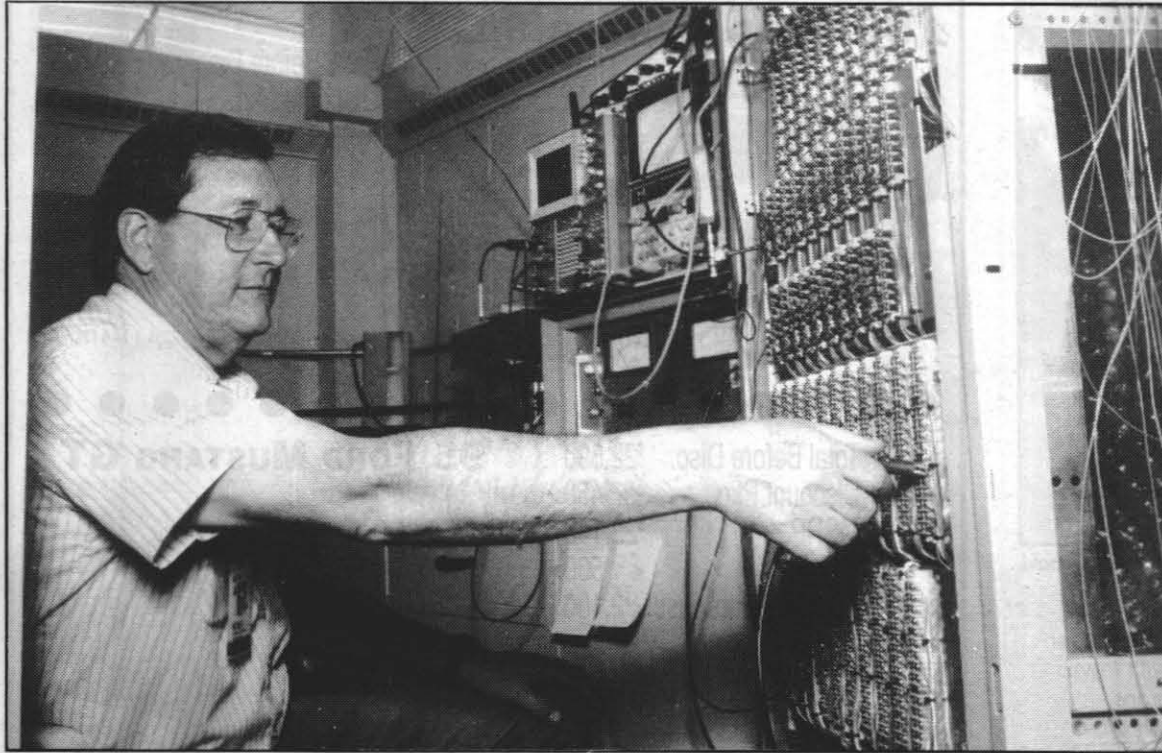
accepted low-residue soldering on a case-by-case basis, this is the first time a major study has been completed that provides details of procedures, possible problems with solutions and definitive proof of long-term reliability in a wide variety of circuitry and packaging.

The study included radio-frequency, high-speed digital, high power and low-current operational circuits packaged on two substrate types with both surface mount and through-hole technology. The results of this study are expected to lead to wide spread DoD and DoE acceptance of this environmentally compliant technology.

Nickell's experience in electronic packaging and manufacturing was instrumental in the development of the test vehicles and environmental testing, and his expertise in failure analysis helped direct the data analysis.

Nickell received his award in a special ceremony held at Sandia in October. He has been actively involved in environmentally compliant electronics fabrication technology at NAWCWPNS for several years.

This same task group was selected by the Environmental Protection Agency to receive the EPA 1995 Stratospheric Ozone Layer Protection Award. Nickell received a certificate acknowledging the group award recently.



Roger Nickell

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CRADA from Page 16

already being developed by Optiphase. It is an outside intrusion detection system. "We literally unwound the fiber coil and buried it underground," he said. "Then using the precision measuring capability of the fiber optic gyro, we are able to measure intrusion events to the point where the probability of false alarms is very low."

The long-term benefit to Optiphase are the rights to use or license patents that result from the CRADAs. Bush said his company sees many opportunities for alternate sensor technologies based on the Sagnac-type interferometer (the type used in the IFOG). The ability to apply the low-cost wafer technology for the integrated optics package to those products, he explained, will bring down the per-unit cost to a point that will make these types of sensors feasible for industry applications. In the past, with the older discrete-component approach the high cost of these types of sensors has made them generally impractical for use in the private sector.

The benefit to the government in this venture is that it will get a performance and suitability check on the hybrid device from Optiphase without having to pay for it. United States missile systems will be flying less expensive, smaller, lighter and more accurate IMUs, and the resultant advantages of greater kill probability and longer stand-off distances will increase aircraft survivability.

And beyond satisfying the dual-use purpose of the Federal Technology Transfer Act by helping Optiphase bring a new technology into the American economy, benefits to the government are likely to come back from industry with improved sensor applications for NASA projects.

Intelligram

Listed below are documents recently received in the Intelligence Library. Our documents are filed according to the KWOC (Key Word Out of Context) number.

404758— "Tactical Laser Weapon Threat" (DIA). This report is a review and projection of the threat posed by tactical laser weapons to soldiers, electro-optic systems and other military equipment.

404760— "Ground Combat Laser Weapons - Foreign" (DIA). This study examines the worldwide status of ground combat laser weapons in terms of research and design programs, actual deployments, training, tactics, order-of-battle and proliferation concerns.

121016— "SCPIO (SCP-01)" (DIA). This document is a study of the radar status, technical characteristics and ranger performance of the SCPIO multiple mode pulse doppler radar.

404761— "Theater Ballistic Missile Systems and Operations: Syria" (DIA). This report provides a comprehensive technical assessment of current and projected Syrian theater ballistic missile (TBM) systems and operations.

402142— "AA-8/Aphid Air-to-Air Missile System" (DIA). This study presents the design philosophy, system performance and descriptions of the subsystems of the AA-8/APHID air-to-air missile system.

121014— "GRANITE SHIELD 2005" (DIA). This document describes an integrated space, ballistic missile and air scenario for a preemptive attack by Russia against worldwide targets.

404762— "SA-13b Surface-to-Air Missile System"

(DIA). This document contains a technical description and performance assessment of the Russian SA-13b air defense missile system.

121013— "Fighter Weapon System" (DIA). This document presents an estimated technical description of the Swedish JAS-39/Gripen multirole fighter and assessments of its design, development, weapon system characteristics and performance capabilities.

The Intelligence Library receives the following periodicals as they are published: *Aviation Weekly*, *Federal Times*, *Navy Times*, *USAF Weapons Review*, *AIMPOINT* and *Studies in Intelligence*.

For Your Eyes Only is a publication received bi-weekly. It is an open intelligence summary of current military affairs.

Brown Bag Briefings

A new feature at the Intelligence Library will be the "Brown Bag Briefings." The library will be open at lunchtime on Wednesday of non-pay weeks, and ONI videos will be shown. These videos are a potpourri of briefings presented by ONI analysts. Each briefing is five to eight minutes long with the total length of the video about 35 minutes. It will start about 11:40 a.m.

The first briefing will be on Nov. 22. A partial list of the briefing topics are: North Korean ASUW; AS-X-19 Update; Japan's ASUW weapons and capabilities; SS-N-20 SLBM.

Space is limited, and reservations are recommended. Phone 939-1503 or 939-1505 to put your name on the list. You must meet the Intelligence Library clearance requirements.

For further information please call 939-1503 or 939-1505. Remember, the Intelligence Library is located at the end of Wing 5 in Michelson Laboratory.

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PSN from Page 1

to the other partner. But in joint inventions, Optiphase also gave the government the initial option to retain title with a royalty-bearing patent license going to Optiphase. This means on jointly developed inventions, while the government may retain ownership, Optiphase may earn royalties for licensing the invention, provided they pay a license fee to the government.

While detailed to Optiphase and working on the CRADA, Bramson continued to perform a unique analysis of the proposed optical configuration of the silicon hybrid gyro, and pursue ATD funding. The analysis clearly pointed out the performance advantages to be gained by an integrated fabrication approach.

After being turned down again for ATD funding for Fiscal Year 1995, it was finally approved for FY 1996 for what is now called the Precision Strike Navigator (PSN) Project. Provided the effort meets certain milestones each year, the funding will continue through FY 1999.

Ordinarily ATD acceptance allows a one-year lead time before the project actually starts, but in this instance Bramson received notification of the approval this past summer for a new start Oct. 1, but now it won't begin until some time after a new federal budget is approved.

In the initial "risk reduction" phase, NAWCWPNS, JPL and MICOM will perfect the high-risk processes used to fabricate the hybrid wafer — making the polymer-on-silicon waveguides, mating fiber to poly-

mer waveguides and mating photovoltaic dies to the silicon wafer and the polymer waveguides. Geoff Lindsay of the NAWCWPNS Materials Synthesis Section at NAWCWPNS will head up the polymer synthesis effort, MICOM will design and fabricate the waveguides, and JPL will be responsible for the photovoltaics and ultimate packaging of the hybrid wafers.

By the end of the first year, a contract will be let for production of the IMUs. The contractor will use government-supplied wafers to produce gyros and mate them with external accelerometers to build up the IMUs. The accelerometers will not be integrated with the hybrid

wafer during this first go-around under the ATD but will be integrated under the value engineering change proposal (VECP) follow-on program.

Subsequent phases will see laboratory testing and eventual flight testing to verify the PSN's high accuracy performance with the absence of Global Positioning Satellite (GPS) aiding.

"While the missile (Joint Stand-Off Weapon) will have GPS navigation capability," Bramson explained, "the program office wants JSOW to perform accurately even if there's a problem with GPS."

The eventual product of the ATD will be hardware and a data package for the PSN to be provided for the JSOW VECP effort.

Under a new CRADA signed in August to support the PSN, Optiphase will build a gyro using the hybrid wafer to verify the feasibility and performance capacity of the new concept.

"This is a way to double check our concept," said Bramson. "We can't expect the development contractor to build functioning test items if we don't know that the concept will work. Under the CRADA, the work Optiphase will do is work that otherwise would have to be funded out of our project money."

Jeff Bush, president of Optiphase, said one spinoff product from the first CRADA is

Please see CRADA, next page

PSN TECHNICAL CONCEPT

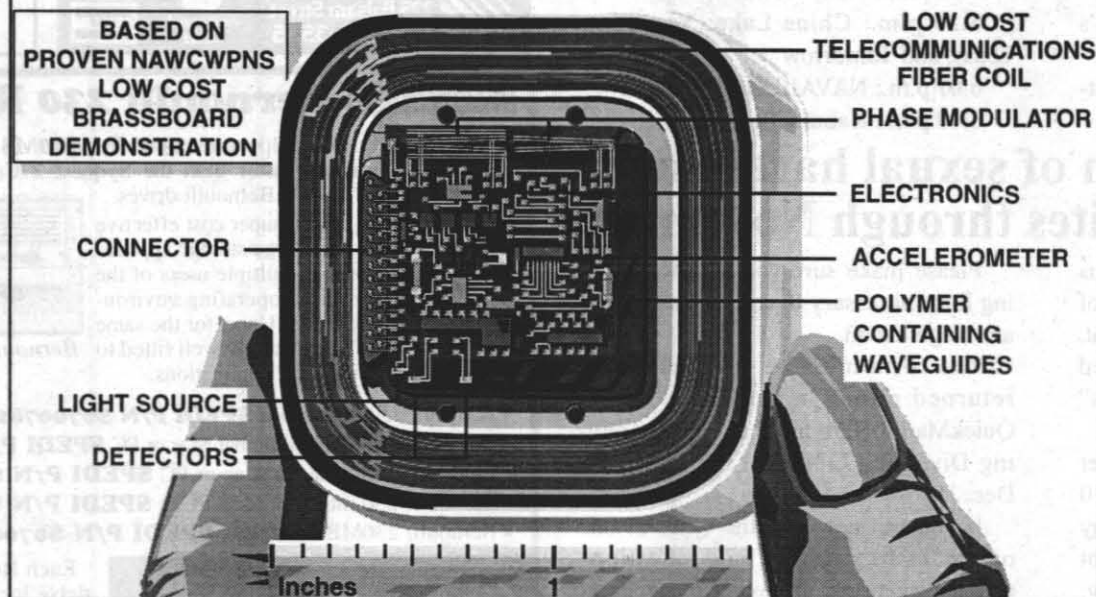


Illustration by Bill Stephenson, Sverdrup, for Presentations Development

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Weapons Systems Contract Group goes to service cost center

The Weapons Systems Contract Group (2.0 Competency) has provisionally been approved to begin operating in FY96 as a service cost center (SCC) at NAWCWPNS and will continue to provide full function cradle-to-grave procurements for its customers. The SCC operates by charging a user fee for each product delivered by the SCC. This fee, applied to each product, is a fixed percentage of the total estimated value of the procurement. This fee-for-service method is practical and simple to administer requiring limited resources and system changes. It allocates the cost to the users through a leveled fee approach. A limit, however, is placed on the leveled fee to the users for major procurements. The fee structure is designed to financially support all labor and non-labor expenses incurred by the Contracts Competency.

The SCC is defined by NAVCOMPT as an organizational entity with assigned personnel engaged in the performance of functions that can be readily identified to a unit of measure.

BHS students hand out kits for today's Great American Smokeout

Burroughs High School students distributed some 500 tobacco "survival" kits to Ridgecrest area businesses and other schools last week. The BHS "Peer Helpers Group," guided by Marilyn Mayer, is providing this service to the community in cooperation with the Indian Wells Valley unit of the American Cancer Society. This is in support of today's "Great American Smokeout" — an annual event when people are encouraged to stop smoking, or to help someone else to stop.

Year-round, the American Cancer Society offers free smoking cessation classes in the IWV area. For reservations, call Florence Wilson at Sage Community Health Center at 446-

7978, or Pat Oliver at China Lake's Wellness Office at 939-2468. A few hours of class could add a few years of life. Not a bad trade.

If you have any questions or concerns or would just like additional information on the Contracts SCC, please call 939-0071, or contact Ruth Stoner, the SCC manager, via Quick-Mail. In addition, the SCC staff is available to meet with customers and further explain products and services and their respective fee structure.

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Video Listings

KNID

Channel 17

November 20 - 22

NOTE: KNID will air shows Monday through Wednesday this holiday week.

5:30 p.m.: Navy News

5:55 p.m.: Office of the Chief of Naval Research: Navy Fire Fighters Thermal Imager

6:00 p.m.: Investing in America's Future

6:08 p.m.: People in Science: Investments in the Future

6:23 p.m.: Life and Liberty: Americana Art: The First 100 Years

6:43 p.m.: Traditional Handicrafts of Japan

November 27 - 30

5:30 p.m.: Navy News

5:55 p.m.: China Lake: Yesterday, Today, and Tomorrow

6:07 p.m.: NAVAIR On The Move

6:40 p.m.: Kabuki Theater

Annual prevention of sexual harassment training at TVIS sites through November

If you haven't already done it, now is the time to meet the annual prevention of sexual harassment training requirement. This year, a 28-minute video titled "Management's New Responsibilities" will be used to meet the requirement.

The video will be shown on the fiber optic trunk system (FOTS) at 8 and 10 a.m., and 1 and 3 p.m. every workday during the month of November, except for the Friday following Thanksgiving. Please check with your code for a list of the sites where the video can be viewed.

Please make sure you sign the training form necessary to record the training and to get credit.

The form must be completed and returned either in hard copy or via QuickMail to Tammy Berry in the Training Division (733000D) not later than Dec. 15.

If you can not view the video at one of the TVIS sites, or have questions about prevention of sexual harassment training, please call Jerry Stein at 939-8134.

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- Bernoulli 230 Dual for Mac or PC **SPEDI P/N S0700776**
- Bernoulli 230 interface for a PC is **SPEDI P/N S0700570**
- Bernoulli 230MB data disks **SPEDI P/N S0700774**

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Hull addresses mock RIF, Qs&As and VISP/VERA in all hands note

To all hands,

The DEB has decided to hold off on conducting a mock RIF until we receive word, one way or the other, on our request for an actual RIF. You can disregard my previous statement about seeing the results of a mock RIF by December.

If the RIF is approved, it will take about two months from the date of receipt of the approval to conduct a mock RIF. If the RIF is not approved, then no mock RIF will be conducted.

I will check out from NAWCWPNS on Nov. 20. Please address any business-related messages to Capt. Jack Dodd, who is my replacement.

You may continue to address Q&A items to me through the 20th. I will try to answer as many of them as possible before I leave the area.

Any remaining questions will be turned over to the Business Recovery team for response. Gerry Schiefer is in the process of setting up a team to continue answering your questions and providing you with updates on matters of general interest to the work force.

For those of you who have not seen answers to your questions, please be patient. I have well over 200 of them in the queue and have been answering them as fast as I can.

More questions and answers on important employee issues . . .

Question:

We had a brief today on the business plan and one of the statements made was that there could be some difficulty in having the RIF approved due to potential political ramifications due to 1996 being a presidential election year. What are the contingency plans if the RIF is not approved? Will the persons in work that is not direct funded be retrained or will there be an increase in unfunded positions?

I will probably have everyone on base mad at me but it almost sounds that we will be in a far worse position without a RIF than if we have one.

Hull:

BINGO!!

It depends, of course, on whether our guidance changes if the RIF is not approved. But if we have to balance the budget before the end of the century without a RIF, it will be much more difficult to accomplish than if we had had the RIF approved. We would have many more people on downtime, and would face dramatic cuts in non-labor overhead, reductions in maintenance and repair, and increased restrictions on hiring into overhead positions. As difficult as it may be to swallow, a RIF, and the motivation it will produce for some people to find employment elsewhere, really is a vital part of our business plan.

Question:

Is the DP830 Mechanical Engineer and DP801 General Engineer series targeted for the RIF?

Hull:

No series are targeted by the RIF because there is no RIF until one is approved. Only then is the actual RIF list formulated. I know that you would prefer a "yes" or "no" answer so that you could decide how this proposed RIF would affect you directly, but at this point there simply isn't a clear cut answer.

Question:

I served in the Air Force from 1977 to 1981, however, my SF-50 (Block 23 and 26) says that I do not have veteran status for a RIF. I have inquired of our local personnel office and the reason for my non-status is due to the time frame that I served in the military. If I had served during Vietnam or some other conflict I would

I have some fairly specific information on VSIP and VERA which was compiled by one of our HRD employees who is a specialist in retirement programs. I'd like to share it with everyone so we can better understand these important programs.

VSIP stands for Voluntary Separation Incentive Program and VERA stands for Voluntary Early Retirement Authority. Early retirement and VERA are one and the same for all CSRS employees. It is always a temporary program, it must be authorized by a higher authority, it must have a specific window of opportunity (normally 45 days) and management can choose which series will be included (it can be offered to all or just some). To be eligible for VERA, one must be at least 50 with a minimum of 20 years of creditable service, or be any age with at least 25 years of creditable service. There is a reduction of two percent for every year a person is under age 55. There is no reduction for those over age 55.

VSIP is another program entirely. It is usually offered in conjunction with VERA, but normally VERAs do not have a VSIP attached. VSIP is a program offering money to employees to retire (not necessarily an early retirement) and to those who resign.

The new civilian retirement program (FERS) has

different rules for early retirement and for reduction for age. Under FERS (which has a different formula for computing retirement benefits resulting in a lower annuity), there is no reduction for age if an early retirement is authorized as a VERA. There is also a voluntary early retirement which does not require a higher level authorization for those who have reached their minimum retirement age (between 55-57) and who have 10 plus years of creditable service. The reduction for age is five percent for every year under age 62.

One of the things I keep getting questions about is severance pay for those eligible to retire. Severance pay is not payable to those who are eligible for any kind of retirement. So those employees who did not apply for this last VSIP who are or will be eligible for any kind of retirement (including discontinued service retirement [DSR] which has the same eligibility as early retirement, 20 years of service at age 50 or 25 years of service at any age) will not be eligible severance pay should they be RIFed. Only those not eligible for retirement who are RIFed would get severance pay.

Thanks,

Capt. Roger K. Hull

Question:

As a 25-year Navy employee, I have seen these DoD draw downs come and go, such as 1979, when some Navy ships did not have the fuel to put to sea, or the lack of Navy mine sweepers during Desert Shield. After each period we came away believing that we had gone too far, too fast. With so many trouble spots around the world, and threats to our national interest still a fact of life, do you sense that some of our military and political leadership are beginning to feel that we have gone too far in our recent Navy draw down?

Hull:

As a matter of fact, many of our national senior military and civilian leaders are on record as saying that we haven't gone far enough. Several were quite vocal about the inability of the BRAC process to make the drastic cuts that were needed.

There are several initiatives underway to further reduce our DoD infrastructure in order to be able to afford the demands on our operating forces while contributing to the national effort to balance the budget. As acutely as we feel the shortages of money and people in many areas, we will see additional reductions through the end of the century. The challenge is to apply the cuts wisely, acknowledge the decreasing demand for work, accept the reduced capacity and operate as efficiently as possible. We are certainly doing our part at NAWCWPNS.

Question:

If I were targeted during a RIF, would I have the opportunity to transfer? To cut costs will employees be asked to take LWOP? Is travel being looked at more carefully due to the costs involved?

Hull:

There are no restrictions imposed by the RIF process on employees who want to transfer within or out of the command. However, transfers do not necessarily protect an employee from the RIF. No one will be asked to take LWOP, although that possibility might be available to employees who want to do so.

Travel should always be closely scrutinized by supervisors, and should not be requested by employees if there is not a compelling reason to travel.

The Future Takes Shape

Fleet customers and other Navy brass detail their requirements, expectations and functions that need improvement in NAVAIR

By RAdm. Dana B. McKinney
NAVCWPNS Commander

Most of you are aware that the annual Naval Aviation Systems TEAM Commanders Conference was held recently from Oct. 16 to 20 in Pensacola, Fla. Attendees included commanders and other representatives from the NAVAIR Headquarters, Air Warfare Centers, Aviation Depots, PEOs and the Naval Aviation Inventory Control Point (used to be ASO). This year, there was an added emphasis on input from the Naval Aviation Program Managers and many of them were present. There was a free exchange of information, opinions and concerns, and I was very pleased with the overall tone of the conference.

VAdm. John Lockard (AIR-00) set the theme for the conference by stating that, in his opinion, the majority of our transition to the IPT/CAO structure was behind us. He recognized that there were significant efforts left to be completed in process development and implementation, but he clearly felt that we had accomplished much of the transition to the new structure.

AIR-00's main point was that we must return our focus to the needs of customers and spend less of our time and energy on the internal focus that we have maintained during the initial phase of our transition. He invited VAdm. Richard C. Allen, Commander of Naval Air Force US Atlantic Fleet, RAdm. Brent M. Bennett, Director of Air Warfare Division (OPNAV N8), and RAdm. William J. Hancock, Director, Office of Budget and Reports.

VAdm. Allen was the most outspoken of the three. His main points were that the fleet customers:

1. Think NAVAIR isn't paying attention to their needs.
2. Think they can do a better job of allocating resources for Depot level activity.
3. Think we "over-engineer" our solutions to their needs.
4. Think we spend too much time and money on testing and documentation.
5. Think we need to improve our mutual communications.
6. Don't want or need "integrated solutions" to their requirements — they cost too much and take too much time to deliver. He cited the F-14 FLIR as a case in point.
7. Want to develop a better partnership with the TEAM.

RAdm. Bennett's main points were that:

1. The war fighting CINCs think we are doing very well in providing combat forces with high readiness (Bosnia, Iraq, etc.).
2. We need to reduce the acquisition cost and cycle time for our products.
3. Naval Aviation as a whole needs to constrain its requirements — we can't do everything that everyone wants.
4. We need to get time out of the front end of development.
5. Recapitalization and modernization have been the "bill payers" for maintaining a strong forward deployed force structure — we are only buying a total of 31 aircraft in FY96.

RAdm. Hancock's main points were:

1. "There isn't enough money, and you have too much of it."
2. We need to reduce our DBOF overhead.
3. We need to meet our expected DBOF operating results.

I won't comment on the views expressed above or whether or not we have fully carried out the direction of our sponsors, but clearly their perception is that we need to do better. For our customers, perception is reality, and we are the ones who need to deal with it.

VAdm. Lockard then stated that the CNO will judge the performance of the NAVAIR TEAM by how we do in improving our performance in the following broad areas:

Readiness— We need to maximize the availability of full mission capable weapon systems throughout the fleet. Our systems need to be reliable and maintainable so that our fleet operators will need to spend less time, money and manpower in keeping them combat ready.

Recapitalization— We need to retire older weapon systems with high operating costs in order to afford a newer generation of systems designed to operate more efficiently and effectively with reduced manpower.

Modernization— For those systems that we must keep in the fleet, we need to provide cost-effective solutions that maintain their combat edge at minimum cost.

Reduced cost— We must find ways of delivering all of our products at reduced cost and with shorter cycle times.

VAdm. Lockard's main point was that we must return our focus to the needs of customers and spend less of our time and energy on the internal focus that we have maintained during the initial phase of our transition to a competency aligned organization.

Throughout the remainder of the conference these themes were reiterated constantly. We need to be innovative in finding ways to do our required activities at a significantly reduced cost. We need to reduce our infrastructure to the absolute minimum required to provide the products that the fleet demands of us. We need to optimize the use of the remaining infrastructure to reduce the cost of doing business. We need to take the savings generated by efficiencies and return them to the fleet for vital modernization and recapitalization efforts.

One of the principal methods of getting at cost reduction is a study currently being conducted by a group led by Dr. Al Somoroff, AIR-00A, who provided a status briefing on the study. This "Essential Capabilities" study is aimed at defining the minimum essential efforts we must do to satisfy our customers needs. Once these efforts are defined, a minimum set of infrastructure (people with knowledge, skills and abilities and facilities) will be derived. With a defined required infrastructure, we can then determine the normal utilization of those resources and either size the infrastructure to the projected demand, or use the available excess capacity to accommodate work from outside customers to reduce the cost to Naval Aviation

customers. This study is in progress and promises to be a major influence on where we go with our infrastructure in the future.

RAdm. William E. Newman presented the "Command Structure" briefing, which showed how the new "Area Commander" concept will be implemented. VAdm. Lockard and I have co-signed a "Tailored Charter," which defines our relationship and includes a Responsibility Matrix, which defines the relationships and responsibilities of Competency Leaders, Area Commanders, NADEP COs, IPT Leaders, site COs, Area Competency Managers and Corporate Leadership. (*The Tailored Charter appears on the next page and the Responsibility Matrix and other enclosures are available from the Public Affairs Office by Quick-Mail or hard copy.*)

Effective immediately the Weapons Division will operate in accordance with the guidance provided in these two documents. Despite a lot of hard work and thoughtful consideration during the development of these documents, there may be some disconnects. However, until we implement the guidance we won't have a basis for discovering them. I urge each of you to read them both and refer to them in your everyday business. Please provide any feedback via E-mail on problems encountered or suggested improvements.

RAdm. Newman also announced that the F&J for the disestablishment of NAWC Headquarters had been approved by SECNAV. Therefore, NAWCHQ no longer exists, and the division commanders will report directly to VAdm. Lockard.

There were numerous other presentations, for which I have hard copies. I intend to request Corporate Operations to provide electronic copies of these to be made available for distribution as desired. When we get them onboard, we will distribute a table of contents for you to review.

In closing, let me emphasize the challenge that has been put before us. We must be able to track our funds to the products that the fleet needs. If we are spending a dime on something that cannot be directly traceable to providing for the war fighters' needs, we need to ask why we continue to do that task. We must be able to better articulate what we do for the fleet so that they understand the value of maintaining the infrastructure that we know is essential to the continued combat readiness of our Navy. We must be innovative in finding ways to do our business more efficiently—at reduced cost and cycle time. Our Business Recovery Team is engaged in a number of efforts that will support these needs in the long term. However, it will take an "all hands effort" to make the day-to-day changes that we need to become a more efficient organization.

I ask that each of you accept this challenge personally, and that you ask yourself as you go about your daily business, "Is there a better, faster, less expensive way to do this task?" There has *never* been a better time to suggest new ways of serving our customers more effectively and efficiently. *Nobody* outside of this organization is more capable of translating fleet needs into weapons that work; after all, innovation and partnership with our fleet customers have been two of our strong points for decades.

We know that the future of Naval Aviation depends on a strong, economically vital Weapons Division. Together, we can and must assure that future.

Tailored Charter Between COMNAVAIR and COMNAWCWD

1. PURPOSE. This charter defines the authority and responsibility of the Commander, Naval Air Warfare Center Weapons Division (COMNAWCWD), under the interim command structure effective 1 October 1995 in concert with the IPT/CAO organization philosophy of the Naval Aviation Systems TEAM.

2. SCOPE. The responsibilities, authorities, relationships and interdependencies addressed in this charter apply to all elements of the Naval Aviation Systems TEAM.

3. BACKGROUND. On 1 October 1997 the Naval Air Systems Command (NAVAIR) will complete the realignment to a Competency Aligned Organization (CAO) in support of Integrated Program Teams (IPTs). This action culminates three years of intensive planning and preparation for the transition to a new organization structure and a new way of doing business. Effective 1 October 1995, the Commander, Naval Air Systems Command (COMNAVAIR), establishes an interim command structure to facilitate business operations until full implementation of the Integrated Program Team/Competency Aligned Organization (IPT/CAO) on 1 October 1997. The interim command structure is designed to meet the following criteria:

- Creates the required buyer/seller relationship between the area commanders' field activities and COMNAVAIR.
- Establishes accountability for effective business operations
- Remains consistent with IPT/CAO tenets
- Is clear to OPNAV resource sponsors
- Complies with legal constraints and higher authority directives
- Provides clear fiduciary accountability to COMNAVAIR

4. INTERIM COMMAND STRUCTURE. The day to day business of the organization is executed through the eight distinct competencies: Program Management, Contracts, Logistics, Research and Engineering, Test and Evaluation, Industrial, Corporate Operations and Shore Station Management. These eight competencies are aligned as subordinate elements of the NAVAIR echelon 2 headquarters command structure. Responsibility for the subordinate organization structure is delegated to two subordinate echelon 3 area commands (Naval Air Warfare Center Weapons Division and Naval Air Warfare Center Aircraft Division) and five subordinate echelon 3 depot commands (Naval Aviation Depots North Island, Alameda, Norfolk, Cherry Point, and Jacksonville) as shown in enclosure (1). (Enclosures are available from the Public Affairs Office.) Upon implementation of BRAC decisions and IPT/CAO in October 1997, the echelon 3 entities will consist of east and west area commands and depot commands as shown in enclosures (2). Enclosure (3) illustrates the operating concept in the vision organization effective October 1997. The flag billet of the western area commander is the logical successor to the current COMNAWCWD which will be disestablished on 1 October 1997. This charter does not impact mission and leadership areas for NAWCWD as specified in the SECNAV memo of 12 April 1991.

5. DISCUSSION. Historically, NAVAIR has operated as a traditional military command within the shore establishment of the Department of the Navy. As an Echelon 2 command, NAVAIR has exercised central authority and control over a variety of subordinate activities, ranging from a nationwide network of aviation depots to widely dispersed group of field activities engaged in the RDT&E of naval weapons systems. The operational and administrative organization, as well as the NAVAIR command structure, evolved around functions and capabilities at specific sites.

The transition to IPT/CAO alters the underlying administrative and operational philosophies of the command. The buyer/seller relationship of the business operating structure, the corporate decision processes, and the command structure are highly interdependent

aspects of the IPT/CAO system. The goal is to make geography transparent to the organizational structure. The primary factors in the IPT/CAO are product, function and process. These must be viewed from two distinct, yet complementary perspectives: The operational element and the business/administrative element.

a. The operational element of the IPT/CAO is the major focus of the competency and team leaders. The competency structure is responsible for providing teams with effective processes and resources (personnel, facilities, and equipment) that deliver quality competency products and services to customers. The competencies will enable optimum use of TEAM talent and resources through the proper allocation of competency resources across the entire organization.

b. The business/administrative element of the IPT/CAO is the major focus of the area commanders. The business element will continue to be defined by geographic location. Area command business element responsibilities include performing fiduciary functions and creating an environment to ensure cost-efficient operations within the area command and the TEAM. Area commanders perform as seller/supplier in relation to COMNAVAIR. Area commanders integrate competency planning and budgeting activities, allocate and distribute funds, and monitor execution. They also resolve cross-competency issues within their area commands.

6. COMMANDER, NAVAL AIR WARFARE CENTER WEAPONS DIVISION AUTHORITY AND RESPONSIBILITIES. NAWCWD consists of three subordinate Echelon 4 commands designated as Naval Air Weapons Station (NAWS) organizations at China Lake, Point Mugu, and the Naval Test Wing Pacific. The three subordinate commands report directly to COMNAWCWD. In addition, the command maintains a presence, as required, at a variety of other geographic locations through individual field service representatives and officially designated detachments.

In addition to serving as the on-site representative of COMNAVAIR, COMNAWCWD is assigned as leader of the Test and Evaluation Competency (AIR-5.0) under the new competency aligned organizational structure.

COMNAWCWD will exercise the authority granted by COMNAVAIR in the management of his area. As the military leader, COMNAWCWD will operate within the statutory parameters provided by U.S. Navy regulations and other appropriate guidelines. Specific authorities and responsibilities include:

a. Serve as the responsible official for all fiduciary functions under 31 U.S.C. 1301 Appropriation Scope, 1517 Anti-Deficiency Act and provide the statutory requirement for the acceptance of funds into the command. Act as focal point for both budget preparation and execution, including responsibility for the Net Operating Result (NOR). The budget is the aggregation of the demand-based plans for capabilities, investments and expenses developed by the individual competencies. The area commander adds the command-wide administrative and operational costs and assesses that the aggregation of the competency plans is affordable and efficient. The area commander works with the competencies to make adjustments, if needed, to meet overall corporate strategy and efficiency goals. Budget issues arising from whatever source, e.g., negative NOR, will be adjudicated under the authority of COMNAWCWD with appropriate interface and inputs from competency leaders, area competency managers, and program team leadership. External controls (such as Full Time Equivalent (FTE), end strength, high-grade targets, etc.), will be allocated by COMNAVAIR in accordance with the corporate manpower process to COMNAWCWD and the competencies within his area. The corporate manpower allocation will be based on the competencies' business plans and will identify the controls (FTE, end strength, high-grades, military billets, etc.) within the area command. COMNAWCWD and the competencies shall monitor, track and assure that controls are successfully executed. If a

change is necessary, the competencies and area commander will collaborate to resolve staffing issues.

b. Operate and maintain the organizational infrastructure within which the program teams and competencies operate. Delegate appropriate base operations functions at China Lake and Point Mugu to the two subordinate echelon 4 commands designated as Naval Air Weapons Stations (NAWS). The two NAWS commanding officers report directly to COMNAWCWD, but receive broad policy guidance from the Shore Station Management Competency Leader. COMNAWCWD will remain the regular reporting senior of the NAWS commanding officers, but he will solicit appropriate performance inputs from the Shore Station Management Competency Leader.

c. Participate in corporate investment decisions for facilities and infrastructure to assure they are reasonable, affordable and economically efficient.

d. Serve as the ultimate management agent and arbiter of activity between the area/site Externally Directed Teams (EDTs) and their sponsors.

e. Resolve cross competency issues within the area command. Some may require AIR-00 mitigation.

f. Function as Senior Officer Present and Local Area Coordinator (SOP/LAC). As such, responsible for the administration and execution of the Casualty Assistance Program; disaster preparedness initiatives; environmental protection, energy, and related issues.

g. Assess performance competency managers in his area and make appropriate input to their evaluations/fitness reports.

h. Function as the senior on-site official in all issues relating to civilian employee labor union organizations (may be delegated to site CO).

i. As designated Equal Employment Opportunity (EEO) Officer, act as the adjudicating official in formal EEO complaints for both the military community and the civilian work force.

j. Establish and maintain a positive Navy relationship with the civic and business leaders of the surrounding civilian communities. Perform as the principal NAVAIR public relations representative in the area.

k. Serve as the focal point and line of authority for all physical security and ground safety related programs within the area command. Cooperate with local law enforcement and other civil authorities.

l. As delegated by COMNAVAIR to AIR-5.0:

1) Exercise Aircraft Controlling Custodian responsibilities for all NAVAIR aircraft and provide aircraft mishap/incident endorsement input to COMNAVAIR. The squadrons assigned to commanders of the Naval Test Wing Atlantic (5.5) and Naval Test Wing Pacific (5.6) will have Aircraft Reporting Custodian responsibility for assigned aircraft.

2) Act as regular reporting senior for the commanders of Test Wing Atlantic and Test Wing Pacific. COMNAWCAD will provide a concurrent fitness report for Commander, Test Wing Atlantic.

3) Establish clear aviation safety goals and foster a climate that promotes a proactive command aviation safety program.

4) As AIR-5.0, establish NAVAIRSYSCOM policy for test and evaluation planning, approval, and execution.

5) Provide policy direction, management, and planning for the Navy elements of the DoD Major Range and Test Facility Base (MRTFB).

6) Represent the Navy in the T&E Reliance forum: Board of Operating Directors (BoOD).

Enclosure (4) is a summary of specific responsibilities and relationships between the area commanders and other key management components of the TEAM.

7. LIMITATIONS OF AUTHORITY. The incumbent is responsible for the dissemination and implementation command policy and reports directly to COMNAVAIR. Area commanders may delegate authority to subordinate base commanders as appropriate. The incumbent is not responsible for the day to day execution of technical support for Integrated Program Teams.

Shaping Your Future

By Kathi Ramont
Staff Writer

With news of a possible reduction in force (RIF), this past year has seen rumors and scuttlebutt flying rapidly around the work spaces of Naval Air Warfare Center Weapons Division and Naval Air Weapons Station personnel at both the China Lake and Point Mugu sites. One effort to stop the flow of incorrect information and answer the many questions has been departing Vice Commander Capt. Roger K. Hull's very popular QuickMail questions and answers. *The Rocketeer* and *The Missile* have printed many of these and will continue to run them as available.

Another effort has been *The Rocketeer's* series on personnel matters. If you missed seeing them, the first story, August 10, concerned the Defense Outplacement Referral System (DORS). The Priority Placement Program was featured in the August 24 issue, the VSIP/VERA process was explained in

Newspapers attempt to stop the rumor mill

the Sept. 7 issue, and an article in the Sept. 21 issue explained employee rights and benefits in a RIF situation. The Return-to-Work Center and job hunting tips were featured in a fifth story Oct. 5. Last issue, Nov. 2, a chart listing assistance resources available, including telephone numbers to call, was printed. *The Rocketeer* office, located in the Headquarters Building, Room 1017, has a limited number of copies of these issues available if you missed reading them.

In spite of short notice, the China Lake NAWS Auditorium was nearly full last week when Capt. Hull held an all-hands town meeting to talk about the NAWCWPNS Business Plan. Hull also presided over an all-hands town meeting at Point Mugu. These meetings gave employees a chance to hear the same presentation on the NAWCWPNS Business Plan that was given to VAdm. John B. Lockard last August.

At China Lake, after presenting a

briefing on what the plan is and isn't, Hull and former China Lake Technical Director and Chief of Naval Operations Gerald Schiefer answered questions from the audience. Hull stated that the Business Plan presentation is on Power Point software and he will see that it is available to everyone who wants a copy.

In response to a query about his QuickMail dialog, Hull said that he wanted the forum to continue until all employee questions are answered and understood. He stated that NAWCWPNS Commander RAdm. Dana B. McKinney is committed to the Qs&As and knowledgeable members of the Human Resources Department, Comptrollers Office and other staff offices will continue to answer questions.

Hull explained once again that a RIF is just one available tool to help solve our financial problems. And if a RIF situation happens, affected employees will be informed as soon as possible, so that they can take action on their personal situations.

Government resources will be available to all employees looking for new employment. This includes out-placement referral help from the Human Resources Department and use of government equipment in the job search. Computers, telephones and fax machines

can be used by RIF-affected job seekers. "Once a person receives a RIF notice," commented Hull, "his job is to find a new job."

Letters of recommendation explaining that the job seeker is not out of a job because of performance can be written for all employees who request one. There will be help with resumes, including putting it on the Internet with your photograph, classes on how to fill out a job application, interviewing techniques and more. Once RIF notices go out to employees, then Training Center and HRD personnel will swing into action in their efforts to help job seekers.

Hull closed by telling the audience that even though the situation at NAWCWPNS looks bad, it could be worse. "While we're using a fingernail file to fix our problem, the Air Force is using a meat ax. Edwards can expect a 50 percent RIF in the next two years and Eglin a 45 percent reduction in civilian personnel."

In a continuing effort to keep correct information flowing, and to dispel rumors, *The Rocketeer* and *The Missile* will provide news on NAWCWPNS Business Recovery Team actions. In the next issue, we will run an explanation of what a RIF and mock RIF are and how they affect employees.

Leadership answers 'WHATABOUTME' questions

By Cathy Partusch
Patuxent River Public Affairs Specialist

We're changing our communication process, but that doesn't mean we should stop communicating in the interim. Many positive things are happening with the transition to a competency aligned organization — things that you need to know to make your work easier — so that you have some insight into the work that's being done and how it impacts you, as well as your customers. Transition issues refer to Integrated Process Teams/CAO, but at times could include information on the relocation of Headquarter functions and people to Patuxent River. Both aspects of transition could have quite an impact on the way you do business. Please feel free to share this information with your customers. After all, if they don't understand our new organization, our business relationships might suffer and misunderstandings could result.

As you get into the mode of sharing information, please share with me issues you'd like to see addressed. We'll work together to get to the heart of these issues and find answers and solutions. Many of you may not realize we've just transitioned through Phase II of our IPT/CAO organizational change. What does that mean to you? Lots of things, but let's start with the leadership.

It helps to know who our leaders are before we move through the other "me" issues. Level I Competency Leaders were announced effective Oct. 1, 1994. However, Level II leaders were not selected by some competencies until late September 1995. Be sure to keep in touch with your leaders. They've got their fingers on the pulse of this change. They may not have all the answers yet, but they do have many answers to your questions, and they should be your first information point.

Speaking of the "me" issues. . . Are you aware that Headquarters has set up a way to ask your specific questions concerning the transition to CAO? It's called

"WHATABOUTME?" Call in your questions to (703) 604-2820, extension 7300 (DSN prefix is 664). If you're connected to the Merlin System, use feature 700. Or, you can use e-mail. PC users, look for WHATABOUTME in the directory services — Macintosh users look under WHATABOUTME in addresses.

Did you know? VAdm. Lockard has set up a decision-making and feedback process. The process includes 16 focus groups to work major command issues. That number may vary depending upon the issues. VAdm. Lockard

Did you know?
Headquarters is concerned that all employees have the information they need concerning our transition to a competency aligned organization, and has set up a way to ask your specific questions.

Call DSN 664-2820 extension 7300

felt that these key issues required regular senior feedback and guidance. However, there were too many issues for a single weekly meeting. A large executive steering committee (ESC) is more formal and allows less opportunity for exchange of ideas. Several of these focus groups are directly related to our IPT/CAO transition, the relocation to Patuxent River, or both.

Monthly groups are Problem Disbursements, Capt. Simmons, AIR-7.6; DBOF Financial Execution, Capt. Simmons, AIR-7.6; Relocation Execution, Capt. Pfizenmaier, AIR-00RE; IPT/CAO Transition Issues, Capt. Pieper, AIR-00ATE; People Issues, Ken Miller, AIR-7.0; Training Policy/Execution, Ken Miller, AIR-7.0; Total Life Cycle Cost, RAdm. Tinston, AIR-3.0; Regional Maintenance, RAdm. Tinston, AIR-3.0 and Industrial Performance/Backlog, RAdm. Smith, 6.0.

Groups meeting quarterly are Science and Technology, Russ Perkins, AIR-4.0T; Claims/Protests, Capt. Wood, AIR-2.0; Business Processes, RAdm. Phillips, AIR-1.0; Obligations Status, Capt. Simmons, AIR-7.6; Manpower Management, Ken Miller, AIR-7.0; Information Technology Issues, Ken Miller, AIR-7.0 and NADEP BRAC Implementation, RAdm. Smith, AIR-6.0.

The key points AIR-00 wants to make relative to this decision-making and feedback process are that decisions should be made at the lowest IPT/EDT/competency level possible.

Focus group meeting provides feedback to the leadership on course and decisions made to the "group" on direction/approvals; groups will come and go with issues/environment; participation of all ESC stakeholders encouraged; minutes are taken and distributed to lead and key players; every focus group leader briefs at the next ESC 5-minute overview (key points, decision, approvals, action items); focus group leads/players and entire ESC must help communicate to our work force.

A final item of interest: The Integrated Program Team (IPT) Listing for PMA-290 was recently changed. Several new IPTs have been added, consolidated and or deleted.

Competencies and sites performing work in support of PMA-290 should review the new IPT list (available in the OBS share folder or through AIR-7.1.1). Technical questions should be addressed to Ms. Arlyne Meyers, PMA-290F, 703-604-2600 extension 7015 (DSN 664). General CAO/IPT questions may be directed to Ms. Diane Burrows, AIR-7.1.1, 703-604-2140 X4526 (DSN 664).

At this point, you're probably becoming overwhelmed with information. If this information is useful, let me know. If not, I still need the feedback. Please send your comments to me via TEAMLINKS or Internet e-mail address at: PARTUSCHCA@AM5@PAXMB1. Or give me a call at PAX River, DSN 342-7512 ext. 24.

program managers, and other officials in discharging all aspects of their responsibilities for financial management in direct support of defense acquisition processes. Supplements technical proficiency of technical manager or technical management staff with financial management and program planning. Manages or assists in managing one or more family housing projects, billeting facilities, or other accommodations, such as project transient or permanent individual and family living quarters, including adjacent service facilities and surrounding grounds. **Quality-Ranking Factors:** Ability to plan, direct, execute, or provide expert consultation

No. NSOC-22-BB5, (1) Interdisciplinary, Electronics/Aerospace Engineer/Physicist/Mathematician GS-855/861/1310/1520-12, Naval Satellite Operations Center, Operations Directorate, Training Department, Code NSOC340—Area of Consideration: Current appointable DOD employees nationwide. **Opening Date:** 11-16-95. **Closing Date:** 11-30-95. **Selecting Official:** Lcdr. C. Blake, 989-4221. **HRD Contact:** Belinda Bayerque, 989-3260. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as Satellite Operations Instructor in the NAVSOC Operations Directorate, Training Department. This organization is responsible for training of personnel in the operation of navigation, communication, altimetry, scientific and special-purpose satellites. These satellites include but are not limited to the following: FLTSAT, FEP, LEASAT, TRANSIT, UFO, and GFO. The Training Department currently conducts NAVSOC's evaluation/certification program for Duty Satellite Managers (DSMs), and Assistant Duty Satellite Managers (ADSMs). Training functions include spacecraft and payload configuration management, tracking, telemetry and control, orbit determination, anomaly resolution, user support, and ground station support. The incumbent is responsible for performing specific tasks and assignments including formal classroom work and orientation training. The incumbent must maintain a wide spectrum of knowledge and skills in the above-mentioned satellite and ground station systems managed and/or operated by NAVSOC. The incumbent will remain mission-ready (certified) in at least one satellite program. The incumbent researches satellite, ground station, and Telemetry, Tracking and Commanding (TT&C) system design and operational procedures for inclusion in lesson plans. The incumbent generates/updates course curriculum for all in-house training courses, provides input on new operations procedures, and provides training on new procedures during monthly recurring training sessions. The incumbent prepares training courses, lessons, lectures, quizzes, tests, and performance evaluations. Incumbent generates training program plans, task surveys, task description worksheets, and positional training standards; provides mission-ready backup to the Operations Directorate as a Duty Satellite Manager; maintains certification by working at least two 10-hour crew shifts per calendar month. **Quality-Ranking Factors:** Ability to provide satellite system management and ground station operations as well as provide technical instruction in these areas. **Notes 2 and 3 apply.**

No. NSOC-23-BB5, (1) Interdisciplinary, Electronics/Aerospace Engineer/Physicist/Mathematician GS-855-861-1310-1520-12, Naval Satellite Operations Center, Operations Directorate, Satellite Operations Division, Satellite Engineering Branch, Code NSOC3211—Area of Consideration: Current appointable DOD employees nationwide. **Opening Date:** 11-16-95. **Closing Date:** 11-30-95. **Selecting Official:** Lcdr. Blake, 989-4221. **HRD Contact:** Belinda Bayerque, 989-3260. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as a satellite engineer in the NAVSOC, Operations Directorate, Satellite Operations Department, Satellite Operations Division, Satellite Engineering Branch. This organization is responsible for the management and operation of navigation, communication, altimetry, scientific, and special-purpose satellites. The incumbent manages all satellite systems and ground station facilities operated by NAVSOC; performs detailed planning and analysis to carry out daily satellite operations including configuration changes, resource allocations, and scheduling; coordinates satellite tracking and orbit computations, collection of satellite telemetry and control of spacecraft; analyzes satellite performance and recommends commands to correct anomalies or assure acceptable satellite operations. The incumbent assists in preparing project plans, schedules, and detailed phases of technical work concerning the following specialty areas: satellite command and control, computer operations, telemetry analysis and satellite

power, thermal, attitude, timing and communication systems; serves as a team member responsible for conducting tests, collecting and analyzing data, and designing; coordinates, monitors and technically oversees the work in the day-to-day satellite and ground station operations; prepares data packages and documentation for new or improved systems and equipment. The incumbent will be assigned to shift schedules several months per year. **Quality-Ranking Factor:** Ability to provide satellite system management and ground station operations. **Note 5 applies.**

DOD WIDE

No. 82-053-JJ5, Supervisory Firefighter (Assistant Fire Chief), DG-081-5, Naval Air Weapons Station, Safety and Security Department, Fire Division, Code 824210D—Area of Consideration: Current permanent DOD employees nationwide. **Opening Date:** 10-19-95. **Closing Date:** 11-19-95. **HRD Contact:** Jean Johanboeke, (619) 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is the Training Officer and is responsible for carrying out Fire Division training programs and overseeing, coordinating, scheduling, tracking, teaching, and maintaining records/data pertinent to training programs. In addition, the incumbent works as the Operations Chief on duty nights and during periods as required in the absence of the Operations Chief. The incumbent will be required to supervise fire-suppression operations at the Assistant Fire Chief level. The incumbent should possess a working knowledge of fire prevention and hazardous materials operations from the first responder to incident command level and be willing/available to attend various training courses. Collateral duties include acting as Fire Division Safety Officer and as a member of local California State Joint Apprenticeship Training Committee. An A.S. degree in fire science or related field is desirable but not required. Also desirable but not required is certification as a California State or DOD Level II fire instructor. **Quality-Ranking Factors (QRFs):** (1) Supervisory QRF: Ability to apply Affirmative Action principles, implement EEO practices, communicate orally and in writing, and motivate and influence others using supervisory management principles. (2) Technical QRF: Ability to plan, organize, coordinate, and manage a fire department training program; provide instruction/certification at the California State or DOD Instructor II level; develop new training programs and instruct courses to meet certification requirements; and oversee, via ICS, daily suppression (structural and crash, fire, rescue), emergency medical services, and initial hazardous materials responses. Applicant must address the QRFs on separate sheets of paper and submit them with your job application. Potential selectees may be required to obtain and maintain a Secret clearance. **Notes 2 and 3 apply.**

WEST COAST/APPOINTABLE ELIGIBLES

No. 82-056-DWE5, Auto Hobby Shop Manager, DG-1101-3, Morale, Welfare and Recreation Department, Code 826620D—Area of Consideration: West Coast/All Appointable Eligibles. **Opening Date:** 11-16-95. **Closing Date:** 11-30-95. **Selecting Official:** A. Scott, (619) 939-2010. **HRD Contact:** Shirley Hauser, (619) 939-2883. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** Responsible for the safe operation, custody, and maintenance of the Auto Hobby Shop. Maintains records pertaining to items purchased, costs, delivery schedules, inventories, and facility usage. Ensures adequate inventory of automotive tools and equipment is available for check-out to patrons. Determines requirements for timely replacement of worn out or broken tools and equipment. Provides technical assistance to patrons in the performance of automotive repairs, body work, and painting. Instructs patrons in the safe and efficient operation of all equipment and associated tools. Ensures promotion of facilities. Responsible for overall cleanliness of the facility. **Quality-Ranking Factors:** Incumbent must possess knowledge of automotive mechanics, troubleshooting, and safety procedures to be able to instruct patrons; ability to maintain financial records and budget; knowledge of inventory control, storage, and distribution practices and procedures for automotive tools and parts; knowledge of retail business practices; and knowledge of methods for promoting programs. **Note 2 applies.**

NATIONWIDE/ALL APPOINTABLE ELIGIBLES

No. 82-058-DWE5, Family Child Care Director, DA-1701-2, Morale, Welfare and Recreation Department, Child Development Center, Code 826500D—Area of Consideration: Nationwide, all appointable eligibles. **Opening Date:** 11-16-95. **Closing Date:** 12-16-95. **Selecting Official:** A. Scott/D. Oliver, (619) 939-2010. **HRD Contact:** Shirley Hauser, (619) 939-2883. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** Plans, organizes, develops, implements, and monitors a FCC Program to reduce the risk to children in FCC homes. The FCC Director ensures the health and safety of children and enforces DON FCC policies and regulations. Enforces Federal and State regulations pertaining to the FCC Program. Analyzes, evaluates, and documents program violations. Recruits, screens, trains, certifies, monitors, develops, and evaluates FCC providers. Performs administrative duties including management of resources, preparation of reports, and monitoring suitability of providers. Must complete additional training requirements including CPR, first aid, and rescue breathing. Must maintain a valid driver's license to drive to assigned locations. Works an uncommon tour of duty to include weekends and evenings. **Quality-Ranking Factors:** A 4-year degree from an accredited college or university with a course of study in the field of early childhood development, elementary education, social work, counseling, nursing, or other closely related field, or specialized experience plus a minimum of 24 semester hours of course work mentioned above. Professional knowledge of the principles, concepts, and methodology of child and youth development to manage a child care program. Knowledge of Federal, State, Department of Defense, and DON policies and regulations governing the operation of FCC homes (e.g., fire, health, safety, housing requirements, food service regulations). Knowledge of the nonappropriated and appropriated budget processes. Ability to prepare written reports and compile statistical data. Ability to communicate effectively, both verbally and in writing. **Note 2 applies.**

WORLDWIDE/ALL APPOINTABLE ELIGIBLES

No. 82-059-DWE5, Supervisory Recreation Specialist, DA-0188-1/2, Morale, Welfare and Recreation Department, Code 826000D—Area of Consideration: Worldwide, all appointable eligibles. **Opening Date:** 11-16-95. **Closing Date:** 12-16-95. **Selecting Official:** Alonzie Scott, (619) 939-2010. **HRD Contact:** Shirley Hauser, (619) 939-2883. **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. Community activities encompass a comprehensive program of social, cultural, entertainment, educational, and recreation activities that promote a happy, healthy lifestyle and positive use of leisure time. Incumbent supervises, directly and through subordinate supervisors, a staff of professional, technical, and skilled employees and is responsible for ITT Operation, Crafts, young adult programs, youth programs, and Single Sailor Program. Incumbent reviews/analyzes monthly financial operations to ensure integrity of financial transactions and management; prepares a nonappropriated and appropriated fund operating budget request; directs the proper accounting and disbursements of nonappropriated funds; and 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 and procedures, and the ability to communicate effectively with patrons and staff; knowledge of the principles of nonappropriated and appropriated personnel management and budget administration; skill in planning and leadership; knowledge of technical areas such as safety regulations, specialized equipment, arts and crafts, facility and grounds. Incumbent must possess managerial administrative skills to accomplish the mission of the program. Functions include supervising others, budgeting, programming and fiscal processes, monitoring of equipment needs and facilities. **Supervisory QRF:** Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing. **Notes 1 and 2 apply.**

REASSIGNMENT OPPORTUNITIES

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

REASSIGNMENT OPPORTUNITIES

No. 4J-015-RF5, Supervisory Interdisciplinary (General Engineer/Mechanical Engineer/Electronics Engineer/Aerospace Engineer/Operations Research Analyst/ Mathematician/Computer Scientist), DP-801/830/855/861/1515/1520/1550-3, Strike and Anti-Surface Warfare Branch, TACAIR Division, Code 4J1200D—Area of Consideration: NAWCWPNS. **Opening Date:** 11-16-95. **Closing Date:** 11-30-95. **Selecting Official:** Ken Morton, (619) 927-3841. **HRD Contact:** Bob Fitzpatrick, (619) 939-8117. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Serves as head of the Strike and Anti-Surface Warfare Branch, providing leadership and guidance to warfare analysts evaluating the operational performance of existing and conceptual Strike and ASuW weapons systems. The incumbent is responsible for all aspects of branch operations, including personnel supervision and development, financial management, project coordination, and long-term planning. The incumbent will serve as part of the TACAIR Division management team, developing and implementing a division strategic plan. **Quality-Ranking Factors:** Knowledge of operations analysis methods and practice; ability to plan, conduct, and report warfare analysis; knowledge of Navy strike and anti-surface warfare systems and operations; knowledge of the DOD systems acquisition process; ability to communicate effectively orally and in writing; ability to work effectively as a leader of small teams of analysts; knowledge of affirmative action and EEO principles, and a willingness to implement these principles; and ability to meet mandatory DAWIA requirements for training, experience, and education Level III of the Systems Planning, Resource Development, and Engineering career field with 18 months entering position, and meet basic supervisory training within 12 months of entering position. Incumbent must be able to obtain and maintain a Top Secret clearance. Promotion potential to DP-3. **Note:** Send an updated application to Ken Morton, Code 4J1000D. **Notes 2, 3, and 4 apply.**

No. 4J-016-RF5, Supervisory Interdisciplinary (General Engineer/Mechanical Engineer/Electronics Engineer/Aerospace Engineer/Operations Research Analyst/ Mathematician/Computer Scientist), DP-801/830/855/861/1515/1520/1550-3, Anti-Air Warfare Branch, TACAIR Division, Code 4J1100D—Area of Consideration: NAWCWPNS. **Opening Date:** 11-16-95. **Closing Date:** 11-30-95. **Selecting Official:** Ken Morton, (619) 927-3841. **HRD Contact:** Bob Fitzpatrick, (619) 939-8117. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Serves as head of the Anti-Air Warfare Branch, providing leadership and guidance to warfare analysts evaluating the operational performance of existing and conceptual anti-air systems. The incumbent is responsible for all aspects of branch operations, including personnel supervision and development, financial management, project coordination, and long-term planning. The incumbent will serve as part of the TACAIR Division management team, developing and implementing a division strategic plan. **Quality-Ranking Factors:** Knowledge of operations analysis methods and practice; ability to plan, conduct, and report warfare analysis; knowledge of Navy anti-air warfare systems and operations; knowledge of the DOD systems acquisition process; ability to communicate effectively orally and in writing; ability to work effectively as a leader of small teams of analysts; knowledge of affirmative action and EEO principles, and a willingness to implement these principles; and ability to meet mandatory DAWIA requirements for training, experience, and education Level III of the Systems Planning, Resource Development, and Engineering career field with 18 months entering position, and meet basic supervisory training within 12 months of entering position. Incumbent must be able to obtain and maintain a Top Secret clearance. Promotion potential to DP-3. **Note:** Send an updated application to Ken Morton, Code 4J1000D. **Notes 2, 3, and 4 apply.**



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS

ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

TSP OPEN SEASON

TSP Open Season will be conducted from **15 November** through **31 January**. The TSP Open Season is your chance to start or change your contributions to your TSP account. During the Open Season you can also change the way your future payroll contributions are invested in the three TSP funds.

FY96 NAWCWPNS COURSES MACINTOSH AND WINDOWS

The FY96 NAWCWPNS Course Schedule is now available electronically for both Windows and Macintosh users.

Macintosh

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

Windows

1. Log in to the PM62PUB_NFS server.
2. Name: CLASSWIN (No password)
3. Locate the R:\CLASSWIN directory using Windows File Manager.
4. Double-click the file called CLASSES.EXE

MANUFACTURING TECHNOLOGY TRAINING COURSES

The Manufacturing Technology Training Center (MTTC) has space available in a number of upcoming courses. These courses provide technicians and engineers alike with information and methodology on state-of-the-art electronics manufacturing processes. The MTTC curriculum offers support to personnel involved with the requirements of MIL-STD 2000 and related support documents as well the latest information on upcoming commercial standards.

- | | |
|--------------|------------------------------------|
| 3-5 January | Surface Mount Course (24 hrs.) |
| 8-12 January | Rework and Repair Course (40 hrs.) |

MTTC is located in the Ridgcrest/China Lake area. For more information and scheduling, call (619) 446-5571.

Macintosh and Windows Users

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

Navigate

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

Locate

"Locate" reveals a pop-up screen that can be used to locate records. Scroll up/down/across the list, click on a

field, and press the LOCATE button again. The selected record will appear.

Print

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

Close

Quits the program.

Questions concerning this program should be directed to Jim Diderich, (805) 989-3994 (DSN 351-3994), or John Allen, (805) 989-3237 (DSN 351-3237).

CHINA LAKE GENERAL ANNOUNCEMENTS

TUITION SUPPORT POLICY FOR CERRO COSO

Civil service employees at China Lake taking courses at Cerro Coso Community College and expecting to obtain tuition support must submit via department channels to Code 733000D prior to registration a DD Form 1556 (Off-Center Training Request) with a job order number supplied by their competency and an "objective" statement explaining how the course is mission related. Employees MUST SIGN the appropriate statements on the back of copy 1 of the DD Form 1556, including the one whereby they promise to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

Code 733000D will return a copy of the approved DD Form 1556 to you. You must turn it in to Cerro Coso when you register in order for NAWCWPNS to pay your tuition. If you register in person, turn in the approved form to the registrar. If you register by telephone, mail the copy of the approved form back with the bill you will receive.

Requests for tuition support (DD Form 1556) must be received by Code 733000D at least 2 weeks prior to the employee's registration at Cerro Coso. This will allow the request to be processed and returned to you in time for registration. **The approved DD Form 1556 must be turned in to Cerro Coso when registering or when returning the bill received in order for NAWCWPNS to pay the tuition.** EMPLOYEES WHO PAY TUITION WILL NOT BE REIMBURSED. To obtain further information or ask questions, call Cecil Webb at 939-0878. (Code 733000D).

WE ARE LOOKING FOR A FEW GOOD VOICES

Video Presentations, Code 474620D, produces China Lake's technical and nontechnical video reports. Many of

these reports require a voice-over narration to help explain the visuals. Whether you are an experienced thespian, orator, rhetorician, actor, spinner of tales, or not—if you have a good voice, can read a script, and take direction, then we want to hear from you. Call Fran at 939-3697 to set up an appointment for an audition. If you are selected to narrate a production, a J.O. will be provided.

GENIGRAPHICS VISUALS BEING PHASED OUT

The Video/Presentations Section is in the process of phasing out the last remaining Genigraphics workstation console. Once this process is complete, we will no longer have the ability to read or write Genigraphics files. It is possible, however, to transfer these "Geni" files to the Macintosh or PC format. Almost all computer-generated slides and viewgraphs created prior to 1990 were done on this system. Creating original artwork on the computer is labor intensive and costly, so consider getting your Geni files transferred to the Macintosh or PC format. To identify Genigraphics files, look for a reference number and menu with color bars printed across the top of the visual. Geni files are also printed on extra-thick film stock. If you are interested in having your old Genigraphics files transferred to the Macintosh or PC format, contact us as soon as possible at 939-3391.

COMPOSITION SERVICES AVAILABLE

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

RETIREMENTS AND FAREWELLS

LINDA PERROTTA

Linda Perrotta, Guidance and Control Systems Division, is leaving China Lake for the "sunnier" climate of Florida. A farewell luncheon will be held in her honor at John's Pizza on **30 November** at 1130. Attendees may order the High-Noon Special or off of the menu. For reservations, gift contributions, and presentations, contact Greg Watson at 939-0509 by **27 November**.

MIKE DILLE

Mike Dille, Code 824D00D, is retiring after 28 years of service at China Lake. A retirement luncheon will be held in his honor at Texas Cattle Company on **14 December** at 1130. For reservations or presentations, call Donna Pettit at 939-2550 by **8 December**.

UNIVERSITY OF TENNESSEE SPACE INSTITUTE MASTER'S DEGREE PROGRAM

The University of Tennessee Space Institute (UTSI) master's program spring term begins on **10 January**. UTSI offers a master's degree in aviation systems for those who possess a bachelor's degree in engineering or science. TPS courses receive credit.

For more information, stop by the UTSI office (office "K" in the Family Service Center complex on Blandy) on Tuesday or Wednesday from 1030 to 1330. You may also contact the UTSI representative at 446-2814 or 927-UTSI.

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 351-1785). 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).



CERRO COSO COMMUNITY COLLEGE WILL OFFER LINEAR ALGEBRA COURSE DURING SPRING SEMESTER

MATH 5: LINEAR ALGEBRA (4 units)

17 January-22 May; Mondays and Wednesdays, 1810-2000; Cerro Coso Community College, Room EW 207. By Dr. Stephen Lee (375-2994)

Prerequisite: Math 6C (Calculus III) or consent of instructor.

Scope: This course will cover the following topics: matrices, n-dimensional real vector spaces, general vector spaces, linear transformations, eigenvalues and eigenvectors, and applications of the above topics.

Note: This course, previously offered through California State University, Bakersfield, satisfies a core requirement for the bachelor's degree program in Computer Science through California State University, Chico (CSUC). It also satisfies a foundation course requirement for the master's degree in Computer Science through CSUC.

Enrollment Procedures: See Cerro Coso Community College spring catalog.

POINT MUGU GENERAL ANNOUNCEMENTS

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.

NEW EMPLOYEE DEVELOPMENT DIVISION PHONE NUMBER

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

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family is having difficulties? There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in

Bldg. 2-825 (University of La Verne). All interviews are confidential. For further information, call Martha or Bob at 989-7708 or 989-8161.

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 10097; he can be reached at 989-1374.

EMPLOYEE COMMUTE OPTIONS PROGRAM THE ADVANTAGES OF CAR POOLING

To participate in the Employee Commute Options Program, use alternate means of transportation (any mode of transportation other than a single-occupancy vehicle) to commute. There are many reasons for car pooling, depending on your personal values and needs. They include, but are not limited to, the following: (1) To reduce air pollution and traffic congestion problems. Motor vehicles are the culprits that spew more than 60% of the toxic emissions into our region's air. (2) To save personal transportation costs (such as gasoline, vehicle maintenance, repair, and depreciation costs). (3) To help Command reduce overhead costs and meet the average vehicle ridership goal established by

Ventura County. (4) To reduce dependence on foreign oil. (5) For car/van poolers—good company, less stress, extra help in case of emergency, etc. (6) To receive Command benefits under the Employee Commute Options Program, including preferential parking and the guaranteed ride home program for all registered NAWCWPNs employees and the Special Liberty Program for registered NAWCWPNs military personnel.

Eligibility Requirements:

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

Rideshare Hotline:

For rideshare hotline information, contact the Employee Transportation Coordinator, Bill Guzman at 989-1360.

HUMAN RESOURCES DEPARTMENT INFORMATION

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

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 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 Telnart 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) 989-3222, or Pat Miller at (619) 939-2018.

CHINA LAKE

Virginia Collins, Code 332300D

Patty is recovering from reconstructive ankle surgery.

Leslie Folden, Code 826400D.

Leslie is currently hospitalized.

Victoria Wintjen, Code 823220D

Victoria is recovering from surgery and is being treated for a brain tumor.

Kathleen Bangs, Code 475100D

Kathleen is recovering from an ankle injury.

Francis Amaro, Code 454930E

Francis is on maternity leave.

Lynn Pham, Code 330000E

Lynn is on maternity leave.

Roletta Vasquez, Code 32100E

Roletta is suffering from chronic fatigue and immune dysfunction syndrome (CFIDS).

Richard Holt, Code 532220E

Richard is under a doctor's care.

Patricia Pratt, Code NAVAIRE

Patricia is receiving cancer treatment.

Patricia Hoeffcker, Code 471350D

Patty is recovering from reconstructive ankle surgery.

Kimberly Kelly, Code 455140D

Kim has medical complications.

Jerry Chisholm, Code 823600D

Jerry is recovering from surgery.

Jan Leverett, Code 455120D

Jan is recovering from open rotator cuff repair to her shoulder.

Melody Dates, Code 454000E

Melody is recovering from surgery and will be unable to work for 6 weeks.

Donita McCoy, Code 763100E

Donita's newborn baby is recovering from surgery.

Mikki Edsall, Code 454930E

Mikki is recuperating from major surgery and will be under a doctor's care for a minimum of 6 months.

Alberto Santana, Code NAVSOC

Alberto is caring for his newborn son, who has a severe bacterial infection.

Nadine Foley, Code 732000D

Nadine is suffering from vision problems.

Barbara Snyder, Code 250000D

Barbara suffers from complications after childbirth.

Abelina Shanholtz, Code 725200D

Abbey has a medical problem.

Jeanie Salyer, Code 734000D

Jeanie is undergoing peritoneal dialysis while awaiting a kidney transplant.

Sierra Linda Burdette, Code 210000E

Sierra's 12-year old son is undergoing surgery for a total hip replacement.

Robert Schuller, Code 486300E

Robert is recovering from major surgery.

Sandra Powell, Code 4KLDOOE

Sandra is recovering from surgery.

Tracy Markley, Code 835410E

Tracy is under a doctor's care.

Veronica Vasquez, Code 731000E

Veronica is on maternity leave.

Richard Smith, Code 47D000D

Richard needs shoulder surgery.

Tracy Plunk, Code 823250D

Tracy is recovering from surgery.

Margie Hammett, Code 474530D

Margie has undergone surgery.

Barbara Anderson, Code 763200D

Barbara has a medical problem.

Tonya Thompson, Code 731000E

Tonya is on maternity leave.

Candace Allen, Code 834200E

Candace is on maternity leave.

Carla Allen, Code 48D000E

Carla is recovering from surgery.

Brenda Davis, Code 731000E

Brenda has lupus erythematosus.

Silas Carney, Code 562E20E

Silas underwent emergency abdominal surgery.

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

Applications must be received at the Human Resources Department (HRD) Reception Desk, at any site, no later than 5:00 p.m. on the closing date of the announcement. Applications must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC., THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your application for your own retention before you submit it. (Only applications with original signature and date will be accepted.)

Submit a copy of your latest narrative performance assessment/appraisal of record with any application filed against a vacancy announcement. If the assessment/appraisal does not clearly state the tasks/duties performed, attach a copy of your performance plan.

A supplemental narrative addressing your qualifications to each quality-ranking factor (QRF) is highly recommended. This information will be used to identify highly qualified candidates to be referred for selection. Additional information will not be accepted after the closing date of the announcement.

When multiple-grade levels are advertised, applicants will only be rated for the lowest grade level indicated on their application that will be acceptable and higher grade levels for which they qualify.

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

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from current appointable employees at NAWCWPNs and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an accepted 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 circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/commant.

4. This is a DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. PL 101-510 requires that all applications for DAWIA designated positions which are advertised be evaluated utilizing a quality ranking factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants wishing more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields may contact the DAWIA representative within their Competency.

NOTE: Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least a three-year period.

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

GENERAL INFORMATION

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

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

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

As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DDOFT) 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 DDOFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

MERIT PROMOTION

ALL NAWCWPNs SITES

No. 472-020-KB5, Supervisory Interdisciplinary (Electronics/Mechanical/Aerospace/General Engineer/Physicist, Mathematician), DP-855/830/861/801/1310/1520-3, Signal Processing Development Section, IR Guidance and Controls Branch, Guidance and Controls Systems Division, Code 472120D—Area of Consideration: NAWCWPNs. Opening Date: 11-2-95. Closing Date: 11-22-95. Selecting Official: Mike Stringham, (619) 939-4569. HRD Contact: Kay Behrmann, (619) 939-2736. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: The incumbent manages and provides technical direction for the design, analysis, and testing of signal processing for electro-optical guidance subsystems for use in anti-air missiles. The section provides the primary electro-optical signal processing capability for NAWCWPNs. Quality-Ranking Factors: Ability to coordinate/negotiate with Center, Navy DOD, and contractor organizations to define technical and management objectives; knowledge of the electro-optical seeker design discipline; knowledge of affirmative action principles including a willingness to implement EAO practices; and ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Management, Resources Development, and Engineering Acquisition Career field within 18 months of entering the position. Must be able to obtain and maintain a Secret clearance. Promotion potential: DP-3.

Notes 2 and 4 apply.

CHINA LAKE SITE ONLY

No. 472-022-GB5, Administrative Assistant/Officer, DA-341-1/2, Guidance and Control Systems Division, Code 472G90D—Area of Consideration: China Lake. Opening Date: 11-16-95. Closing Date: 11-30-95. Selecting Official: Linda Hageman, 939-8916. HRD Contact: Kay Behrmann, 939-2736. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent will provide administrative, budgetary, and financial management to the Sparrow IPT. This position involves interaction with all levels of management. Quality-Ranking Factors: Knowledge of financial management techniques (i.e., DBOF and NIF); knowledge of budgetary processes, procedures, and terminology; ability to deal effectively and communicate effectively both orally and in writing with all levels of management; skill in working with Macintosh software including Excel, Filemaker Pro, and 4th Dimension databases; and ability to meet mandatory DAWIA requirements for training, experience, and education Level II of the Business, Cost Estimating, and Financial Management Career Field with 18 months. Promotion potential to DA-3. Notes 1 and 4 applies.

No. 82-057-DWE5, Office Manager, DG-303-2/3, Morale, Welfare and Recreation Department, Recreation Services Division, Code C826600D—Area of Consideration: China Lake only/all appointable eligibles. Opening Date: 11-16-95. Closing Date: 11-30-95. Selecting Official: A. Scott, 939-2010. HRD Contact: Shirley Hauser, 939-2883. Permanent Change of Duty Station Authorized: No. Summary of Duties: Provides secretarial and administrative support to the Section Head and section personnel within the Fuze and Proximity Sensors Branch. Incumbent will perform a full range of secretarial and administrative support duties including answering phones, distributing mail,

making travel arrangements, and completing timesheets. Quality-Ranking Factors: Ability to compose correspondence and/or prepare nontechnical reports, plan and coordinate travel arrangements, communicate orally and in writing, maintain and coordinate supervisor's calendar, arrange conferences, and use the Macintosh computer. The incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to a DG-2. Note 1 applies.

POINT MUGU ONLY

No. 836-71-MZ95, (1) Supervisory Recreation Assistant, DG-189-01, Shore Station Management, Morale, Welfare and Recreation Department, Child/Youth Services Division, Code 836500E—Area of Consideration: Current appointable NAWCWPNs employees at Point Mugu. Opening Date: 11-16-95. Closing Date: 11-30-95. Selecting Official: Maureen Wilson, 989-7481. HRD Contact: Marcela Zaragoza, 989-3235. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent performs a variety of duties in support of providing and supervising social and recreational activities for youth. Assists in planning a schedule of events for youth-oriented programs. Provides information to patrons about programs and events. Prepares facility for scheduled activities. Quality-Ranking Factors: Knowledge of the philosophy, principles, and techniques of operating a youth recreational or child care program.

No. 8350130MZ5, (1) Fire Protection Inspector, GS-081-03/04/05/06/07/08, Code 835410E—Area of Consideration: Point Mugu. Opening Date: 11-16-95. Closing Date: 11-30-95. Selecting Official: Michael C. Hair, 989-7303. HRD Contact: Marcela Zaragoza, 989-3235. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent implements the fire safety program within designated organizational segment assigned. Incumbent will be required to work a 40-hour per week schedule. Plans, coordinates, and performs fire safety surveys of assigned areas as required and initiates fire safety deficiency documentation and abatement action.

retail and administrative support to the Division Head. Incumbent performs technical review of documents, prepares travel orders, reviews time sheets, and is the initial point of contact for the Division Office. Quality-Ranking Factors: Ability to perform the full range of secretarial and administrative support duties including answering telephones and placing calls, making travel arrangements, planning for conferences, maintaining files, processing stubs, and initiating personnel actions. Note 1 applies.

NATIONWIDE/CURRENT APPOINTABLE DOD EMPLOYEES

No. 833-172-MLG5, (1) Housing Manager, DA-1173-2, Public Works Department Housing Division, Code 833510—Area of Consideration: Current permanent DOD employees nationwide. Opening Date: 11-2-95. Closing Date: 11-30-95. Selecting Official: Michael Pedone, (805) 989-303. HRD Contact: Mary Lou Gutierrez, (805) 989-3230. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: Incumbent performs financial planning; formulating financial programs and administering budgets; accounting for obligation and expenditures of funds; cost performance management of contractors; and cost estimating and advising or assisting commanders, and

Performs inspections of new facilities under construction and remodeling construction projects. Participates as technical advisor to supervisor and shop safety personnel to promote awareness of fire hazards. Incumbent develops promotional materials designed to stimulate the fire safety interests of all officials and employees. Implements fire education and fire prevention training programs for all NAWC personnel including firefighters. Schedules appointments and makes arrangements for time, participants, and location of meetings and fire prevention training classes. Maintains building and area files by properly distributing incoming correspondence and reports. Composes various reports such as fire prevention inspection, fire evacuation drill, daily work, hot work permits, etc. Conducts fire evacuation drills and ensures proper safety procedures are conformed to. The incumbent will participate in crash/structural support services when requested to do so. Position of responsibility will be at the discretion of the shift supervisor. Quality-Ranking Factors: Ability to perform fire protection functions.

No. 836-73-MZ5, (1) Maintenance Worker, WG-4749-7, Shore Station Management, Morale, Welfare and Recreation Department, Facilities Maintenance Division, Code 836600E—Area of Consideration: Current appointable NAWCWPNs employees at Point Mugu. Opening Date: 11-16-95. Closing Date: 11-30-95. Selecting Official: Carl Rideaux, 989-8067. HRD Contact: Marcela Zaragoza, 989-3235. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent performs labor to support special equipment movement tasks such as furniture movement and placement in MWR buildings, trash pickup and disposal, equipment movement within MWR facilities and to and from the warehouse, assembly of furniture and equipment, removal and disposal of damaged or undesirable MWR gear, carpet and furniture cleaning. Supports facilities upgrade through self-help programs. Responsible for painting, drywall installation, carpet and floor tile laying, framing, roofing, concrete work, cabinet making, carpentry finishing, asphalt patching, equipment operation, demolition, limited electrical and plumbing, and various other construction-related duties. Quality-Ranking Factors: Knowledge of general facilities maintenance procedures, methods and machines which include, carpentry, electrical, plumbing, drywall, painting and equipment operation.

No. NARS-04-AA, (1) Reserve Duty Training Coordinator, GS-303-6/7, Naval Air Reserve (NAVAIRES), Training Department, Point Mugu, Code A842—Area of Consideration: Point Mugu. Opening Date: 11-16-95. Closing Date: 11-30-95. Selecting Official: Capt. R. Stewart Fisher, 989-7161. HRD Contact: Annie Anderson, 989-3241. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent ensures that all ACDUTRA requests received are reviewed and verified for accuracy and completeness prior to processing through the Reserve Financial Management System (RESFMS). Incumbent is responsible for arranging commercial transportation including airline reservations and/or other commercial conveyances. Incumbent conducts briefings to reserve personnel concerning quotas, transportation, allotments, preparation of applications, and interpretation of all instructions pertaining to ACDUTRA processing. Incumbent serves as a manager and coordinator for all TAD funding for NAVAIREs Point Mugu and three RESFORN squadrons assigned. Estimates per diem for travel and assigns appropriate accounting data. Incumbent advises Department head and squadrons of available funds and travel completed but not processed. Incumbent validates airline tickets received from Commander, Naval Reserve Force through tele-ticketing machine, enters information into RESFMS accounting, and generates report through RESFMS weekly. Incumbent is responsible for inactive Duty Training Travel (IDTT) and Budget. Quality-Ranking Factors: GS-06: Ability to prioritize and knowledge of duties in an office setting. GS-07: Knowledge of planning and controlling budget and administrative systems and procedures. Notes 1 and 5 apply.

No. 833-172-MLG5, (1) Housing Manager, DA-1173-2, Public Works Department Housing Division, Code 833510—Area of Consideration: Current permanent DOD employees nationwide. Opening Date: 11-2-95. Closing Date: 11-30-95. Selecting Official: Michael Pedone, (805) 989-303. HRD Contact: Mary Lou Gutierrez, (805) 989-3230. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: Incumbent performs financial planning; formulating financial programs and administering budgets; accounting for obligation and expenditures of funds; cost performance management of contractors; and cost estimating and advising or assisting commanders,

DEVELOPING COACHING SKILLS (8 hrs.)
13 December; Wednesday, 0800-1600;
Training Center, China Lake. By: Suzanne Hard

The goals of any coaching conversation are to achieve or maintain a positive work relationship between the manager and the employee and a new or renewed commitment to the job. Successful coaching also results in one or more positive changes in performance. What these changes are depends on the particular coaching function. There are typical outcomes of each of the four coaching functions of counseling, mentoring, tutoring, and confronting. This training program will integrate and reinforce the major objective throughout the session. The focus will be on interactive, experiential learning with time for analysis, feedback, and development of actions plans.

To enroll or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

EFFECTIVE PRESENTATIONS (16 hrs.)

13-14 December; Wednesday-Thursday, 0800-1600; Location TBD, Point Mugu. By: Marion Lapan

This course will present specific concepts and techniques to assist employees in strengthening their personal performance during organization presentations. Participants will learn methods to conquer and calm fears of public speaking and enjoy the opportunity of sharing ideas through effective presentations. Topics will include mechanics of the delivery, effective openings and closings, use of humor in winning your audience, evaluating visual aids, and relaxation techniques.

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

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

13-14 December; Wednesday-Thursday, 0800-1600; Bldg. 351, Room 2115, Point Mugu.

Prerequisite: Windows, introduction, or ability to use Windows.

This class is designed for people who have little or no experience using the Word for Windows program.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich Code 733000E. For further information, call 989-3994 (DSN 351-3994).

WINDOWS, INTRODUCTION (16 hrs.)

8-9 January; Monday-Tuesday, 0800-1600; Bldg. 351, Room 2115, Point Mugu.

Prerequisite: None.
This class is designed for people who have little or no experience using the Windows environment on the PC.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich, Code 733000E. For further information, call 989-3994 (DSN 351-3994).

TEAM SKILLS (16 hrs.)

9-10 January; 0800-1600; Training Center, Room 107, China Lake. By: Luisa Deal.

The workshop will present a framework for understanding the basic underlying concepts of building and maintaining teamwork and what it takes to be an effective member of a team. The workshop focuses on practical strategies and techniques that bring more cohesive focus to a team's mission and how its members work together to accomplish it.

To enroll or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

16-17 January; Wednesday-Thursday, 0800-1600; Bldg. 351, Room 2115, Point Mugu.

Prerequisite: Windows, introduction, or ability to use Windows.

This class is designed for people who have little or no experience using the Word for Windows program.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich,

SYSTEMS ENGINEERING DEVELOPMENT PROGRAM (SEDP) NOMINATIONS

Managers are requested to notify the SEDP Manager, Code 733000E, via the Level 2 Competency of nominations for the program no later than 1 December. It is suggested that managers review the need for program nominations during the Individual Development Planning cycle. The recently designed SEDP will focus on systems engineering, principles of project management, and specialty engineering areas. The program is designed to enhance the skills, knowledge, and abilities of nominated DP-1 through DP-3 scientific and engineering personnel. Program graduation will depend upon completion of the on-board curriculum. Substitution of prior course work or work experience will be determined on a case-by-case basis.

The redesigned SEDP modifies/replaces the Technical Managers Certificate (TMC), Systems Engineering Certificate (SEC), Technical Management Development Program (TMDP), and Systems Engineering Development Program (SEDP) effective 1 October 1995. Personnel currently in the pipeline in the subject programs are required to complete the program requirements established at the time of their program entrance.

For additional information, contact Ronald Rogers at (805) 989-3997 (DSN 351-3997).

SYSTEMS ENGINEERING DEVELOPMENT PROGRAM (SEDP) ON-BOARD TRAINING CURRICULUM

Course Title	Hours	Course Title	Hours
Reliability and Maintainability	8	Standards/Metrology	8
Manufacturing Engineering (Producibility, QA, Value Engineering)	16	Manufacturing Technology	12
EMC/EMI	4	Systems Integration (Avionics, A/C Integration, Platform Integration)	16
Systems Safety	8	Test and Evaluation	16
Environmental Engineering	8	System Engineering Management and Process	32
Integrated Logistics Support	8	Systems Analysis	8
Statistics (including Taguchi)	16	Scientific and Technical Writing	32
Cost Analysis	8	Creative Thinking and Problem Solving	16
Risk Management	16	Effective Presentations/Briefings	8
S/W Engineering	16	Conference Leadership/Team Building	8
Configuration/Data Management	16	Navy Systems Acquisition	32
Survivability	16	Human Factors	8

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 Issues and Practices	12-23 Aug 96	20 May 96
The Washington Arena	16-20 Sept 96	5 Jul 96
Managing Individual and Organizational Change	6-9 Aug 96	20 May 96
The Politics of National Security	11-16 Feb 96 26-31 Aug 96	24 Nov 95 7 Jun 96
NEW - Creating the High Performance Workplace	26-30 Aug 96	7 Jun 96
Issues in DOD/Public Policy Series: The Information Highway	1 May 96	16 Feb 96
NEW - Managing Critical Resources	5 days-TBD based on demand	

Code 733000E. For further information, call 989-3994 (DSN 351-3994).

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

16, 17, 23, 24 January; Tuesdays-Wednesdays, 0800-1600; Training Center, China Lake. By: Center Staff

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

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

Topics covered include the organizational structure of DOD and subordinate commands, safety, security, CEAP, ethics, workers compensation, plant account, Drug Free Workplace Program, leave transfer program, labor and employee relations, employee development,

employee awards (and other aspects about the DEMO system), affirmative employment, staffing, DOD Priority Placement, and other topics of interest to supervisors.

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

To enroll or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

FILEMAKER PRO FOR WINDOWS, INTRODUCTION (16 hrs.)

22-23 January; Monday-Tuesday, 0800-1600; Bldg. 351, Room 2115, Point Mugu.

Prerequisite: Introduction to Windows or ability to use Windows.

This class is designed for people who have little or no experience using the Filemaker Pro for Windows program.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich, Code 733000E. For further information, call 989-3994 (DSN 351-3994).

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

24-25 January; Wednesday-Thursday, 0800-1600; Bldg. 351, Room 2115, Point Mugu.

Prerequisite: Windows, introduction, or ability to use Windows.

This class is designed for people who have little or no experience using the Word for Windows program.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich, Code 733000E. For further information, call 989-3994 (DSN 351-3994).

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.

GLOBAL POSITIONING SYSTEMS (16 hrs.)

20-21 November; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: UCCE (Thomas Logston)

This course examines the system design and performance features of various multichannel, timesharing, and multiplexing receivers for the Global Positioning System (GPS). The promising new applications in land surveying, precision targeting, air traffic control, unmanned navigation, and other applications are also discussed. The course will compare the alternative ground- and space-based systems with GPS and explore the benefits and potential difficulties with interoperability. Design considerations in user-set architecture selection are covered and technical issues associated with GPS software development; i.e., Kahlman filtering, interferometry, and differential navigation are thoroughly examined.

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

EMI CONTROLS FOR NAVAL SHORE-BASED FACILITIES "UPDATED" (8 hrs.)

27 November; Monday, 0800-1600; Training Center, China Lake. By: R & B Enterprises

Intended Audience: Personnel responsible for facility design, equipment acquisition, equipment installation, and equipment operations for ground installations.

This seminar describes the causes of EMI problems found at naval ground installations and how they may be corrected and/or precluded. Guidelines for purchasing equipment and modifying existing equipment to improve its EMI immunity are provided. A detailed description of facilities design and modification is covered. The testing procedures for ground installations, including site surveys, ESD evaluations, and related documentation is covered. Non-military EMI controls such as FCC requirements and IEEE evaluation criteria are included.

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

GUIDELINES FOR USE OF COMMERCIAL TECHNOLOGY FOR MILITARY E³ APPLICATIONS (4 hrs.)

28 November; Tuesday, 0800-1200; Training Center, China Lake. By: R & B Enterprises

This course has been tailored specifically for Navy applications. The major emphasis of this course is the evaluation and selection of already developed equipment capable of fulfilling Navy operational requirements with little or no modification. These non-development items allow the Navy to take advantage of technological advances resulting from the competitive pressures of the commercial marketplace as well as developments in other DOD or Government agencies. The use of these items will minimize or eliminate the need for costly time-consuming government-sponsored research and development of programs.

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

CONTEMPORARY NAVY WRITING (16 hrs.)

28-29 November; Tuesday-Wednesday, 0800-1600; Training Center, Room 205, China Lake. By: Casey Reynolds

Based on SECNAVINST 5216.5C, Chapter 1, this workshop introduces students, military or civilian, technical or administrative, to a variety of techniques for mastering the clear, concise writing style of today's Navy. Writers learn to organize with logic and coherence, to choose

precise, appropriate words, and to trim the fat from sentences and paragraphs.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Nogle, Code 733000D. For further information, call 939-3159 (DSN 437-3159).

RESPONSIBLE EMPOWERMENT (16 hrs.)

28-29 November; Tuesday-Wednesday, 0800-1600; CECOS, Room 290, Port Hueneme. By: Roger Kirkham

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

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

WINDOWS, INTRODUCTION (16 hrs.)

29-30 November; Wednesday-Thursday, 0800-1600; Building 351, Room 2115, Point Mugu

Prerequisite: None.
This class is designed for people who have little or no experience using the Windows environment on the PC.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich Code 733000E. For further information, call 989-3994 (DSN 351-3994).

CAREER TRANSITION WORKSHOP (16 hrs.)

29-30 November; Wednesday-Thursday, 0800-1600; Building 323, Room 150, Point Mugu. By: TBD

The Career Transition Workshop introduces the participants to job change strategies used by successful people. Using a career decision model, participants will identify their personality type, values, skills, interests, and accomplishments and will analyze their current jobs and career aspirations. With this information, the participants will develop a career action plan and will study the latest job search strategies and techniques and become more skilled at networking, resume/SF-171 preparation, personal marketing, and interviewing.

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).

SOFTWARE COST ESTIMATING (8 hrs.)

30 November; Thursday, 0830-1600; Training Center, China Lake. By: Dinah Beres, Code 471350D

Students will learn how software cost estimating can help you successfully manage your project. The Software Process Improvement Initiative (SPII) efforts to reach the Software Engineering Institute's (SEI's) maturity Level 2 depend on improving our software project management; this includes software cost estimating. Find out what COCOMO and other software cost-estimating models can (and can't) do for you. Find out what you can do to improve software productivity. This will be a morning lecture and an afternoon demonstration of live models of all three commercially successful software cost-estimating models. Anyone who wants to see the models is invited to join the informal afternoon session. This is the first time a live version of SLIM has been available. SLIM-Control is designed to track a software project and detect problems en route. Take advantage of this rare opportunity to compare LIVE models! To enroll or obtain further information, call 939-1392.

CORPORATE UNIVERSITY COUNCIL ESTABLISHED

The Naval Air Warfare Center recently established a Corporate University Council to support the Competency Aligned Organization in the areas of education, training, and development. The Council, comprised of representatives from each of the competencies, will provide customer-based input and recommendations that address global issues pertinent for the development of a highly technical and multi-skilled workforce. The Council will further explore new training technologies to maintain currency with the latest technological developments and serve as advocates for the funding required to maintain a highly skilled NAWCWPNs work force. Examples of training issues to be decided are policy on long-term training, career development programs; NAWCWPNs annual training plan; corporate university, executive, management, and supervisory development programs; DAWIA; mandatory training; academic education; and competency certification. Competency representatives include Cdr. Chris Webster, 2.0; Dave Adams, 3.0; Terry Clark, 4.0; Steve Mendonca, 5.0; Bruce Bonbright, 7.0; Electa Russell, 8.0D and Cdr J. Kelley, 8.0E; Dr. Ruth Boyle and Pati Burgess, Training Director and Associate; Nancy Saxton, Code 733000D; Sandy Rogers, Chairperson.

CSUB COUNSELORS ARE COMING TO CHINA LAKE

Academic counselors of California State University, Bakersfield (CSUB) will be at China Lake on **27 November** 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 with one of the counselors, call Sandra at (800) 788-2782, extension 3396.

CSUN SPRING REGISTRATION AT CHINA LAKE

California State University, Northridge (CSUN) offers master's degree programs in electrical engineering and mechanical engineering via its Continuing Education Television Network (CETN) (microwave link). Registration for the fall semester will be held on Thursday, **10 January**, 1000-1400, at the Training Center. CSUN advisers will be available to counsel current and prospective students in electrical and mechanical engineering. The schedule of the courses being offered in the spring, along with course descriptions, may be obtained in Room 105 of the Training Center, 0830-1130 and 1230-1600, Monday through Thursday.

Note: Classes for the semester begin 30 January and end 26 May. Book order forms will be available at registration. Employees taking one of the courses must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

To obtain more information or ask questions, contact Cecil Webb at 939-0878.

GOVERNMENT CONTRACT ACCOUNTING COURSE OFFERED AT CHINA LAKE

X408.2: GOVERNMENT CONTRACT ACCOUNTING (36 hrs.)

10 January-27 March; Wednesdays, 1700-2000; Training Center. By: Carol Schwartz, 939-0845, 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 Objectives: For contract administrators, price analysts, program managers, financial managers, legal advisors, accountants, and others who interface with government contract managers. Overview of industrial cost accounting practices including various types of direct and indirect costs for different forms of organizations and operations. Overhead forecasting, billing, and final settlement. Contract cost principles of allowability, advanced agreements, and disallowance of costs. Cost accounting standards, rules, regulations, and contract provisions, including administration of accounting changes and noncompliance actions. Accounting for government property. Prior knowledge of accounting is not a prerequisite for this course.

Text: Accounting Guide For Government Contracts, Paul A. Trueger, Commerce Clearing House Inc., 1991, latest edition.

Deadline: 3 January

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

CPR, BASIC PROVIDER COURSES OFFERED AT POINT MUGU

The following CPR courses will be held from 0800 to 1600 in Trailer 10076 at Point Mugu. To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich, Code 733000E. For further information, call 989-3994 (DSN 351-3994).

- 21 November**
- 29 November**
- 30 November**
- 13 December**
- 14 December**

PRE-RETIREMENT SEMINAR (16 hrs.)

4-5 December; Monday-Tuesday, 0800-1630; Conference Center, China Lake. By: Labor/Employee Relations Program

This seminar consists of several presentations and videos. The seminar covers the Civil Service retirement system; federal employee's health and life insurance programs; Thrift Savings Plan, Social Security/Medicare; estates, trusts, and wills; psychological aspects of retirement; health and retirement; financial planning and investments; income tax laws; small business development; "revolving door" statutes; and information especially valuable to retirees/seniors. To derive maximum benefit, participants are encouraged to attend all presentations.

Spouses of enrollees are encouraged to attend.

The seminar is designed to help employees understand their retirement system and to decide on the kind of planning that is right for them and to provide the information necessary for employees to make the correct decisions necessary to provide a successful retirement.

Deadline: 20 November

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Sue Murray, Code 733000D. For further information, call 939-2349 (DSN 437-2349).

RADAR TECHNOLOGY (32 hrs.)

4-7 December; Monday-Thursday, 0800-1600; Training Center, China Lake. By: Quintech Corporation (Byron Edde)

This course presents the theory and applications of radar, emphasizing modern radar systems. Radar fundamentals and applications are studied in detail, helping participants to understand radars and their uses in weapon systems, air traffic control, and test instrumentation. Major units of the course are principles of radar, radar systems (coherence and stability); target information recovery, targets and interfering signals, tracking, radar antennas, radar transmitters and receivers, signal processing introduction, and advanced topics (pulse compression, synthetic aperture radar introduction, semi-active radar homing, and IFF).

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

ADA PROGRAMMING, ADVANCED (40 hrs.)

4-8 December; Monday-Friday, 0800-1600; Technical Research Associates Building, Suite 4-A, Camarillo. By: Technical Research Associates

This course will review the major capabilities of Ada. The lecture/lab will emphasize advanced data structures and programming concepts in Ada. Topics will include, but not be limited to, access types, linked lists, records, discriminated data types, private types, limited private types, generic program units, function parameters, packages, separate compilations, recursion, direct I/O, sequential I/O, air-handling techniques, conditional and timed entries, time-outs, task priorities, concurrent programming, and low-level programming.

Presentation Method: Hands-On Workshop

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

INTRODUCTION TO FEDERAL BUDGETING (28 hrs.)

5-7 December; Tuesday-Thursday, 0800-1600; Training Center, Room 205, China Lake. By: Edward Dapper

This course provides participants with an overall understanding of the federal budget process as we know it. This course covers budget terms, roles, accounting concepts, appropriations, etc. It is the appropriate class for those who want an introduction to the field of budgeting or want to better understand how the entire budgeting system interacts. This course emphasizes the practical knowledge needed in the field offices and covers the necessary background for the other courses offered in the budgeting services.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Nogle, Code 733000D. For further information, call 939-3159 (DSN 437-3159).

TECHNICAL WRITING FOR ENGINEERS (28 hrs.)

5-8 December; Tuesday-Friday, 0800-1500; BOQ Conference Room, Point Mugu. By: Communications Skills Company, Inc.

This seminar is a 24-hour course, with a 1-hour study period at the end of each day, so the total time each student spends in 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.

Presentation Method: Hands-On Workshop

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

UPDATING YOUR SF-171/OF-612 (2 hrs.)

7 December; Thursday, 0900-1100; Training Center, Room 114, China Lake. By: TBD

Preparation of an exceptional SF-171 and new OF-612 will be discussed. Both documents will be viewed as part of a personal marketing strategy. The focus will be on organizing your career in writing, selecting, and presenting career events clearly and concisely, and cataloging your skills and accomplishments.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Sue Murray, Code 733000D. For further information, call 939-2349 (DSN 437-2349).

UPDATING YOUR SF-171/OF-612 (2 hrs.)

8 December; Friday, 0900-1100, Trailer 10076, Point Mugu. By: Staff

Preparation of an exceptional SF-171 and new OF-612 will be discussed. Both documents will be viewed as part of a personal marketing strategy. The focus will be on organizing your career in writing, selecting, and presenting career events clearly and concisely, and cataloging your skills and accomplishments.

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

TEAM SKILLS (16 hrs.)

9-10 January; Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: Luisa Deal

This workshop will present a framework for understanding the basic underlying concepts of building and maintaining teamwork and what it takes to be an effective member of a team. It focuses on practical strategies and techniques that bring more cohesive focus to a team's mission and how its members work together to accomplish it.

To enroll or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

FINANCIAL PLANNING FOR CAREER TRANSITION (8 hrs.)

11 December; Monday, 0800-1600; Trailer 10076, Point Mugu.

13 December; Wednesday, 0800-1600; Training Center, Room 107, China Lake.

By: Charla Green, CFP

This workshop provides financial planning information for those employees leaving federal service before retiring. Course participants will learn about deferred retirement benefits, calculate potential reductions and estimate an annuity amount, and recognize the advantages and disadvantages of taking a refund. They will learn about the continuation of life and health insurance, how to make appropriate decisions regarding Thrift Savings Plan contributions, and determine eligibility for severance pay and unemployment benefits. Participants will learn how to take immediate steps to reduce debt and avoid financial problems and find out about community resources and support services.

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

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

The following courses are available to all NAWCWPNS employees. For more information, call the San Diego OCPM staff at (619) 532-3880 ext. 430 (DSN 522-3880 ext. 430) or FAX (619) 532-3886.

San Diego, CA

22-25 Jan	Civilian Personnel Management Field Institute (CPMFI)
29 Jan-2 Feb	DCPDS Users Course
31 Jan	Preventing and Resolving EEO Complaints
6-7 Feb	Employee Development for Supervisors
6-7 Feb	Research Methods and Applications
26 Feb-1 Mar	Introduction to EEO Counseling
6-7 Mar	Pay Setting Workshop
18-21 Mar	Civilian Personnel Management Field Institute (CPMFI)
18-21 Mar	Downsizing/Reduction in Force Workshop
25-29 Mar	Basic Instructor Training

Oxnard, CA

9-11 Jan	Labor Relations for Line Managers
13 Feb	Preventing and Resolving EEO Complaints

Long Beach, CA

18-19 Jan	Pay Setting Workshop
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CAREER TRANSITION AND RESOURCE CENTERS

The Career Transition and Resource Center (CTRC) at Point Mugu has recently reopened, and business is brisk. The center is located in Building 20, adjacent to the Employee Development Division offices and is open from 0700 to 1700. Besides learning resources such as software tutorials, video/audio tapes, and books, the CTCR houses the latest in job search and career transition information including SF-171/OF-612/Federal Resume software and a state-of-the-art federal job information bulletin boards. Visit the center soon and take advantage of the many career planning tools it has to offer.

A similar Career Transition and Resource Center will open soon at the China Lake site. The CTCR will be located in the Training Center and will be a duplicate of the Point Mugu Center. For the latest information on the projected completion date or additional information on career transition resources, call Dorothy Wiederhold at 939-2359 (DSN 437-2359) or Julie Streets at 989-3984 (DSN 351-3984).

SPECIAL FLEX FRIDAY WORKSHOP SERIES OFFERED AT CHINA LAKE

The California Employment Development Department (EDD) in Ridgecrest has offered to present a series to Job Search Workshops for NAWCWPNS employees on flex Fridays in November and December. The workshops will be taught by EDD experts, and participants will have an opportunity to see first-hand the job search resources available through the Ridgecrest EDD office. To enroll or obtain more information, call Dorothy Wiederhold at 939-2359. The workshop series will include the following:

Resume Workshop	1 December	0900-1100
Resume Workshop Follow-Up	15 December	0900-1100

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2), to Sue Murray, Code 733000D. For further information call (619)939-2349 (DSN 437-2349).

AIR-TO-AIR MISSILE SYSTEM (32 hrs.)

11-14 December; Monday-Thursday, 0800-1600; CECOS, Room 268, Port Hueneme. By: McLaughlin Research Corporation (E. J. Eichblat)

The air-to-air missile function and operation is explained starting with the basic components—airframe, control, propulsion, seeker, guidance, fuse, warhead—working up to the fully integrated system in the tactical environment. Major units of the course are airframe, laplace transform, aerodynamics and stability, inertial sensors, flight control, propulsion, missile guidance, missile launch, fuse, definition and performance evaluation matrix, warhead,

weapon system integration, launcher, and missile test.

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).

EXCEL FOR WINDOWS, INTRODUCTION (16 hrs.)

11-12 December; Monday-Tuesday, 0800-1600; Building 351, Room 2115, Point Mugu
Prerequisite: Introduction or ability to use Windows.

This class is designed for people who have little or no experience using the Excel for Windows program.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich Code 733000E. For further information, call 989-3994 (DSN 351-3994).

TECHNICAL WRITING FOR ENGINEERS (28 hrs.)

11-14 December; Monday-Thursday, 0800-1500; Training Center, China Lake. By: Communications Skills Company, Inc.

This seminar is a 24-hour course, with a 1-hour study period at the end of each day, so the total time each student spends in 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 Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-2359).

INVESTING IN THRIFT SAVINGS PLAN AND ON YOUR OWN (8 hrs.)

12 December; Tuesday, 0800-1600; Bldg. 36, MIC; Point Mugu.

14 December; Thursday, 0800-1600; Training Center; China Lake.

By: Charla Green, CFP

The instructor will explain the operation and advantages of the Thrift Savings Plan, concentrating on how the three plan funds can fit into a personal investment portfolio. Historical data on risks and rates of return will be presented to help federal employees choose an allocation strategy. Debt reduction, insurance, taxes, and several additional investment opportunities will be discussed. Participants will learn ways to reduce investment risk and how to choose and purchase a mutual fund.

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

DEVELOPING COACHING SKILLS (8 hrs.)

12 December; Tuesday, 0800-1600; Trailer 10076, Point Mugu. By: Suzanne Hard

The goals of any coaching conversation are to achieve or maintain a positive work relationship between the manager and the employee and a new or renewed commitment to the job. Successful coaching also results in one or more positive changes in performance. What these changes are depends on the particular coaching function. There are typical outcomes of each of the four coaching functions of counseling, mentoring, tutoring, and confronting. The training program will integrate and reinforce the major objective throughout the session. The focus will be on interactive, experimental learning with time for analysis, feedback, and development of action plans.

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

DEMO REFRESHER WORKSHOP (3 hrs.)

12 December; Tuesday, 0830-1130; Bldg. 3015, Room 339, Point Mugu.

13 December; Wednesday, 0830-1130; Training Center, Room 205, China Lake.

By: Don Shibley

This workshop will provide an overview of the Demo performance and pay system, addressing some of the myths and misconceptions regarding the system and answering some of the frequently asked questions regarding "What's in it for me?" and "How does the system affect me?" The workshop will also address concepts and features of the pay system including increments and bonuses, performance evaluations, and ratings.

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

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Nogle, Code 733000D. For further information, call 939-3159 (DSN 437-3159).

EMPLOYEE ASSISTANCE RESOURCES**Employee Assistance Resources**

Worried about your job future? Do you want to take charge of your career in these uncertain times? Many resources are currently available to employees at China Lake and Point Mugu. Check the chart below and call the number listed for more information and assistance.

What Are You Looking For?	Where Can You Find It?	Who Do You Call?
Career Counseling Interests Values Personality Type Knowledge, Skills, Abilities	NAWCWPNS Employee Development Division Community Colleges Career Centers	939-2359 (CL); 989-3984 (PM)
Job Information Job Bulletin Boards Government and Private Industry Jobs	Career Transition and Resource Centers (CTRC) Transition Assistance Management California Employment Development Division (EDD)	939-2359 (CL); 989-3982 (PM) 927-1555 (CL); 989-1022 (PM) 446-2593 (CL); 988-2243 (PM)
Job Search Techniques Networking Applications: SF-171/OF-612/ Resumes Interviewing Skills Job Market Information Defense Outplacement Referral System (DORS)	Career Transition and Resource Centers (CTRC) Transition Assistance Management Program (TAMP) California Employment Development Division (EDD) DORS Program Manager	939-2359 (CL); 989-3982 (PM) 927-1555 (CL); 989-1022 (PM) 446-2593 (CL); 988-2243 (PM) 939-2265
Retirement Counseling Benefits	Personnel Management Advisors and Assistants	939-2264/2265 (CL) 939-3311 (PM)
Financial Counseling	Employee Relations Retirement Experts Transition Assistance Management Program (TAMP) Consumer Credit Counseling	939-2574 (CL); 989-3323 (PM) 927-1555 (CL); 989-1022 (PM)
Stress and Personal Counseling	Civilian Employee Assistance Programs (CEAP)	939-2574 (CL); 989-7708 (PM)
Training	NAWCWPNS Employee Development Divisions Job Training Policy Council (JTPC)	939-2359 (CL); 989-3982 (PM) 446-2593 (CL); 981-8764 (PM)

TAMP WORKSHOPS OPENED TO POINT MUGU CIVILIAN EMPLOYEES

The Family Services Transition Assistance Management Program (TAMP) Workshop series is now available to NAWCWPNS civilian employees. To reserve a space for any of the following workshops, call 989-8146.

Getting Started on Career Transition	20 November and 4, 11, 18 December	Mondays	1400-1600
Interviewing Skills	21 November and 5, 12, 19 December	Tuesdays	1300-1500
Resume Writing	22 November and 6, 13, 20 December	Wednesdays	1300-1500
Federal Job Applications	22 November and 6, 13, 20 December	Wednesdays	1500-1700
Job Search	7, 14, 21 December	Thursdays	1500-1700
Anger Management	Mondays (Every)		0900-1100

SEXUAL HARASSMENT (POSH) TRAINING OFFERED AT POINT MUGU

This year, a 29-minute video entitled "Management's New Responsibilities" will be used to meet the prevention of sexual harassment (POSH) training requirement.

Except where noted, the video will be shown 0830-0900; 1000-1030; 1300-1330; and 1415-1445. The video will be scheduled at the following sites on the dates noted.

To obtain more information or ask questions, contact Veronica Vasquez at 989-3254.

Date	Location	Date	Location
20 Nov	Bldg. 7020 (large conference room) NAVRES auditorium (morning sessions only)	5 Dec	Bldg. 3015 (Do not sign-in in lobby; proceed to auditorium.) NAVRES auditorium (morning sessions only)
21 Nov	Bldg. 248 (CAMAIR) NAVRES auditorium (morning sessions only)	6 Dec	NAVRES auditorium (morning sessions only)
27 Nov	Bldg. 7020 (large conference room) Bldg. 3015 (Do not sign-in in lobby; proceed to auditorium.) NAVRES auditorium (morning sessions only)	7 Dec	Bldg. 7020 (large conference room)
28 Nov	NAVRES auditorium (morning sessions only)	8 Dec	Bldg. 7020 (large conference room)
29 Nov	NAVRES auditorium (morning sessions only)	11 Dec	Bldg. 7020 (large conference room) Bldg. 3015 (Do not sign-in in lobby; proceed to auditorium.) NAVRES auditorium (morning sessions only)
30 Nov	Bldg. 7020 (large conference room)	12 Dec	NAVRES auditorium (morning sessions only)
4 Dec	Bldg. 7020 (large conference room) NAVRES auditorium (morning sessions only)	13 Dec	NAVRES auditorium (morning sessions only)