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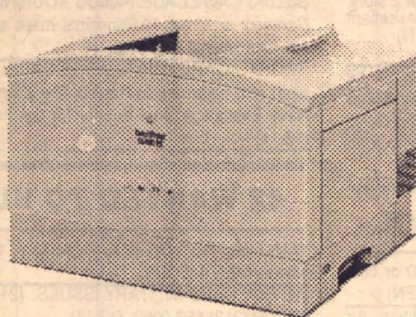
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Items may vary in appearance from pictures shown.

THE ROCKETEER

THURSDAY, DECEMBER 14, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 25



Toys for Tots seeks volunteers for final effort

COMMITTEE members gathered recently at the home of Toys for Tots chairwoman Ann Ryan to plan the final touches for this year's campaign. Ryan said volunteers are still needed to help pick up, sort and distribute toys Dec. 14 through 16. Five-year-old Tess McDonald and Cpl. Eric Wilcox, of the Marine Aviation Detachment (MAD), joined (from left) publicity director Peter Mulderrig, vice chairwoman Ruth Hornbrook and Ryan to begin sorting toys. A nationwide U.S. Marine Corps Reserve effort, the campaign is spearheaded locally by community organizations and volunteers. This year there were more than 120 drop-off locations for toys and cash contributions, and while MAD volunteers will be helping with pick-up and distribution chores, more volunteers are still needed. Those interested in helping give Christmas gifts to more than 500 deserving local children can call Ryan at 384-4817 or Hornbrook at 446-4864.

Photo by Barry McDonald

6
**Fellow Program
nominations
due Feb. 7**

All technical personnel eligible
for prestigious recognition

14
**Alonzie Scott
making things
happen at MWR**

Hands-on manager involved in
all aspects of the organization

**NEW YEAR'S
RESOLUTION**
*I will get my copy
to the Rocketeer
on time!!*

2

China Lake engineers deploy on *USS Cushing* to get 'warm fuzzy' for link between theory and practice

By Don Blake and Doug Philbrick
Missile Analysis Software Branch

A peculiar thing about engineers is their need to completely understand the things they're working on. It's not enough to know the theory behind how a particular system works, they have to know what it looks like, how it's used, what it smells like, ... stuff like that. They talk about a warm fuzzy feeling they get when they finally understand how it all goes together. There is a perception among some engineers at China Lake that there are not enough warm fuzzies to go around. This feeling may be due to the fact that few of them ever actually get to see the weapons systems they design in use.

To overcome this disconnect between theory and practice, nine engineers from China Lake - Bland Burchett, Dick Klabunde, Jim Means, Marc Mitchell, Doug Philbrick, Allen Robins, Greg Schlichting, Curt Schneider and Mike Sliva recently participated in the Scientists to Sea Program. This program gives scientists and engineers at China Lake a chance to see some of the systems they work on in action, and for those who are unfamiliar with life at sea, a chance to get a taste of life aboard a Navy ship.

The engineers began their Scientists to Sea adventure onboard the destroyer *USS Cushing* in San Diego on Oct. 29. A little over a week later, on Nov. 6, they completed their voyage and became, once again, Scientists on Land as *Cushing* docked in Pearl Harbor, Hawaii. Some of the China Lakers were a little lighter when they left the ship, some a

few pounds heavier. They all now weave a bit when walking down hallways (passageways). They all came back with a much greater appreciation for how Navy personnel work and live onboard ship, a better understanding of how the work we do at China Lake is related to the mission of the Navy and a knowledge that the jobs they do play an important role in the success of that mission.

Cushing is a Spruance-class destroyer of roughly 9,000 tons displacement. It recently completed a 22-month overhaul in the Naval shipyard at Pearl Harbor. She is 563.2 feet long and 55.1 feet wide. She has two screws (propellers) driven by four 20,000 shp LM2500 gas turbine engines, and is capable of speeds greater than 30 knots. Her armament includes two 5-inch guns, two 20mm Mk 15 Phalanx CIWS mounts, and four 50 cal. machine guns. *Cushing* has three types of missile

launchers that give her surface-to-surface (SSM), surface-to-air (SAM) and anti-submarine (A/S) missile capabilities. The Mk-41 vertical launcher carries Tomahawk (SSM) and ASROC (A/S) missiles the Harpoon launcher carries Harpoon (SSM) anti-ship cruise missiles, and the Mk-29 octuple trainable launcher holds eight Sea Sparrow (SAM) missiles. The ship can carry 2 SH-60 LAMPS helicopters, though the helicopters were not deployed on this cruise. Sonar capabilities on board include the SQS-53 sonar system that includes the SQR-19 passive towed-array sonar and the bow-mounted sonar dome. Of particular interest to the China Lake group were the Mk-41 and Mk-29 launchers. The Mk-41 has 61 cells, each of which can launch

Please see **SCIENTISTS TO SEA**, Page 10

Weather

	November 29	December 5	
High	74	28	Low
Humidity	51-19%	61-19%	
Wed	74	28	06
Thurs	76	29	06
Fri	75	30	18
Sat	61	37	06
Sun	61	29	08
Mon	73	33	08
Tues	71	31	08
December 6 - 12			
Wed	73	30	06
Thurs	74	34	08
Fri	71	31	08
Sat	71	33	08
Sun	70	29	06
Mon	66	57	25
Tues	63	49	32

China Lake Calendar

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

Friday, December 15

• McDonald's restaurant opens for business on Richmond Rd. at 10:30 a.m.

December 18-January 11

• KNID, Navy Channel 17, will not air programming during the holidays, from Dec. 18 through Jan. 11. KNID will continue to offer updated announcements throughout the holidays. Call 939-3511 to place announcements.

Tuesday, December 19

• AIAA luncheon meeting, 11:30 a.m. Wreck Center

Monday, December 25

• Christmas dinner at Wreck Center free for single military and geographical bachelors. 3 to 6 p.m. Call 939-8660

THE ROCKETEER

RAdm. 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 NAWCWPNS 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 750000D, NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name: under the QuickMail menu select Directory Services, then select CL-HQ zone, NAWCSTAFF-MC (mailcenter).) 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.

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

Advertising deadline is noon, the Friday before publication.



Christmas open house December 22

Tradition dictates that on the last working day before Christmas, family of employees at China Lake are invited to visit the work spaces they normally aren't allowed to visit. This year open house hours on Dec. 22 are from 11:30 a.m. to 1:30 p.m.

Code requests for area access passes must be turned into the Physical Security Branch, Code 824112D by Dec. 19. Please include the visitor's name and social security number.

Holiday schedule for shuttle flights

Flight times for the intersite shuttle during the holiday season, Dec. 22 through Jan. 2, are as follows. Dec. 22, 26, 27, 28, and Jan. 2 - flights depart Point Mugu at 7:15 a.m. and 5 p.m. Planes depart China Lake at 8:15 a.m. and 4 p.m.

There will be no flights Dec. 25, 29 and Jan. 1.

All flights are subject to cancellation due to passenger loads. No flights will be flown with less than six passengers. Call Mike Brasfield, shuttle administrator, at (805) 989-7525 or DSN 351-7525 if you need more information.

Next DRMO auction on January 9

Local auction 41-6204 will be conducted by the Defense Reutilization and Marketing Office (DRMO) at China Lake on Tuesday, Jan. 9. If you cannot attend the auction, you may fax your bid or drop your bid off at the sale site. Faxed bids and dropped off bids will be accepted until 3 p.m. on Jan. 8. Bids received after 3 p.m. will be considered as non-responsive. The items will be on display for inspection Jan. 4, 5 and 8 from 7:30 a.m. to 3 p.m. and on Jan. 9 from 7:30 to 9:30 a.m. A complete list as well as sales terms and conditions can be seen at the DRMO in Building 1073. Among the 200 items to be offered will be monitors, PCS, UPS, power supplies, lab equipment, typewriters, tool boxes, file cabinets, drawing files, pickup trucks, carryalls and vans.

Registration for this sale will begin Jan. 4 and continue until the last item is sold. Mailed bids will not be accepted. Items purchased may be removed on the sale date provided full payment is made. Deposits are not required. Payment must be in cash or a guaranteed instrument, i.e. cashiers check, travelers check, money order. VISA and Mastercard will also be accepted. Purchasers will have until Jan. 18 to pay for and remove items. The DRMO will be closed on Jan. 12 and 15. Because the DRMO is located within the Naval Air Weapons Station's interior security fence line, prospective bidders must stop at the main gate Visitors Center and obtain a pass before coming aboard. For further details, contact Phyllis at the DRMO, Building 1073, (619) 939-2502/2538.

Save this 1996 Rocketeer schedule

Deadline	Publication
January 3, 1996	January 11
January 17	January 25
January 31	February 8
February 14	February 22
February 28	March 7
March 13	March 21
March 27	April 4
April 10	April 18
April 24	May 2
May 8	May 16
May 22	May 30
June 5	June 13
June 19	June 27
July 3	July 11
July 17	July 25
July 31	August 8
August 14	August 22
August 28	September 5
September 11	September 19
September 25	October 3
October 9	October 17
October 23	October 31
November 6	November 14
November 20	November 28
December 4	December 12

Pages From The Past

Dec. 13, 1985

VA-22 conducts successful HARM "strike."... Navy Relief Society to provide baby layettes to service families in pay grades E-4 and below. ... Lt. Lee Phillips, Naval Reserve recruiter, seeks new members. ... Members of United Kingdom team visit NWC to plan 18-month stay. ... Burrell Hays presents TD Award to Bobby D. Connor. ... Bill Prasolowicz and Wallace Martin demonstrated seat belt effectiveness.

Dec. 12 & 19, 1975

First no-live-operator (NOLO) flight of all-altitude supersonic target aircraft carried out at China Lake. ... Dr. Marguerite Rogers received the Federal Woman's Award for 1975 in Washington, D.C. ... Nine member delegation of sister city Tepic, Mexico visit Ridgecrest. ... Cerro Coso's first vocational nursing students graduate. ... Three TID employees, Elizabeth Babcock, Florence Dinsmore and William Erwin, win awards in 1975 Technical Publications Exhibit of L.A. Chapter of the Society for Technical Communication.

Dec. 10 & 17, 1965

I. I. Shull, head Engineering Division promoted to Naval Reserve captain. ... Larry Mesple, administration assistant to Burrell Hays, to work for State Department's Agency for International Development. ... Dr. John Trent accepts State Department post in Nigeria, West Africa. ... Herb Summers retires to become research associate at USC. ... Brigham Young University students visit Station. ... Roger H. Crutchfield is elected to the Community Council. ... Cdr. Scott Carpenter, the Navy's astronaut-aquanut spoke at a dinner for the American Ordnance Association.

Dec. 9 & 16, 1955

LCdr. W. R. Boose, commanding officer of USS Razorback, to lecture at NOTS. ... China Lake Chapter of the American Ordnance Association celebrates first birthday with election of new officers. ... Six Station scientists give talks at U.S. Naval Postgraduate School at Monterey. ... Capt. Rawson Bennett II, named chief of naval research.



The China Lake Photographic Society will present "Computer Technology" tonight, Dec. 14, at 7 p.m. at the Maturation Museum. A digital camera will be available for taking photographs of live models. Attendees are urged to bring their own cameras for experimental comparisons with the digital camera. Guests are welcome.

####

The Cerro Coso Community College Band will present a Christmas Concert tonight, Dec. 14 at 7:30 p.m. in the College Lecture Center. Forty-five band members will perform holiday favorites. An original piece, by band member Richard Mansfield, entitled Fan Farous Fir, will be presented.

Roach at 375-7619 or Margie Hunter at 375-6037.

This concert will be free of charge to the public. More information can be obtained by contacting the college office at 375-5001.

####

Social Security representatives will be available to answer questions at the Kerr McGee Center, 100 W. California Ave. from 9:30 a.m. to 12:30 p.m. Dec. 14 and 28. For more information, contact the Social Security office at 701 W. Ave. K, Suite 109, Lancaster, or call 800-772-1213 7 a.m. to 7 p.m. any business day.

Stephanie Roach, from Girl Scout Troop 36, is hosting a Christmas Sing-along Bonfire as her leadership project for the Girl Scout leadership torch. It will be held tonight, Dec. 14 at Mirror Lake, on Station at NAWC, from 6 to 8:30 p.m. For more information call

Roach at 375-7619 or Margie Hunter at 375-6037.

####

ROCKETEER CLASSIFIEDS

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

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LOST & FOUND	5
HELP WANTED	10
CHURCHES	12
SERVICES/SCHOOLS	15
RENTALS	20
REAL ESTATE	25
BUSINESSES	30
AUTOMOTIVE	35
MISC. FOR SALE	40
WANTED TO BUY	42
PETS & SUPPLIES	45
GARAGE SALES	50

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

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

1 PERSONALS

JUST GOT TO TOWN. ... the motel doesn't make it. ... haven't found the right house yet. ... Why not let us rent you furniture until you're ready. ... At Loewen's, you can rent living room, bedroom, dining, TV, VCR, washer/dryer, dishwasher, etc. Loewen's, 225 E. Ridgecrest Blvd. 371-1364. (TFN)

15 SERVICES/SCHOOLS

GUARANTEED TO PASS PCS Inspection. Experienced cleaner. Non-licensed (base housing list). Call Melissa Wood. 377-5470. (TFN)

CERTIFIED HOME DAY Care Provider. I will care for your children, days, nights, or weekends. Parttime or fulltime. Please call Kadi, 446-3004. (TFN)

MADE FOR EACH other. ... our new service department and your electronic repair. ... Free estimates. TV/VCR, Stereo, Computer, etc. Loewen's, 371-1364. (TFN)

ATTENTION MILITARY & DOD EMPLOYED. Day care available on base full time and weekends. Food program & licensed provider in a warm, loving environment. Please call anytime. Colleen at 446-7041. (TFN)

20 RENTALS

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

VACATION RENTAL: Mammoth Area. Beautifully decorated and fully furnished 3 bedroom, 2 bath with 2-car garage, 2600 square feet. Rent daily or weekly. Maid service included. 446-5287. (TFN)

\$350 GREAT 2 BEDROOM, like new. Water paid, no pets. 446-4810. (TFN)

QUIET COUNTRY COTTAGE, 2 bedroom, 1 bath, Mastercool, gas heat, fireplace. Water and trash paid. \$375 a month. \$200 deposit. 377-5987. (12-28)

2 BEDROOM, 1 BATH APARTMENT. New

The Lords and Ladies of the Manor, of the B.H.S. Music and Drama Departments, invite you to eat and make merry in celebration of the season of the yule, on Friday, Dec. 15, and Saturday, Dec. 16 at 6:30 p.m. Tickets are \$20 and \$25 each and are available at the Bookshelf. Seating is limited, please reserve early.

####

Cerro Coso Community College's Theatre Lab will present the play, "A Christmas Carol: Scrooge and Marley," on Dec. 15 and 16 starting at 7:30 p.m. Tickets are \$4 general admission and \$3 for students and seniors and will be available only at the door. The play will be held at the Lecture Center. For more information call 375-5001.

####

The Historical Society of the Upper Mojave Desert will hold a gala Christmas party, Dec. 19, 7:30 p.m. at the Maturation Museum. Come share the music of a barbershop quartet, cookies and punch and become part of the commitment to preserve our area's cultural history.

####

China Lake's Section of the American Institute of Aeronautics and Astronautics (AIAA) will hold a luncheon meeting on Tuesday, Dec. 19 at the History Room of the Wreck Center at NAWC. Lunch starts at 11:30 a.m. and the program starts at noon. The program will be presented by Robert Van Dyken on Missile

Vortex Flow Characterization.

####

Low-cost pregnancy screening services are scheduled at the Health Department, 250 W. Ridgecrest Blvd. Dec. 19 from 8 to 10 a.m. There is a \$5 charge for each test. Call 375-5157 for an appointment.

####

"Neighbors helping neighbors" is the theme for a free community Christmas dinner sponsored by the NAWC All Faith Chapel Catholic congregation, in conjunction with St. Ann's Catholic Church and the Knights of Columbus. Dinner will be held at the Knights of Columbus Hall, 725 W. Ridgecrest Blvd., from noon to 4 p.m. Christmas day. Rides are available for those who need them. Call 375-8901 noon to 3 p.m. on Dec. 25 to arrange for a ride or meal delivery. For more information call 939-2773.

####

Let your fingers do the walking and register by phone by calling the Coyote Connection Telephone Registration System at 371-9601. New students must complete an application for admissions before registering. Continuing students must complete a student update form.

As of Jan. 1, 1996, students holding a bachelors degree, or higher, will pay the same as all other California residents - just \$13 per unit. For information call Cerro Coso Community College at 375-5001.

carpet, paint, private yard. \$350. \$200 deposit.

BEAUTIFUL 1 BEDROOM. Walk to town, very clean 1 bath, refrigerator. Includes 5x10 storage, water & trash paid, covered parking. \$290/month. Call Roy at 446-6814. (1-11)

2 BEDROOM, 1 BATH. Fireplace, enclosed garage, upstairs, low utilities, solar water. \$395/month. 446-1658 or 375-1419. (12-28)

2 BEDROOM, 2BATH with great privacy. Kitchen and bathroom ceramic tiled, dishwasher, refrigerator, stove, garbage disposal plus washer & dryer hook-up. Carpeted and blinds, large 40x20 patio, water and trash paid, xeriscaped. Ideal for 2 to share. Available January 1st, \$450, call 375-1120. (12-28)

4 TO CHOOSE FROM \$650, \$640, \$635 and \$595. Spacious 3 bedrooms, 2 baths with fireplaces. 446-4810. (TFN)

25 REAL ESTATE

RETIRING? How about Carson City, Nevada? 2.71 acre lot nestled around towering pines with dynamite, panoramic view overlooking Carson City. Underground utilities include natural gas. Seller will finance. \$98,000. Call Art at Action Realty Group. (800) 238-8788 or (702) 885-7222. (12-28)

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

2 BEDROOM, 2 BATH MOBILE HOME. Like new doublewide coach. Beautiful. Ask for Trevia. Century 21 A-1. 446-1198 or 375-3900. (12-14)

VA, HUD'S, BANK REPOS, ask for Trevia. 446-1198 or 375-3900. Century 21 A-1. (12-14)

MOBILE HOMES for sale or rent in the nicest park in Ridgecrest. Close to base and shopping, paid, no pets. 446-4810. (TFN)

UPPER COUNTRY COTTAGE, 2 bedroom, 1 bath, Mastercool, gas heat, fireplace. Water and trash paid. \$375 a month. \$200 deposit. 377-5987. (12-28)

2 BEDROOM, 1 BATH APARTMENT. New

to be! Xeriscape landscaping, 3 bedrooms, 2 baths, RV access, fireplace, family and living rooms + MORE. Assume loan with 8.5% interest. Closing costs negotiable. 384-1084 for appointment. (TFN)

1522 SQUARE FOOT 3 bedroom, 1 3/4 bath. Carpet, ceramic tile throughout. Lath and plaster, dual cooling, block wall, covered patio, attached double garage, landscaping front and back, automatic sprinklers, RV access. \$79,900. Ridgecrest, CA 619-375-9246. (12-14)

\$5,000 DOWN. Low interest loans. Super 2 story, corner location! 3 bedroom, 2 bath, excellent condition. Principles only. 446-6209. (TFN)

\$0 DOWN - ASSUME VA 8% (need not be VET) \$89,002 PITI, \$789. Approximately \$2200 closing. 3 bedroom, 2 bath, formal living room, family room, fireplace, pool. 1697 square feet. Ripley Estates. Owner 384-4262. (TFN)

35 AUTOMOTIVE

FOR SALE: 1966 Ford Ranchero. \$900 or best offer. Running or parts car. 446-3917. (TFN)

WE BUY USED MILITARY ISSUES. (213) 307-6384 or (213) 668-0953. (12-14)

SPORTS CARDS MAKES GREAT GIFTS. Call 446-0823. (12-14)

40 MISC. FOR SALE

CARR'S CAMPER SHELL. Ranger short bed. \$50.00. Call 384-1009. (TFN)

RADIO CONTROLLED AIRPLANE. 40 size trainer with six channel radio, flight box, many accessories. Great flyer. \$350 OBO, call 375-4092. (TFN)

GREAT STARTER BOAT. NEEDS A LITTLE TLC. 18' Patterson Flat Bottom. V-drive. Two V-drive units. Everything is there, you put it together. 429 Ford. Comes with trailer. \$1,500. Call anytime 384-4663. (TFN)

EXPLORE THE FACT that WalMart and the Warehouse sell new release CDs for a whole lot more than Loewen's. ... Why pay more? Loewen's, 225 E. Ridgecrest Blvd. (TFN)

BOAT FOR SALE - Remold deep v with double axle trailer, Ford V8, 188HP motor, runs good, already winterized w/cover, tow rope, skis and vests. \$2,700. 375-5117. (TFN)

SOFA/SLEEPER. Double bed size. Tan. Little used. \$150.00. 446-2205. (1-11)

31" HANDMADE WOODEN WINDMILLS. Red & White, Blue and White. Can't buy them in stores. Excellent Christmas gift. \$35.00. 446-5662. (TFN)

SUZUKI CAVALCADE 1400CC TOURING BIKE. Garaged, covered. 12.6Original miles and new tire. Like original. 375-5095. (1-11)

SPORTS CARD CLEARANCE SALE. Friday night and Saturday in front of the China Lake Navy Exchange. Just in time for the holidays. (12-14)

42 WANTED TO BUY

WANTED: SET OF FOUR 8 lug 16-inch wheels/caps. 446-2205. (1-11)

WE BUY USED MILITARY ISSUES. (213) 307-6384 or (213) 668-0953. (12-14)

SPORTS CARDS MAKES GREAT GIFTS. Call 446-0823. (12-14)

45 PETS & SUPPLIES

DALMATIAN PUPPIES for sale. Ready for Christmas. Males - \$75. Females - \$85. Parents on premises. 377-5059. (12-14)

For Rocketeer Advertising Call Gary Heaton at 375-4481

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Always Dozens of Late Model Fords, Lincolns, and Mercurys to choose from!!!

LINCOLNS



1994 Lincoln Mark VIII
Leather, dual airbags, anti-lock brakes, premium sound system & more!

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Kelley Blue Book \$29,500

NO BULL PRICE
\$23,900*



1994 Lincoln Town Car
Signature Series, Leather, anti-lock brakes, premium sound system, moon roof & more!

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Kelley Blue Book \$26,305

NO BULL PRICE
\$20,900*



1995 Lincoln Continental
Leather, dual airbags, anti-lock brakes, premium sound system & more!

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Kelley Blue Book \$34,565

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1995 Lincoln Town Car
Signature Series with leather, dual air bags, anti-lock brakes, alloy wheels & more!

Vin#76751

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NO BULL PRICE
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MERCURYS



1993 Mercury Sable LS Wagon
The Ultimate Station Wagon, 3.8L V-6, 3rd seat, power seats S& & much much more!

Vin#62889

Kelley Blue Book \$19,575

NO BULL PRICE
\$15,400*



1995 Mercury Sable GS 4 DR
Automatic O.D., power windows & locks, tilt wheel, cruise control air cond. & more!

Vin#25853

Kelley Blue Book \$16,270

NO BULL PRICE
\$14,400*



1995 Mercury Tracer
Automatic, air conditioning, p/steering, AM/FM cassette, power windows & locks, cruise control & more!

Vin#28430

Kelley Blue Book \$12,165

NO BULL PRICE
\$10,600*



1994 Mercury Sable GS Wagon
All The Goodies, anti-lock brakes, roof rack, 3rd seat, alloy wheels, & more!

Vin#45887

Kelley Blue Book \$18,505

NO BULL PRICE
\$14,900*

FORDS



1995 Probe GT
Vin#02636
Kelley Blue Book \$17,470

NO BULL PRICE

\$14,900*



1995 Taurus GL 4 DR
Vin#48275
Kelley Blue Book \$17,270

NO BULL PRICE

\$13,900*



1995 Taurus GL 4 DR
Vin#59630
Kelley Blue Book \$17,135

NO BULL PRICE

\$13,900*



1995 T-Bird LX
Vin#39535
Kelley Blue Book \$17,810

NO BULL PRICE

\$14,900*



1995 Contour SE
Vin#31149
Kelley Blue Book \$19,445

NO BULL PRICE

\$15,900*



1995 Contour GL
Vin#80877
Kelley Blue Book \$15,515

NO BULL PRICE

\$13,900*



1995 Mustang
Vin#37711
Kelley Blue Book \$16,485

NO BULL PRICE

\$14,500*



1994 Mustang Convertible
Vin#83025
Kelley Blue Book \$20,465

NO BULL PRICE

\$15,500*



1994 Thunderbird
Vin#03435
Kelley Blue Book \$14,120

NO BULL PRICE

\$10,900*



1994 Escort Wagon
Vin#55875
Kelley Blue Book \$11,160

NO BULL PRICE

\$8,990*



1993 Escort GT
Vin#61315
Kelley Blue Book \$12,300

NO BULL PRICE

\$9,900*



1993 Escort Wagon
Vin#64722
Kelley Blue Book \$11,085

NO BULL PRICE

\$8,800*



1991 Taurus GL 4 DR
Vin#60171
Kelley Blue Book \$9,610

NO BULL PRICE

\$7,400*



1992 Tempo GL 4 DR
Vin#48992
Kelley Blue Book \$7,050

NO BULL PRICE

\$4,900*



1991 Thunderbird
Vin#33668
Kelley Blue Book \$9,535

NO BULL PRICE

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Prices good through December 21, 1995.

Naval Reserve Unit 0276 Change of Command transfers authority from Capt. Sanders to Cdr. Craig

By Barry McDonald
Editor

"I relieve you, sir."
"I stand relieved."

With this simple exchange total responsibility, authority and accountability for command of Naval Reserve Naval Air Warfare Center Weapons Division Zero Two Seven Six was transferred from Capt. George H. Sanders to Cdr. Raymond P. Craig, Oct. 15, at the China Lake Weapons Exhibit Center.

NAWC WD 0276 is an engineering support unit at China Lake sponsored by the Naval Air Systems Command and administered by the Naval Air Reserve Point Mugu, Calif. The unit's mission is to provide trained, mobilization-ready reserve personnel to fulfill the NAVAIRSYSCOM mobilization commitment, as well as support on-going technical projects at the China Lake site of NAWCWPNS. To facilitate projects for China Lake and NAWCWPNS, NAWC WD 0276 normally drills at the China Lake site using Michelson Laboratory facilities.

Sanders received the Navy Meritorious Service Medal for service with the Naval European Rework and Repair Activity as officer-in-charge of depot support operations for Third Marine Air Wing helicopters in Saudi Arabia and Kuwait during Operation Desert Storm for which he had been recalled to active duty.

He has held positions as both a nuclear systems engineer and a mechanical power systems engineer and has also served as a

marketing consultant in U.S. and international marketing as a product development manager and as a corporate planning manager for a division of Control Data Corporation. He was also previously employed as a civilian engineer with the Navy at NADEP Pensacola on ASW and attack/utility helicopters. He currently serves as the project director of the High and Low Level Treatment and Vitrification Project for the Department of Energy Radioactive Tank Waste Office in Richland, Wash.

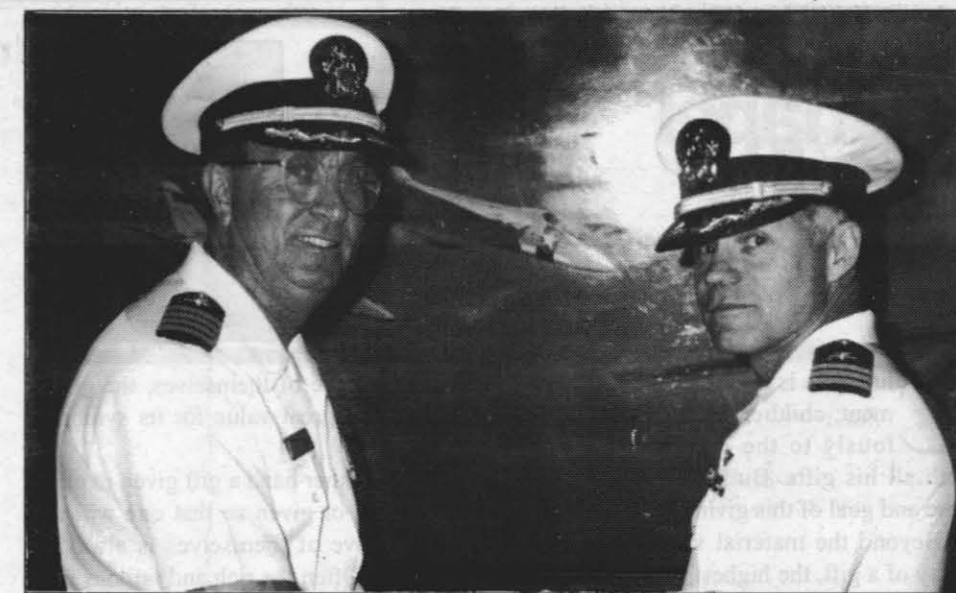
Sanders lives in Richland with his wife, Libby, and their son, George Jr.

A test pilot for the Boeing Company in Seattle, Wash., Cdr. Craig was born in Albuquerque, N.M. A 1974 graduate of the U.S. Naval Academy, he was designated a naval aviator in 1976. His first duty after flight school was as an advanced jet flight instructor, flying the TA-4J with the Rubber Ducks of Training Squadron Four.

Craig Transitioned to the A-7E Corsair with Attack Squadron (VA) 174 and then joined VA-66. During the following three years he made two deployments aboard USS Eisenhower.

In June 1984, he graduated from the U.S. Naval Test Pilot School concurrently receiving a masters degree in aeronautical engineering and designation as a U.S. Navy engineering test pilot.

Craig then served on various projects in the Flight Systems Department, Strike Aircraft Directorate at the Naval Air Test Center before being named head of the Ordnance Systems Department. In



CAKE CUTTING—Capt. Sanders and Cdr. Craig do the honors.

December 1986, Cdr. Craig became the first and only Navy pilot to fly the X-29A Technology Demonstrator Aircraft during flight testing at NASA Dryden at Edwards AFB.

Prior to leaving active duty in October 1988, Craig made a third deployment, this time aboard USS Forrestal, during which he increased his total carrier arrested landings to just under 500.

His first reserve assignment was as maintenance officer with NR CVN-70 Carl Vinson in Olathe, Kan. He then transferred to PMS/A-423 Theater Nuclear Warfare in Alexandria, Va., where his planning efforts on testing the B-90 Nuclear Depth Strike Bomb earned him a

Navy Commendation Medal. He next reported to NR NAVAIRSYSCOM 1187, NAS Alameda, as a newly designated aeronautical engineering duty officer. At NR NAVAIRSYSCOM 1589 he initially served as training officer before assuming command in April 1993.

Initially a project pilot for the Boeing A-6E Composite Replacement Wing Program, Craig currently conducts flight tests on Boeing 737s and 757s as well as consulting on various military test programs.

He lives with his wife, the former Caroline Jane Westphal, and two sons, William and James, in Federal Way, Wash.

MILITARY NEWS

Therapists offer to help with the 'holiday blues'

Feeling stressed about the holidays? Wish you could go home to your family, but don't have the money to travel? These feelings may lead to unhappiness that could be taken out on loved ones or co-workers, or through use of alcohol or drugs. Those feeling the pressure of the holidays should consider talking to one of the two new therapists at the Family Service Center.

Open for business since Oct. 30, Cindy Barker, a licensed marriage, family and children's counselor, is seeing individuals and couples. This is a free service to active duty military, military retirees and their families. Barker is located in Room P of the FSC, 610 Blandy Avenue. Office hours are Monday through Friday, except flex Friday, 7 a.m. to 5 p.m. Her telephone number is 939-3059. She will be open through the holiday period except Dec. 25 and 26.

Myrna Walters, a clinical psychologist, is located in Room O, and her telephone number is 939-3056. Walters will be working in her office through the holiday period, except Christmas Day. "I will be available if anyone needs to talk," she said.

Besides the individual and couples communication counseling that both Barker and Walters handle, they are working with other military organizations on base by holding training intervention classes.

"We're currently in the process of meeting people,"

said Barker. She has only been in the Ridgecrest area since October. "We'll be working with the chapel office, the Branch Medical Clinic, the Women's Shelter, the TAMP office and others. If anyone needs our help, please let us know," she said.

Working as contractors with Zeidars Enterprises, a company that places therapists on military bases throughout the country, both Barker and Walters will be teaching prevention education classes. "Through the chapel, we will be holding parenting classes for military families. We'll also handle grief groups. When you live in the military community there are many losses that the family has to endure — such as when the military member is deployed, frequent moves, so that you lose your friends, neighbors and family — all the changes the military family goes through. We're here to help," said Barker.

In December the two therapists are holding a transitional stress class with the TAMP office, a work-related stress class at the airfield and a "holiday blues" class with the Marines.

"We'll be at VX-9 in January to talk with the Sailors and Marines about work stress and communications. And we'll be meeting people at their check-in indoctrinations," explained Barker. While no appointment is necessary, Walters explained that they are recommended.

McDonald's opens tomorrow

According to Capt. Charles A. Stevenson, NAWC commanding officer, China Lake's on-site McDonald's restaurant will open tomorrow morning, Dec. 15, at 10:30.

The new restaurant is located on Richmond Road between 'The Vault' Teen Center and the NEX Autoport. It features an indoor children's play area.

Stevenson said he plans on "trying" to be the first one in line to buy breakfast.

CL Branch Medical Clinic has special holiday hours

Hours of operation at the Branch Medical Clinic from Dec. 18 to Jan. 5, 1996 will be curtailed due to holiday leave. Service will be from 7 to 11:30 a.m. and 12:30 to 5 p.m. Monday through Friday. Normal hours of operation will resume on Jan. 8 and the clinic will be open until 7 p.m.

NEX announces Men's Night and holiday shopping hours

An upcoming special holiday shopping day at the Navy Exchange is Men's Night on Friday, Dec. 15. This special shopping event runs from 6 to 9 p.m.

Holiday hours at the NEX are Monday through Saturday 9 a.m. to 8 p.m., and Sunday 9:30 a.m. to 5 p.m.

Chapel

By LCDr. Patrick J. McCormick
Command Chaplain

Christmas, a time of true giving



Christmas is a time of great excitement; children look forward anxiously to the coming of Santa with all his gifts. But, what is the purpose and goal of this giving?

Beyond the material value or practicality of a gift, the highest value of a true gift is its symbol. For human persons the only gift that can truly satisfy the deepest hunger and longing of the human heart is the gift of another person. How does a person give himself or herself to another; above all through loyalty, friendship and generosity, the highest form of which is marriage? Thus the true gift above all else is a sign and affirmation of one's desire to give at least part of themselves to another. No matter how small in material value, a gift from one who truly

wishes to give of themselves, the gift is true and of great value for its symbolic value.

On the other hand a gift given in place of oneself, or given so that one will not have to give of themselves is always a false gift. Often the rich and famous may give to each other opulent gifts — magnificent in material value and splendor, but gifts given in place of the gift of oneself.

The only gift truly worthy of a human person is another person. Christians celebrate this in our belief that at Christmas, God who is our Father, gave all that He had for His People in giving us His Son. May our giving this Christmas be filled with true symbolism of our desire to give of ourselves in generosity, in loyalty, and in true friendship to one another.

Ring in new year with NEX sale; save 10-50 percent Dec. 26 - Jan. 1

After all the gifts are unwrapped and all the holiday food is eaten, there's one more tradition you still have to go through — the Navy Exchange storewide holiday clearance sale. So, get plenty of sleep and be at your Navy Exchange bright and early on Dec. 26 to save 10 percent to 50 percent on some great merchandise. The sale runs through Jan. 1, 1996.

Starting Dec. 26, save 50 percent on all Christmas gift wrap, boxed cards, bows, ribbons in stock. Also on sale at 50 percent off are all holiday dinnerware, glassware, mugs, table linens, kitchen towels, rugs, throws and decorative pillows. All holiday candy, popcorn tins and food gifts will be 50 percent off their already low price.

Selected clothing for the entire family, limited to store stock, is also on sale.

If you're in the market for a new winter coat, your Navy Exchange is the place to purchase it from. Footwear and boots for the entire family are 25 percent off, excluding military and athletic footwear, and ladies evening shoes are 30 percent off.

If you're looking for new home electronics, your NEX has them. Selected telephones, television sets, components are all 15 percent off their already low price. Selected cameras are 20 percent off. To help entertain children of all ages, all regular priced Sega 32X and 32X CD games are 50 percent off.

End 1995 with some great deals from your Navy Exchange. And remember, the money you spend in the Navy Exchange goes back to your community in the form of dividends to Morale, Welfare and Recreation (MWR).



VOLUNTEERS—Navy Marine Corps Relief Society volunteers were honored in October at a volunteer award ceremony. Local chairpersons, Nancy McKinney and Joanne Miller, received the Navy Marine Corps Relief Society Meritorious Service Award. McKinney is a civilian who has no ties to the military yet has donated more than 2,000 hours of her time to the organization. Both were nominated for the award by Joyce Dinage, outgoing NMCRS director from Long Beach. Shown are (l to r) McKinney, Mary Nygaard, Michele Wolski, Debby Corey, Capt. Charles Stevenson, Terry Langford, Mary Stites, Shawn King and Miller.

Housing Says

R. V. storage

A recreational vehicle storage area, roughly a third of an acre, is located near Knox Road, south of the Public Works Department area. It is available for use by military who reside at China Lake.

Recreational vehicles including camping trailers, camper shells, horse trailers, box trailers, motor homes, cars and boats can be stored in this enclosed storage area. The spaces are marked and numbered and the owners have 24-hour, seven day a week access to the area.

To request a space for your R.V., you must complete a registration form at the housing office. Direct questions regarding the registration process to Brenda Stuart, Housing Management Specialist, 939-4456.

Pet ownership

Only two pets are allowed per household. One cat and one dog; two dogs; or two cats. Residents are responsible for the proper care and control of their pets. Unattended dogs roaming the community constitute a public hazard and nuisance and will be picked up by animal control. Any cost associated with the return of the animal is the responsibility of the owner. Animals that bite or attack will be removed immediately and permanently.

Best decorated house judging starts Dec. 18

Written complaints must be filed at the Housing Division when you feel that your rights are being infringed upon by another person's animal. Three complaints concerning sanitation, nuisance, or an animal running loose, will cause notification to the owner for permanent removal of the animal. Remember pet owner ship is a privilege.

Christmas decorations
The Housing Staff will be selecting the best decorated houses, Dec. 18. We will choose two houses during the day and two houses during the evening from the Hill and Capehart B areas. There are no restrictions on outdoor Christmas lights.

We wish you all a happy and safe holiday season, from the Housing Office staff, Mary, Lorena, Lois, Roger, David, Jerry, Pris, Brenda, Carol, Neil and Sam.

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

Protestant

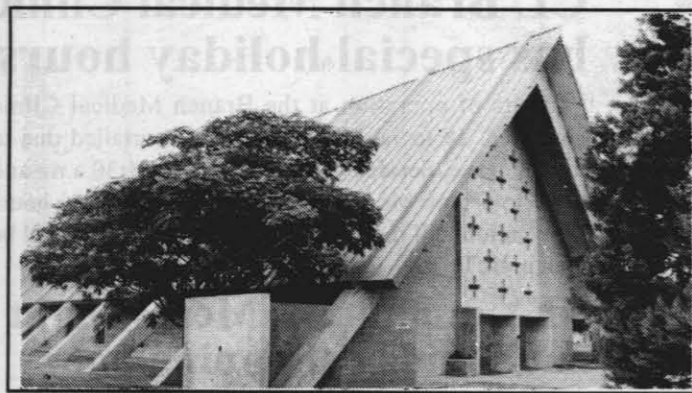
Sunday Worship Service, Main Chapel	10:30 a.m.
Sunday School, Sept. - May,	
1008-10 Blandy & 1903-05 Mitscher	9:00 a.m.
Bible Study (East Wing), Sept. - June, Wednesday	11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday	6:00 a.m.
Adult Bible Study, East Wing, Thursday	7:00 p.m.
Jewish (446-3613 Messages)	
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)	1 p.m.
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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

REC BITS

MWR Management Team, NAWS, China Lake, CA



We're giving away Christmas dinner

Come join the Wreck Center Staff as they provide a festive culinary celebration on Christmas evening from 3:00 p.m. to 6:00 p.m. Roast Duck, Prime Rib, Smoked Ham and other delicacies are available. The staff even does the dishes! Guess what? It's free for single military and geographical bachelors. Sailors, sign-up with your Command Master Chief and Marines, see your 1st Sgt. For details, call 939-8660.

Sparkling merriment '96

Make your new year celebration plans with the Wreck Center today! Don't miss the party of the year filled with holiday sparkle, cheer, fun times and great food. Dinner at 7:00 p.m. and the rock'n party with DJ/VJ begins at 8:00 p.m. A bountiful breakfast completes this party package at 2:00 a.m. for a nominal fee. Reservations recommended. Call 939-8660 for more exciting details. Duty drivers available.



Holiday teen trip

"The Vault", NAWS Teen Center, features a trip to Magic Mountain on Thursday, December 28. Depart from the teen center parking lot area at 7:00 a.m. and return to China Lake approximately 8:30 p.m. Fees: \$20.00-military and \$25.00-DoD. Fee includes admission and transportation. Sign-up by December 23 at "The Vault." For more information, call 927-Teen (8336).

Clip-n-Save

Purchase one **Pizza** at the
Wreck Center and get the second
pizza of equal or lesser value
50% off.



Not valid with any other offer. 939-8660
Expires: December 31, 1995.

Crazy Comedy December 28

Live Southern California comics appear at the Wreck Center on December 28. For details and reservations call 939-8660/8659.

Best kept military secret

The China Lake Golf Course offers a golfing extravaganza for all active duty military on December 22! Tee time begins at 9:00 a.m. Foursomes paired by draw or make your own. Entry fee: \$10.00 per person. Carts and green fees not included in registration fee. Prizes for closest to hole on all par 3's and also longest drive. Sign-up in the Golf Pro Shop or call 939-2990. Event determines interest in active duty leagues and varsity golf teams.

Winterize-be safe

Remember to winterize your car, truck or RV before it gets too cold and you get stranded on your next holiday shopping trip. Try the Auto Hobby Center to complete your auto maintenance, beautification and even help the environment by disposing your oil in a safe place. Look for new equipment and supply upgrades in early 1996. Stop in today. For information, call 939-2346.

Olde English 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. Special guest is Santa and Mrs. Santa. For more information, call 939-2909. Fees: Military-\$2.00, DoD-\$3.00, Community-\$4.00.



Winter waters China Lake Aquatic Masters

Like to swim? You'll love being a member of CLAM. As a member, you participate in workouts tailored to your level with a coach on deck, build your technique, endurance and join fun events such as relays, time trials and many more social events. Memberships include all levels of fitness from beginner to advanced and all types of swimmers from competitive to fun. Workout times are Mondays & Wednesdays from 11:30 a.m.-12:30 p.m., Tuesdays & Thursdays from 5:30 p.m. - 6:30 p.m. and Saturdays from 9:00 a.m.-10:00 a.m. Monthly fee: \$18.00 - Military, \$21.00 - DoD, \$25.00-Community. Sign-up at the Gym front desk. Call Jenny Slater at 939-0756.

Polar Bear Plunge

Do something extraordinary and challenging for the new year. Dare to take the Polar Bear Plunge on January 1, 1996 at 10:00 a.m. Solar Park Pool. Jump into an icy pool, get a special designed t-shirt and enjoy hot drinks and doughnuts. Challenge your friends and family to take the plunge! Sign up the Gym front desk during the month of December. Call Jenny Slater at 939-0756.

Resolution Swim

Challenge yourself! Set a long term goal to help increase your level of fitness and sense of accomplishment! Put yourself to the test and sign-up for the Resolution Swim during the month of January. Complete 25 miles of swimming and receive the Presidential Sports Award Packet. Sign-up at the Gym. Call Jenny Slater at 939-0756.

Special greetings!

The China Lake Community Library invites you to come browse through their holiday collection which includes decorating, crafts, recipes, poetry, stories, music, CD's, records, videos and more. Make your Christmas a family affair and plan activities for all age groups with the help of our trained library professionals. Call the Library staff at 939-2595.

Raw force

Hey! It's another challenging bench press and power lift contest. Don't just talk about it... do it! Show time is Saturday, January 20! Pre-weigh in is at 7:00 p.m. on January 19 and general weigh-in is at 8:00 a.m. on January 20. Event is held in the Gymnasium main weight room. Fees: Military-\$8.00, DoD-\$12.00 and Community-\$15.00. USDFPF lifting rules apply. Awards presented to top three finishers in each event and overall competition. T-shirts given to all participants. Special prizes for first place! Call 939-2334 for details.

Bowling bonanza

For military and family members. Go bowling and have fun by joining this new bowling league. League starts January 8 every Monday for 18 weeks at 6:00 p.m. at Hall Lanes. Fee: \$8.00 per person/per week (18 years and up). For more information or to sign-up call 939-3471.

**MEXICAN CANTINA TRAILER
(In Lemon Lot) IS CLOSED
FROM DECEMBER 15
TO JANUARY 1.
For details, call 939-8662.**

Customer service- It's our business

Youth Activities' New Year's resolution is to make taking care of business easier for you. Beginning Monday, January 8, 1996, Youth Activities Administration Office will accept all program payments, Monday through Friday from 8:00 a.m. to 5:30 p.m. in a new convenient location-the School Age Center, bldg. 880. Office is open to take all payments for sports programs, teen memberships to regular school age care fees. By consolidating payments in one location, we serve you better. They still accept daily fees the Teen and Youth Sports Centers. Call 939-7135. Staff welcomes assisting you.

Hours of fun

"The Vault" Teen Center winter recess hours:

- Tuesday-Saturday 12 noon to 8:00 p.m.
- Closed on Thursday, December 28 for Magic Mtn. trip
- Open Sunday, December 31 for New Year's Party
- Open to youth ages 12 to 17
- Call 927-Teen for more exciting details

Youth Sports Center

- Open Skating Tuesday-Saturday 10:00 a.m. to noon
- Fees: Military-50¢, DoD-\$1.50, Community-\$2.00
- Skate Rental-50¢
- Open Basketball Tuesday-Saturday 1:00 p.m.-3:00 p.m.
- Open to youth ages 12 to 17
- Call 939-7134 for details

Safety Sense

By Dena Christison
Safety Specialist

Have a safe holiday season

The holiday season should be a joyful time uninterrupted by accidents. Here are some reminders to make sure your festivities don't end with a trip to the emergency room or a call to the fire department.

- When selecting a Christmas tree, make certain it is firm and fresh. Store it in a cool place with its base in water until you are ready to decorate it. Before setting it up, cut about an inch off the base to help the tree absorb water, then place it in a sturdy stand containing water. Be sure the water level remains high — check it daily. Locate the tree away from heat and where it won't block exits.

- If you purchase an artificial tree, make certain the manufacturer states that electric lights can be safely used on it. Although fireproof, metal trees cannot be decorated with electric lights. There are, however, Underwriter Laboratories (UL)-approved spotlights to be used with this type of tree.

- When decorating with lights, check your light string thoroughly for cracked or broken sockets. Never use lighted candles on a tree or near evergreen deco-

ractions. Use lights that are approved by UL or Canadian Standards Association (CSA). Use extension cords sparingly, and turn off all tree and decorative lights when you leave the house or retire for the night.

- Choose non-combustible, flame-retardant materials for decorations and costumes.

- Pick-up gift wrappings while opening gifts and dispose of them in a covered trash container. Never burn gift wrappings, cartons and similar items in the fireplace.

- Always keep children from playing with or near decorations.

- Be especially careful with matches and smoking materials around decorations.

- Review your families' home escape plan for a quick exit in case of a fire emergency.

- Decorating your home with live greenery and plants can be festive, but remember some of these decorations are poisonous.

The berries of holly, mistletoe, yew, Jerusalem cherry and the leaves of poinsettia plants are toxic and can cause seri-

ous illness if chewed or swallowed. Bright berries and shiny leaves are appealing to small children and pets. Keep these hazardous plants where small hands cannot reach for a taste.

Travel safely

Home decorations around the holiday season should not be your only safety concern. Motor vehicle accidents during the holiday season rise in number and severity. There are more drivers on our streets and highways — travelers, shoppers, party-goers and so on. Coupled with the increase in roadway traffic, there can be inattentiveness as drivers

think about the holidays and perhaps gaze at holiday decorations as they drive; fatigue from long trips to see family and friends; and of course drunk driving. A motor vehicle accident could turn this festive time of the year into a time of tragedy. Enjoy the festivities with your family and friends — but never drink alcohol and drive. Be alert and concentrate on your driving, and always wear your seat belt. Whether traveling a long distance or just driving across town, make safety part of your travel plan.

The Safety Office wishes you a happy and safe holiday season. A safe holiday season is the best gift of all.



GETTING SMASHED has more than one definition.

JSOW Team recognized with Award of Merit for Group Achievement

Eighty-eight members of the Joint Standoff Weapon (JSOW) Project team received the Award of Merit for Group Achievement on Dec. 4. More than half the team received certificates from RAdm. Dana B. McKinney, NAWCWPNS commander, in a special ceremony in Michelson Laboratory's 1000D. The team includes members from China Lake, Point Mugu as well as NAWC Aircraft Division in Indianapolis, Patuxent River and Warminster; NWS Earle; NSWC Carderock; U.S. Army members at White Sands; and U.S.A.F. members at Eglin.

According to the nomination letter by Dr. Lloyd Smith, head of the JSOW Project Office, the team achieved excep-

tional results through their extraordinary combined efforts.

"This team has unquestionably demonstrated that there are many objects of great value to man that cannot be attained by unconnected individuals, but must be attained, if at all, by associations — teamwork, the combined efforts of individuals," Smith wrote. "The JSOW Project Office team clearly stepped up to extraordinary expectations and completed three major program objectives with style and well ahead of schedule."

Those objectives included a successful first free flight of the JSOW three months ahead of the scheduled first flight; successful completion of a Critical Design Review,

that provided comprehensive assessments of the program technical progress, prior to the contract-required date; and successful completion of a Defense Acquisition Board Milestone II decision "in record time."

"Teamwork, development of community and extraordinary service have led to lasting contributions that will continue to impact the JSOW program for several years and will provide underpinnings for other weapon system acquisition programs to follow," the project leader wrote of the team's efforts. "They have provided mutual support and tenacity of purpose in achieving their single-minded goal of putting JSOW in the fleet."



JSOW AWARDEES — On hand for the group photo following the presentation of the Award of Merit for Group Achievement were Mike Purcell, Paul Barney, Rich Lasell, Jerry Mathre, Lucy Way, Leanna Claunch, Paulette Williams, Barbara DeVries, Pete Byers, Mike Hartney, Jim Vijay, Bob Koontz, Jeff Tunnell, Lloyd Smith, Ray Holden, Dennis Moore, Jim McManigal, Hal Cummins, Don Herigstad, Sirell Hurlocker, Shari Keyes, Diana Going, Cherie Seavey, John Lane, Connie Ferguson, Doug Blemker, Clyde Swasey, Sam Barlaam, Mike Aley, Ron Lindemann, Scot Homer, RAdm. Dana McKinney, Kurt Reese, Carolyn Shepherd, Tom Campbell, Mike Griffith, Butch Spoons, Steve Mendenhall, Scott Millett, John Owens, Dave Powell, Dave Hill, Paul Fonua, Doug Gerard, Dave Doerr, Gary Gray and Dave Bell. Not available were team members Stan Caine, Diana Feist, Carl Hinners, Jim Janson, Tom Lamb, Dan Lee, Ron Leiser, Larry Lesniak, Abe Long, James Massey, George McChesney, William McKune, Jim Moldenhauer, Jill Moore, Phil Niebuhr, Bob Nolan, Linden Perkins, Carrie Quesnell, Stan Rajtora, Ron Reed, Cliff Reich, John Rourke, Kirk Rutland, Clay Schonof, Eric Seeley, Aaron Smith, Bruce Will, Bill Bowker, Don Burger, Ed Gehrich, Ron Cofer, Dan Hinson, Monte Hoppel, Myles Landon, Gino LoStracco, Ken Phillips, Vernon Pugh, Ivars Rage, Greg Schesser, William Smith and Shad Tritt.

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1 STOP MARKET
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619-446-6376
Open 5:30 a.m. - 2:00 a.m.
Everyday
1 block S. of NAWS Front gate

Color Digital Cameras Sale
We carry several digital cameras including those by Logitech, Apple, Kodak, and Casio. The new **Casio QV-10** is one of the most remarkable digital cameras to date. It does for digital cameras what the SLR did for conventional cameras:

- super built-in **color** TFT LCD screen lets you view pictures in real time & for instant playback
- holds 96 images in flash memory
- use as an automatic or you can set the exposure yourself
- connects to everything: Windows **PC** or **Mac** computers, even has NTSC output for your large monitors, TV or VCR
- swivel lens for easy image capture
- comes with cable and great image edit & album software for Windows & for Mac in stock & on sale... just **\$839** & soon, rent a digital camera for a day, week....

All our digital cameras are on sale. The **Kodak DC40** is just **\$899**. The new **Logitech FotoMan Pictura** is only **\$979**. **Apple's QuickTake 150** is just **\$699**. All are in stock. All are **color** cameras.

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Ask about our Antelope Valley locations

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NAWCWPNS Fellow Program nominations are due by Feb. 7

Nominations are being accepted by the China Lake Fellow Selection Committee for the 1996 NAWCWPNS Fellow Program. All technical China Lake employees are eligible for the Fellow Designation, whether engineer, scientist, mathematician or other technologist engaged in research, development, test and evaluation; production process development; quality control; or other technical activities. Managers or supervisors are not usually eligible for this award unless they can show that they have continued to make a significant technical contribution in their work area.

"A major factor in the success of the Naval Air Warfare Center Weapons Division (NAWCWPNS) is the innovative talent of our technical people," noted Sterling Haaland, director of Research and Engineering.

Anyone may nominate a candidate for the Fellow Program by submitting the necessary documentation, which should include the nominee's name, educational background, accomplishments, patents, publications, and technical input (China Lake/national/international). Nominations should be submitted to the nominee's division Technical Staff Selection Committee. If no such committee exists, nominations can be made directly to the Fellow Selection Committee member representing that division via the nominee's division head.

China Lake Fellow Selection Committee representatives are: Ken Grant (41LB00D), Alex Shlanta (420000D and 4J0000D), John Knecht (455530D), Barrie Riddoch (471320D), Dave Burdick (472E00D), George Hennings (473330D), Merle Elson (474180D), John Rogerson (528210D) and George Mills (543300D). As such they will solicit and receive nominations and are available to answer questions about the Fellow Program. Nominations may be submitted anonymously, but it would be helpful if those making the nominations would provide their names and phone numbers since further clarifying information is frequently required. Incomplete nomination packages are dropped from consideration.

To complete the selection process, all

nominations with completed paperwork must be submitted no later than Feb. 7, 1996. A sample format and guidelines for the nomination package can be obtained from Fellow Selection Committee representatives.

The Fellow Program provides for three levels of recognition (in ascending order): Fellow, Senior Fellow and Distinguished Fellow.

Fellows shall be recognized as leading technical experts in their fields and shall have made identifiable technical contributions critical to China Lake programs. Patent or publication activity and recognition of capability by the technical community outside of China Lake is typical. A minimum time of 12 years of technical work on NAWCWPNS programs is required.

Senior Fellows shall have clearly extended the state-of-the-art in their fields and made sustained, far reaching and crucial contributions to China Lake programs. Extensive patent/publication activity and national recognition by the technical community outside China Lake is expected. A minimum time of 17 years of technical work is required.

Distinguished Fellows shall have made pioneering developments in one or more fields of direct benefit to China Lake. They will be nationally/internationally recognized experts. Very extensive patent/publication activity is expected. A minimum time of 22 years of technical work is required.

The China Lake Fellow Selection Committee encourages nomination for Fellow Program consideration of any qualified NAWCWPNS technical employee resident at China Lake. For more information on the China Lake program, call Bill Webster (chair of the China Lake Fellow Selection Committee), 939-1074 or Dick Klabunde (co-chair), 939-8227.

Point Mugu also conducts a Fellow selection program for NAWCWPNS technical employees residing at Point Mugu. The contacts at Point Mugu are Bob Stine at DSN 351-8028 and Ken Smith at DSN 351-8773, who are the co-chairs of the Point Mugu Fellow Selection Committee.

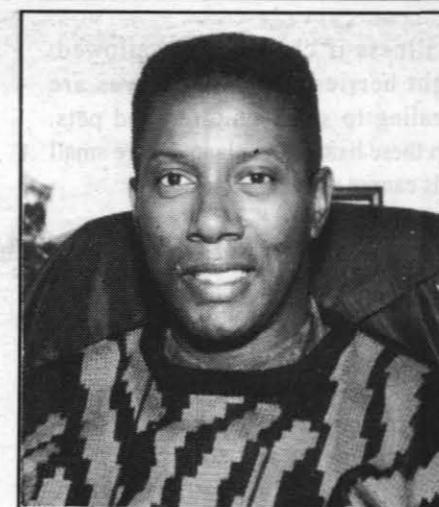
Sabana Seca, Puerto Rico. He revamped the entire MWR program through customer-driven marketing, facilities planning and the hiring of a capable bilingual management team. Scott's team created "Discovery Camp," a mobile summer camp that took children to visit the sites of Puerto Rico. In 1990, through Scott's efforts, the installation won the Navy's Best MWR Program Award for a small command.

In 1991, Scott moved to Naval Submarine Base, Pearl Harbor, Hawaii, where he managed recreational services, marketing and fleet support programs. Scott spearheaded the effort to consolidate with MWR at Naval Air Station, Pearl Harbor.

He came to China Lake in November 1994. He said his target programs include upgrading youth and young adult programs, establishing a progressive five-year facility master plan and refocusing the MWR program to meet customer's needs and interests.

"Although I'm inundated with paperwork, I stay involved with recreational programming because I'm a hands-on manager," said Scott. "I read a great deal on quality management and continuous improvement. I talk to workers and customers. I always want to be a continuous improvement agent and that requires change."

He said his vision for China Lake includes the creation of world class pro-



Alonzie Scott

grams, facilities and services through a customer-focused organization. His goal is to deliver, and hopefully exceed, customers expectations. He said he believes participative management allows for creation of world class organizations.

Scott's top project in the future includes upgrading the golf course to attract new customers. "We need a financially sound capital improvement program and a return on investment plan for all MWR programs. I like a challenge, and this MWR program is it," Scott said.

With Scott's history of making things happen, NAWS can look forward to many exciting changes in MWR programs. A visit to the new Wreck Center reveals some of his ideas in action.

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Scott brings talent for 'making things happen' to MWR position

By Linda Lou Crosby and Joy Adams
Public Affairs Office

According to NAWS Morale, Welfare and Recreation Director Alonzie Scott, "I like making things happen."

Scott earned his BS and MS in Leisure Studies Management from the University of West Florida in Pensacola, Fla., where he learned that making things happen was fun. While helping to organize and host concerts, lectures, festivals and special events, Scott met Harry Chapin, Conway Twitty, Santana, Barbara Mandrel, Willie Nelson, Ray Charles, Jesse Jackson and others.

While attending school, Scott was president and vice president of the Black Student Union, founding member of the Florida Black Students Association, Upward Bound counselor and a member of student government. No wonder Scott won a Who's Who of American Students Award in 1980. His leadership skills allowed him to travel

around the United States recruiting students and representing the university.

His professional recreation work began at Naval Technical Training Center at Corry Station, Pensacola. Scott's challenge there was getting women involved in sports. "Be active participants in life," Scott told them. "The skills you learn in recreational settings will be with you forever. Recreation is not just an escape. It's a tool to help you learn your body's limits, develop poise and strength, fair play and competitive skills that will give you an edge in your

personal and professional endeavors."

His next job was as the first recreation program director at the Navy Recreation Center, Solomons. Scott opened a fitness center, created opportunities for adults and youths in outdoor recreational activities, and managed a 600-foot fishing pier, 130-slip marina, a skating rink, four swimming pools, a bowling center and golf driving range.

In 1989, Scott became MWR director, Naval Security Group Activity,

"I read a great deal on quality management and continuous improvement. I talk to workers and customers. I always want to be a continuous improvement agent and that requires change."

—Alonzie Scott

Boster named to lead PAO

By Kathi Ramont
Staff Writer

When former Public Affairs Officer Cathy Partusch left China Lake last September for her new position working with Naval Air Systems Command Public Affairs, Steve Boster took over the reigns of one of the Station's smallest, but most vocal, departments. "I look forward to the challenges of providing the best possible public affairs service to all our customers at China Lake, and representing the interests of the Station and the command in the community," commented Boster.



Steve Boster

Boster reports directly to Milt Burford, director of Corporate Operations, but his principal customers are the NAWCWPNs command and NAWS commanding officer. Charter for the Public Affairs Office is to provide public affairs support and counsel to all functions of NAWCWPNs at China Lake.

Boster joined China Lake workers 11 years ago as the associate editor of *The Rocketeer* and became the paper's editor in 1988. In May 1992 he moved over to the Public Affairs Office department office as head of media relations and became the deputy public affairs officer working with Partusch. When she left for Patuxent River, Boster moved into her position as acting PAO. In November he formally became China Lake's PAO.

Boster's work history includes four years in the Air Force as a public information specialist. When he left the service in 1970, he attended college for awhile and then became sports editor for a daily paper in Galion, Ohio. He next moved to Oakdale, Calif. as editor of a weekly paper. Then he bought a weekly newspaper in Bridger, Mont., but came back to California after two years and worked as general manager of Chalfant Press in Bishop. Wanderlust once again attacked Boster and he moved to Sonora, Calif., where he was publisher of a weekly paper. After one year in the Sierra Mountains, he moved to Ridgecrest and joined the staff at the *News Review*, then moved to the *Daily Independent*, and finally joined civil service and *The Rocketeer*. During this time he attended classes at Cal State Stanislaus and earned his bachelor's in political science and his master's in public administration from Cal State Bakersfield.

Boster has taught journalism at Cerro Coso Community College for several years and helped start the school's newspaper, *The Crier*. This spring semester he will teach a public relations class at the college.

Boster and his wife, Mary, are active in the Ridgecrest community. He is a member of the China Lake Rotary Club and actively represents the Navy with the Chamber of Commerce. Boster has one son, Joe. His strong urge to hit the road and travel the world is well known to those in the PAO organization. Photography and cross country skiing are two of his other free time activities.

Some of the services Boster performs as the PAO are liaison with local political and community leaders and the final public release of unclassified pictures and articles. He does speech writing for command, and "I spend a lot of time answering QuickMail, like any manager," he said. His media relations duties including escorting media and arranging photo opportunities. "It's called care and feeding of the media. We provide the information they need, the pictures they need, the people they need to talk to to accurately represent the Navy," explained Boster. He is located in the Headquarters Building, Room 1051, and can be reached by telephone at 927-3788.

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Tech Library News 'n' Tools

By Technical Library staff

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—Deanna Holloway

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and economic aspects of various countries. Several *Daily Reports* are published, each focusing on a different part of the planet. At the moment, the library only receives the East and West Europe *Daily Reports*. Others available are Russia, Africa and Asia. If you would like your own, U.S. Government customers can contact FBIS, P.O. Box 2604, Washington, DC 20013-2604, telephone (202) 338-6735, FAX (703) 733-6042. Private parties can contact NTIS, 5285 Port Royal Road, Springfield, VA 22161, telephone (703) 487-4630, FAX (703) 321-8547.

Much of the information conveyed is not important enough, or sometimes it is. Please see next page



Barker gets 40-year pin, plans retirement

CONGRATS—George F. Barker (left) received a pin and certificate marking 40 years of federal service from RAdm. Dana B. McKinney, NAWCWPNS commander, on Nov. 20. And that's enough. Barker is retiring Jan. 3. After four and a half years in the Navy, Barker hired on as an electronics mechanic (WG-9) in 1960. He will complete his career as senior program manager (DP-4) for the Gator Weapon Program. During his career he has managed, or provided production management efforts, for more than 15 separate programs, including such diverse projects as the Sidewinder 9G/9H Electromagnetic Vulnerability Program, the Radar Seeker Simulator, the Mobile Land Target Program, the DSU-30/B Target Detecting Device Program and Gator. Barker was nominated for the Secretary of Defense Productivity Excellence Award for his work on the North Finding Module program, which saved more than \$16 million for the Marine Corps. He received 15 outstanding or highly successful performance ratings and nine commendations over the years.

three is 17.3 rounded up to 18).

Once the data has been purified and the retention register has been established, the first step in processing a RIF is for management to identify the positions that will be abolished. This determination is made based on the reasons for the RIF. For NAWCWPNS, the primary focus is to reduce overhead positions and to rebalance our skills mix.

When a position is abolished, employees are released from their competitive levels in inverse order of their retention standing beginning with the employee having the lowest standing. This is referred to as "round one." In round one when an employee's position is abolished, the employee is not automatically released from his or her competitive level. An employee in an abolished position has a right to one of the other positions in the competitive level as long as he or she is not the lowest standing employee. If the employee in the abolished position has the lowest standing, he or she is the one released from the competitive level.

An employee who is released from his or her competitive level could have a right to be assigned to another position. These assignment rights are handled in "round two." This is the right of an employee to be assigned, by bump or retreat, in the second round of competition to a position in a different competitive level held by another employee with lower standing on a retention register. Term employees do not have assignment rights.

"Bumping" is an employee's right of assignment to a position for which the employee qualifies and which is occupied by an employee with lower retention standing. For Demo employees, this would be an employee in a lower incentive pay group or, within the same incentive pay group, in a lower tenure group or tenure subgroup, in a different competitive level in the same competitive area. For example, a career non-veteran in the "H"

incentive pay group could bump a career veteran in the "F" incentive pay group, as long as he or she was fully qualified for the position. Non-Demo employees can bump an employee with a lower tenure group or subgroup. The occupied position must be no more than one Demo Project level or three GS grades below the position from which the employee is released.

"Retreating" is actually a very restricted form of bumping. It is an employee's right of assignment to a position formerly held, or essentially identical to one previously held. Under the Demo system, the position to which the employee retreats must be occupied by a lower standing employee (lower tenure group, lower tenure subgroup, or later service computation date) in any incentive pay group and at a Demo Project level from or through which the employee was promoted. For example, a career non-veteran DA-3 administrative officer can retreat to a DA-2 administrative officer position from which he or she was promoted if it is occupied by a career non-veteran with less service. But that DA-3 administrative officer may not retreat to any DA-1 position or to any DA-2 position that he or she has not been promoted from or through (even if the DA-3 is fully qualified). For non-Demo employees, the position to which the employee retreats must be occupied by an employee in the same tenure group and subgroup but with less service under the RIF rules. Thus, a career non-veteran can retreat to a position occupied by another career non-veteran with less service if that employee previously held that position (or one essentially identical). The occupied position must be in a different competitive level in the same competitive area, and must be no more than one Demo Project level or three GS grades below the position from which the employee is released.

Both bumping and retreating are restricted to the employee's competitive area. For example, a DS

employee cannot bump or retreat to a DG position, even though he or she may have previously held that position.

Employees who are affected by RIF will receive written notice at least 120 calendar days before the effective date of the RIF action. According to the NAWCWPNS Business Plan, RIF actions would be effected on July 1, 1996, so notices would be handed out on March 1, 1996. After an employee receives a notice, that notice can be canceled or amended to show a less severe action (for example, change to lower grade instead of separation). A more severe action would require a new notice period of 120 days. Therefore, on March 1, employees will know the "worst case" effect of the RIF, if it is approved.

Non-Demo employees can appeal RIF actions to the Merit System Protection Board while Demo employees can request review through local channels followed by the Naval Command, Control and Ocean Surveillance Center, Research Development, Test and Evaluation Division, San Diego (the sister Navy laboratory approved in the same Demo Project) for final review and decision. Demo employees have no Merit System Protection Board appeal rights.

This is obviously a very complicated process. Each action is taken according to strict rules that protect employees' rights. Each employee affected in any RIF will be individually counseled by HRD on their rights and options. We will continue to provide information on the entire process as part of our series to educate employees on the downsizing process.

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Shaping Your Future

By Dee Quashnock
Human Resources Department

What is a RIF?

An explanation of the 'bumping' and 'retreating' processes in RIF

What exactly is the process used in a reduction in force (RIF)? First, the data used to determine an employee's standing in the RIF process must be verified. The Human Resources Department has asked employees to verify data in the personnel data base that is personal to them such as veteran's preference, length of service and performance appraisals.

If they notice discrepancies, employees are asked to contact their PMA teams to resolve the conflict. Everyone is also encouraged to update their personnel folder by submitting an SF-171, OF-612 or resume. HRD uses the personnel folder to make qualification determinations for assignment to positions during a RIF. Whether previous applications you filed are in your records or not depends on what the outcome of the application was (some are filed and some are not). Supervisors are also being asked to review the position title, series, grade and other position data for each employee in their organization.

In a RIF, employees are grouped on what is known as a "retention register." The first grouping is by competitive areas. Employees in separate competitive areas do not compete with each other. Within NAWCWPNS, separate competitive areas have been established for Point Mugu and China Lake, for Demo (Demonstration Project) employees and non-Demo employees as well as for each occupational career path within the Demonstration Project. These occupational groups are scientists and engineers, technicians, technical specialists, administrative personnel and general personnel. Point Mugu and China Lake do not compete against each other because the distance between the two sites is out of a commuting area that can reasonably be traveled back and forth daily to work. This means that, in a RIF, a DP employee at Point Mugu cannot bump or retreat to a DP position at China Lake, a DA employee at China Lake can't bump or retreat to a DG position at China Lake, nor can a DT employee at China Lake bump or retreat to a WG position at China Lake.

Within a competitive area, employees are then grouped into competitive levels. Separate competitive levels are established for all positions having the same service (competitive or excepted); work schedule (full-time, part-time, intermittent, seasonal or on-call); supervisory or nonsupervisory status; trainee status; title,

series, level and primary specialty area code (or, for non-Demo employees, competitive level code) and (for Demo employees who are scientists, engineers or technicians) functional code. For example, a full-time electronics engineer is in a separate competitive level from a supervisory electronics engineer, and is also separate from a part-time electronics engineer. Likewise, electronics technicians who work on radar systems are in a separate competitive level from electronics technicians who work on guidance and control systems. Separate competitive levels are established for positions filled by employees in formally-designated trainee or developmental programs in the competitive service.

Within a competitive level, employees are grouped by their tenure (career, career-conditional or term), veterans' preference, length of service and performance. Your relative standing on a retention register is called your "retention standing." It is here that the Demo and non-Demo systems differ. Demo employees are grouped first by their performance, then by tenure, veterans preference and length of service, while non-Demo employees are grouped first by tenure, then veteran's preference, and finally length of service augmented by performance.

For retention register purposes under both systems, the three most recent annual performance ratings of record are used for establishing performance credit. To provide adequate time to properly determine employee retention standing, the cutoff date for use of new ratings of record is set at 30 calendar days before the date of issue of RIF notices. Employees will receive performance credit for the three most recent annual ratings received during the four-year period before the cutoff date. If an employee has not received three actual annual performance ratings during the preceding four-year period, credit is given for up to three presumptive ratings of fully successful (level three) to bring the total number of ratings to three.

Under Demo, three incentive pay groups are established. Highly successful performance ratings (levels one and two) are assigned a value of one; fully success-

ful performance ratings (level three) are assigned a value of two; and less than fully successful performance ratings (levels four and five) are assigned a value of three. The group "H" (highly successful) incentive pay group includes employees whose three most recent annual performance ratings average within the range of 1.0 to 1.33; the group "F" (fully successful) incentive pay group includes employees whose three most recent annual performance ratings average above 1.33, but no higher than 2.0; and the group "L" (less than fully successful) incentive pay group includes employees whose three most recent annual performance ratings average above 2.0. For example, if you received a Level one rating (which is worth one point), a Level two rating (which is also worth one point) and a Level three rating (which is worth two points), the average of your three ratings is 1.33, placing you in the "H" incentive pay group.

Within each competitive level, employees in incentive pay group "H" are placed at the top of the retention register in standard tenure, veterans' preference, and length of service order; employees in incentive pay group "F" are placed at the middle of the retention register in standard

order; and employees in incentive pay group "L" are placed at the bottom of the retention register, in standard order, and are the first to be released from the competitive level. Employees whose positions are brought into the Demo Project are credited with Demo ratings that are equivalent to their non-Demo ratings. Employees accepting positions covered by the Demo Project are credited with presumptive fully successful ratings.

In the non-Demo system, service credit is added to your length of service. Credit for an Outstanding rating is 20 years; for Highly Successful, 16 years and for Fully Successful, 12 years. No service credit for RIF is given for ratings of less than Fully Successful. The service credit for the last three performance ratings is averaged, then rounded up. For example, if you received one Outstanding rating (20 years) and two Highly Successful ratings (16 years each), you would have 18 years service credit added (20 plus 16 plus 16 equals 52 divided by

Employees who are affected by RIF will receive written notice at least 120 calendar days before the effective date of the RIF action. RIF actions would be effected on July 1, 1996, so notices would be handed out on March 1, 1996.

NEWS n TOOLS from Page 8

too detailed, to be relayed by our national news media. Yet, an accumulation of this type of information gives a better understanding and perception of what is happening in various corners of the earth. By discovering what the inhabitants of other nations hear and read, one can also come to a better perception and understanding of them—what makes them tick and why.

In the electronic age, a great nation must think globally. It cannot do so unless its citizens think globally, and, in order to think globally, its citizens must know what lurks beyond the horizon. The *Daily Report* is a great tool for peeking beyond.

One issue of interest, now that troops are going to Bosnia, is the East Europe *Daily Report* supplement, dated August 16, 1995, and titled, "Yugoslav Military Capabilities," which focuses on these specific areas: war theory, weapons development; role of exercises, review of training; military technology presented at the Belgrade Fair; and military weapons and equipment.

Encyclopedia of Reagents

The Technical Library has just received the Encyclopedia of Reagents for Organic Synthesis, which incorporates "into a single work a genuinely authoritative and systematic description of the utility of all reagents used in organic chemistry."

— Angela Zaborska



Photo by Barry McDonald

DISTINGUISHED VISITORS—Capt. Charles A. Stevenson, NAWS commanding officer, welcomed high-ranking officers from the Taiwan Ministry of Defense to China Lake last Friday at the front gate. Here to receive a brief on the capabilities of the Electronic Combat Range (ECR) at Randsburg Wash, the military officials also received an in-depth tour of the range. Hosted by Ron Stepp, head of the ECR Management Office, the tour group included VAdm. Shen Fong Ping, VAdm. Chung Tzer Sheng, VAdm. Wu Chih Yuan, VAdm. Ho Chao Pin, RAdm. Hsu Chu Sheng, Maj. Gen. Wang Chuan Shin, Maj. Gen. Huang Bing Lin, Capt. Wan Shang Juinn, Capt. Wang Shih Chin, Capt. Han Shyau Jyh, LCdr. Han Yin Yuan and Col. Song Chun Ming.

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SCIENTISTS TO SEA from Page 1

Tomahawk or Vertical Launch ASROC, both of which China Lake played a major roll in developing. Two other future missile systems that group members are currently working and which are envisioned to use the Mk-41 launcher are the ESSM and the Fasthawk ATD missiles. The MK-29 was of interest because *Cushing* had just completed a highly successful Sea Sparrow exercise in support of another China Lake program, Sea Sparrow Improvement Program. Schneider had been the lead engineer on that program and was able to provide the ship's crew with immediate feedback on their firing exercise.

Living conditions on *Cushing* vary greatly, but in every case they were adequate and comfortable. As the senior member of the group, as he tells it, Dick Klabunde was the honored occupant of the commodore's cabin. Actually the ship's XO said that Klabunde was at least four years older than anyone else onboard and, since this cabin was the closest to sick bay, he ought to have it. Klabunde has had to put up with some good-natured ribbing as a result of this arrangement, and is now known among his friends as "Commodore" Klabunde. The rest of the engineers stayed in more traditional berthing, or racks, as they are known. The most compact of the racks had dimensions of roughly 6.5 feet long, two feet wide and 18 inches high. While it may sound cramped (it was) it was amazing how comfortable the racks were and how well one could sleep on them after a long day at sea.

Fresh water onboard ship is at a premium. The China Lakers were encouraged to follow certain water-conservation practices such as taking "Navy showers," but in spite of their efforts, water did run low from time to time. It was rumored on the ship that the Scientists to Sea weren't doing the Navy shower thing and were responsible for the water shortages, a charge that they categorically deny. The first thing to get turned off when water reserves get low is water to the showers. Even Commodore Klabunde was not immune from this, and so all passed a few of their days at sea showerless.



50-CALIBER machine gun was a thrill for first-time shooter Mike Silva.

During the week at sea *Cushing* conducted various training exercises, all of which the Scientists to Sea observed or participated in. During the first two days the *Cushing* conducted Naval Gun Fire Support (NGFS) qualification exercises off the coast of California. During the transit they were able to observe *Cushing* participate in a night-time underway replenishment in conjunction with an oiler and a Navy cruiser. The engineers were all given the opportunity to fire several rounds from the 50-cal. guns and observe a CIWS firing. They observed sonar operations and training, fire control training, electronic warfare, radar tracking and plotting operations and navigational exercises. Each day the crew also practiced damage control and fire fighting drills.

The group was divided in half and the Commanding Officer, Cdr. Terry Foster, led each half of the group on a tour of the entire ship. "Nothing was off limits, except the communications spaces due to security," said Schneider. "If we men-

tioned that we would like to see something a crew member would shortly appear with a key." When the group was not participating in a scheduled activity they were free to roam the ship unescorted, open any door and look at whatever they wanted to look at. One group member commented, "Considering the many ways we could have hurt ourselves and the trouble we could have gotten into, it was the first time I can remember being treated like an adult."

The trip was not all work, however. There were many activities to keep the engineers entertained at night. There were movies each night on the ship's entertainment system. The ship's library was well stocked and Commodore Klabunde would occasionally allow other China Lakers the use of his lounge to relax in. On Sunday afternoon the entire crew was treated to a "steel beach picnic" on the flight deck.

"This was one of the best training opportunities I have had since I have been at China Lake," said Klabunde. "The crew seemed a little leery of us at first, but once they realized that we were not part of some inspection team, they really opened up and enjoyed talking about their equipment and their ship."

Schneider explained, "I was extremely impressed by the knowledge and the enthusiasm of the *Cushing* crew. I left the ship with a great deal of respect for the crew of *Cushing* and the job they do and the conditions they have to do it under. If the rest of the Navy is as professional, our Navy is in very good hands."

All of the returning engineers said that they have a much greater appreciation for life at sea and the importance of the work accomplished at China Lake.

The Scientists to Sea Program, sponsored by Third Fleet, is designed to invite Navy scientists, engineers and R&D managers to embark and observe surface force operations. This program is unique in that it specifically focuses on the technical R&D issues of Navy labs. Opportunities are made available quarterly and are normally for three to ten days in the Southern California area. The China Lake point of contact is Don Blake at 939-1654.

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various-service and government agencies as well as private industry; serves as a team member responsible for conducting tests, collecting and analyzing data, designing, and making significant improvements to satellite control, computer operations, telemetry analysis, and satellite functions and capabilities; uses ingenuity to isolate and define and solve problems related to satellite anomalies, satellite operations, and ground station operations; coordinates, monitors, and technically supervises the work of others in the day-to-day satellite and ground station operations; prepares data packages and documentation for new or improved systems and equipment using standard documentation instructions and guidelines. **Quality-Ranking Factor:** Ability to perform duties associated with satellite management in the specialty areas of satellite command and control, computer operations, computer programming, communication systems, and satellite operating characteristics. **Note 5 applies.**

No. NSC-31-BB5, (1) Interdisciplinary, Electrical, Electronics, Aerospace Engineer, GS-950/855/861-12, Naval Satellite Operations Center (NAVSO), Detachment ALFA, Code NSCALFA, Prospect Harbor, Maine—Area of Consideration: Current appointable DOD employees nationwide. **Opening Date:** 11-30-95. **Closing Date:** 12-29-95. **Selecting Official:** LT LaRock, (805) 989-4231. **HRD Contact:** Belinda Bayerque, (805) 989-3260. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent is responsible for performing specific tasks and assignments including formal class work and orientation training. The incumbent must maintain knowledge and skills satellite and ground systems managed/operated by NAVSOC. The incumbent may be required to perform tasks in the areas of preventive maintenance, system modification, training, and emergency corrective maintenance. Incumbent schedules, coordinates, and directs detailed operations of FLTSAT, FEP, TRANSIT, GFO, and UFO programs. Incumbent develops and guides efforts concerning problems recognized as critical obstacles to the progress of electronics, orbital mechanics, program management, and telemetry analysis. Develops policy and corresponding administrative procedures to handle unique and unprecedented problems of major impact on communication satellite operation and programs. Incumbent assists in preparing project plans, schedules, and detailed phases of technical work concerning satellite command and control, computer operations, telemetry analysis and satellite power, thermal, attitude, timing, communication systems, and ground support systems. The incumbent serves as an expert consultant for the TRANSIT, FLTSAT, GFO, FEP and UFO programs. Represents NAVSOC at various symposia, meetings, and conferences. **Quality-Ranking Factors:** Ability to perform duties associated with satellite management in the specialty areas of satellite command and control, orbital mechanics, satellite power and attitude, command and telemetry systems, computer operations, computer programming, communication systems including cryptographic equipment, antenna systems, time and frequency systems, and satellite operations characteristics. **Note 5 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 non-appropriated 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:** **Technical ORF:** 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 non-appropriated 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 ORF:** Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing. **Notes 1 and 2 apply.**

No. 41-016-RF5, Multidisciplinary (General/ Electronics/Aerospace Engineer), DP-801/855/861-4, Systems Engineering Department, Carrier Based Tactical Aircraft Division, F/A-18 IPT, Code 411100D—Area of Consideration: Worldwide, all appointable eligibles. **Opening Date:** 12-14-95. **Closing Date:** 12-29-95. **Selecting Official:** Ronald E. Smiley. **HRD Contact:** Robert Fitzpatrick, (619) 939-8117. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** The incumbent, as the F/A-18 WSSA (Weapon System Support Activity) IPT leader, is responsible for all aspects of assigned life-cycle technical support for F/A-18 aircraft weapon system. Receives programmatic direction from and is directly accountable to the F/A-18 Program Manager (PMA-265) for cost, schedule, and performance requirements associated with F/A-18 WSSA. IPT post-deployment support products include new system capabilities (e.g., major upgrades), weapon integration (new and upgrades), fire control/targeting system upgrades, integration of electronic warfare systems, as well as coordination with common avionics, trainers, and ground support engineering activities. Duties include serving as the central point of contact for F/A-18 WSSA IPT financial and technical operations at the Naval Air Warfare Center Weapons Division; planning, controlling, evaluating, and coordinating the technical efforts of diverse functional task teams, multi-disciplinary product teams, and systems integration teams needed to satisfy customer requirements; developing plans and schedules with defined milestones and metrics for assigned F/A-18 tasks; cost, schedule, and performance monitoring and taking corrective actions as needed; and exercising direct supervision of systems engineering branch personnel assigned to the F/A-18 IPT. **Quality-Ranking Factors:** (1) Skill in

OPERATIONAL TEST AND EVALUATION

Operations Research Analyst, GS-1515-12 PD#4490A, Announcement No. NB/0131/SS/CS, Commander, Operational Test and Evaluation Force, Norfolk, VA (UIC 57023)—Area of Consideration: Appointable employees of DOD activities and spouses (with appointable status currently in permanent positions on DOD rolls) of relocating active-duty military members and DOD civilian employees during the 30 days preceding through the 6 months following sponsor's relocation to the commuting area. **Position Designation:** Critical. **Duty Station:** Air Test and Evaluation Squadron NINE (AIRTEVRON NINE), China Lake, CA. **Closing Date:** 1-12-96. **Permanent Change of Duty Station Expenses Authorized:** No. **Duties:** This position is assigned to Commander, Operational Test and Evaluation Force (COMOPTEVFOR), Norfolk, VA. Provides consultation services to Operational Test Directors (OTDs) on projects requiring analytical studies using scientific methods, design analysis, and reporting requirements of operational testing. Provides advice and guidance on the selection, acquisition, and application of computer simulations that are used in support of operational test and evaluation (OT&E), and provides assistance in the simulation accreditation process. Devises new measures and techniques in support of the design, analysis, and evaluation of operational testing through the use of mathematical methodology. Conducts analytical studies of operational test data using methods involving statistics, operations research, or reliability to provide a sound, scientific, and quantitative basis for making decisions. Advises OTDs on the effectiveness of equipment, systems, and tactics, and determines measures of effectiveness and suitability to be used in the evaluation of critical operational issues. The selectee must be able to obtain and maintain a Top Secret security clearance. **Qualifications:** To be eligible, applicants must have the amounts of general and/or specialized experience required by the published qualification standards. For General Schedule positions, such experience must be at a level sufficient to satisfy time-in-grade and quality-level stipulations as of the closing date of the announcement. The following experience and/or rating factors are relevant to this vacancy: Applicants must have completed 4 years or more in an accredited college leading to a bachelor's degree, which included 24 semester hours in a combination of operations research, mathematics, probability, statistics, mathematical logic, science, or subject matter courses requiring substantial competence in college-level mathematics or statistics. Three of the 24 semester hours must have been in calculus. **Rating Factors:** The following knowledge, skills, and abilities are of critical importance: (1) knowledge of the analysis of test design, data reduction and analysis, and the analysis of operations and strategies; (2) knowledge of the statistical methodology, operations research techniques, and reliability analysis principles necessary to ensure a logical, scientific approach to operational test and evaluation (T&E) decisions; (3) knowledge of the material acquisition process, including familiarity with Navy weapon systems or similar advanced engineering systems; (4) knowledge of the Department of Defense and Navy T&E organizations, approaches, and the documentation associated with the conduct of Navy T&E. **Note:** As a condition of employment, selectee will be required to participate in the Direct Deposit/Electronic Funds Transfer as the standard method of payment. Any 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 Department of Defense 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 Department of the Navy 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 an opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test results will be provided to the selecting official and the servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current Department of the Navy employee will also be provided to the employing activity/command. **Filing Instructions:** Unless otherwise noted above, applicants must submit a completed SF-171 and current annual performance rating. If no rating is available, submit statement to this effect and reason. To ensure proper consideration, applicants must put the announcement number of the position applied for on his/her SF-171. Submit documents by mail (ATTN: Code 20, HRO, Norfolk, 487 East C Street, Norfolk, VA 23511-3997), or by hand delivery (to the Naval Base, Little Creek, Oceana or Portsmouth Office HRO). Regardless of the method used, materials must be received by 1600 hours of the closing date of the announcement. Applicants who wish to be notified of action taken on the application must submit HRO NORVA 12330/12 Reply Card with their SF-171s.

engineering management of complex naval aircraft/weapon integration projects. (2) Skill in the management of research and development and test and evaluation programs and/or activities associated with naval aircraft. (3) Ability to organize, manage, and lead integrated product teams. (4) Ability to identify, present, defend, and manage the resources necessary to support the broad range of WSSA life-cycle support functions for the F/A-18 weapon system. (5) Knowledge of affirmative action principles including a willingness to implement EEO practices. (6) Ability to manage a diverse team of senior experience technical professional personnel. (7) Ability to meet DOD/DON acquisition management policy, objectives, processes, 77 and procedures. **Notes 2, 3, and 4 apply.**

REASSIGNMENT OPPORTUNITY

No. 41-017-RF5, Multidisciplinary (General/ Electronics/Aerospace Engineer), DP-801/855/861-4, Systems Engineering Department, Carrier Based Tactical Aircraft Division, F/A-18 IPT, Code 411100D—Area of Consideration: Worldwide, all appointable eligibles. **Opening Date:** 12-14-95. **Closing Date:** 12-29-95. **Selecting Official:** Ronald E. Smiley. **HRD Contact:** Robert Fitzpatrick, (619) 939-8117. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** The incumbent, as the F/A-18 WSSA (Weapon System Support Activity) IPT leader, is responsible for all aspects of assigned life-cycle technical support for F/A-18 aircraft weapon system. Receives programmatic direction from and is directly accountable to the F/A-18 Program Manager (PMA-265) for cost, schedule, and performance requirements associated with F/A-18 WSSA. IPT post-deployment support products include new system capabilities (e.g., major upgrades), weapon integration (new and upgrades), fire control/targeting system upgrades, integration of electronic warfare systems, as well as coordination with common avionics, trainers, and ground support engineering activities. Duties include serving as the central point of contact for F/A-18 WSSA IPT financial and technical operations at the Naval Air Warfare Center Weapons Division; planning, controlling, evaluating, and coordinating the

technical efforts of diverse functional task teams, multi-disciplinary product teams, and systems integration teams needed to satisfy customer requirements; developing plans and schedules with defined milestones and metrics for assigned F/A-18 tasks; conducting cost, schedule, and performance monitoring and taking corrective actions as needed; and exercising direct supervision of systems engineering branch personnel assigned to the F/A-18 IPT. **Note:** Interested candidates should send an updated application to Robert Fitzpatrick, Code 731000D, China Lake, CA. **Notes 2, 3, and 4 apply.**

No. 471-005-GB5 Interdisciplinary, (General/ Mechanical/Electronics/Aerospace Engineer/Physicist/Mathematician/Computer Scientist), DP-801, 830, 855, 861, 1310, 1520, 1550-4 Research and Engineering Competency, Weapons/Target Department, Systems Engineering Division, Anti-Air Analysis Branch, Code 4713000D—Area of Consideration: NAWCWPNS. **Opening Date:** 12-14-95. **Closing Date:** 12-28-95. **Selecting Official:** LCDR Steve Burris, 939-0428. **HRD Contact:** Gail Bigelow, 939-8113. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent will perform as the IPT Lead for the HARM MPM design team. Duties include providing leadership and guidance for personnel performing design requirement analysis, development, prototype, implementation, and testing of mission-planning automation in support of the HARM weapon system. The incumbent must be able to develop design plans, test plans, and schedule and financial estimates to support HARM (PMA-242) and TAMPS (PMA-233) program requirements. Extensive expertise in the areas of smart weapons employment, mission planning, and intelligence support is required. Prior operational experience in tactical Navy aircraft is desirable. Work performed by the section includes design and performance trade-off investigations related to conceptual, developmental, and operational mission-planning system approaches. Incumbent must be able to obtain and maintain a Secret clearance. Full performance level: DP-4. **Note:** Send updated application to LCDR Steve Burris, Code 471H00D, 939-0428.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

FY96 NAWCWPNS COURSES - WINDOWS AND MAC
The FY96 NAWCWPNS Course Schedule is now available to 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. Type LOGIN PM62PUB_NFS/CLASSWIN
2. Locate the R:directory using Windows File Manager.
3. Double-click the file called CLASSES.EXE

Macintosh and Windows users

Once the program file has been double-clicked, the FY96 NAWCWPNS Course Schedule Program screen will appear. Buttons are available on this screen which 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, 989-3994 (DSN 351-3994), or John Allen, 989-3237 (DSN 351-3237).

TSP OPEN SEASON IS HERE

The Thrift Savings Plan (TSP) open season started on 15 November and will continue until 31 January. During the open season, employees have the opportunity to change their current enrollment or make an initial application to start participation in TSP.

PLAQUES AND AWARD REQUESTS

The TID Exhibits and Awards Group is anticipating an influx of certificates (Dust Devil, Purple Sage, etc.), NWC plaques, NAWC plaques, and other awards for the VISP/VERA retirements slated for 3 January. To guarantee our meeting your presentation deadlines, we suggest that you make your plaque and award request as soon as possible. Address your request through Quick Mail to Lori St. Clair @ TID_MC, or Plaques and Awards @ TID_MC. You can also FAX your requests to 939-5824 or contact Lori St. Clair at 939-2725.

AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS MEETING

The China Lake Section of the American Institute of Aeronautics and Astronautics (AIAA) will hold a luncheon meeting on Tuesday, 19 December at the Wreck Center (formerly Seafarer Club) History Room. Lunch will be at 1130, and the program will begin at 1200. The program will be presented by Robert (Bob) Van Dyken speaking on "Missile Vortex Flow Characterization."

Attendees may order lunch at the snack shop (Mary Anne's), which serves burgers, sandwiches, pizza, Mexican food, etc. Lunch may be taken to the History Room, located on the south side of the building.

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.)

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

	C Fund	F Fund	G Fund
1994			
November	(3.62%)	(0.23%)	0.64%
December	1.49	0.69	0.68
1995			
January	2.58	1.98	0.67
February	3.87	2.38	0.59
March	2.94	0.60	0.62
April	2.94	1.38	0.60
May	3.98	3.84	0.61
June	2.31	0.71	0.53
July	3.30	(0.23)	0.55
August	0.26	1.21	0.56
September	4.19	0.95	0.53
October	(0.36)	1.28	0.54
Last 12 months	26.34%	15.49%	7.36%

Note: Percentages in parentheses are negative.

C Fund - Common Stock Index (Stocks)
F Fund - Fixed Income Index (Bonds)
G Fund - Government Securities

China Lake: Employees who want to change their current enrollment or begin participation in the TSP program should visit Room 100 in the Human Resources Office where a Personnel Assistant will be available to assist in completing the necessary forms.

Point Mugu: Employees who want to change their current enrollment or begin participation in the TSP program should contact their PMA Team.

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**

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY SPRING REGISTRATION

Embry-Riddle Aeronautical University is currently registering students for its upcoming spring term. Classes start the week of 8 January. All classes will be held in the Training Center and are open to everyone.

Tuition Assistance Students: You will need a special request chit every term. All paperwork must be turned in by the first night of class. No exceptions. Start your paperwork now; don't delay.

Classes: Undergraduate: Aircraft Engines-Turbine, Monday evenings; Marketing, Tuesday evenings; Aircraft Accident Investigation, Wednesday evenings.

A representative will be available on Mondays, Tuesdays, and Wednesdays from 0900 to 1630 at the Family Service Center, Office K. All registration and counseling will be at that location. For more information, call 927-3649.

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).

RETIREMENTS AND FAREWELLS, CHINA LAKE

CAESAR "WALLY" BECKETT

Caesar "Wally" Beckett, Code 823310D, is retiring after 20 years of service. A retirement luncheon will be held in his honor at John's Pizza on 19 December at 1130. You may have the high-noon special or order off of the menu. For reservations, gift contributions, and presentations, contact Carol Accurso at 939-9418 by 18 December.

KRIS CHOPPER

Kris Chopper, Fuze and Proximity Sensors Technology Section, is departing after 10 years of service. A farewell luncheon will be held in his honor at John's Pizza on 20 December at 1130. To obtain further information, or make gift contributions or reservations, contact Al Quintana at 939-0507.

DIONNE M. LANCASTER

Dionne M. Lancaster, Code 823510D, is retiring after 20 years of service at China Lake. A retirement luncheon will be held in her honor at Texas Cattle Company on 20 December at 1130. For reservations, gift contributions, and presentations, contact Kay Williams at 939-9498 or Carol Accurso at 939-9418 by 18 December.

ROY KARTZMARK

Roy Kartzmark, Advanced Technology Applications Office (Code 472G10D), is retiring after 35 years of federal service. A retirement luncheon will be held in his honor at the Wreck Center on 22 December at 1130. The cost is \$10 per person, which includes lunch and a gift donation. For tickets, contact Fred Shanholz or the office receptionist at 939-1086/1524.

ED GEHRES

CLIFF WHITE

Ed Gehres, Calibration Lab, is retiring after 23 years of service. Cliff White is also retiring after 32 years of service.

A retirement luncheon will be held in their honor at John's Pizza on 22 December at 1130. For presentations or reservations, contact Teresa McGowan at 939-2103 by 19 December.

KATHI MOE

Kathi Moe, Code 332300D, is retiring after 23 years of service at China Lake. A retirement luncheon will be held in her honor at Hitter's banquet room on 2 January at 1130. For reservations, gift contributions, and presentations, contact Jo Ellen Turnbaugh at 939-4504 or Barbara Susan at 939-1154 by 27 December.

STANLEY WAGNER

Stanley Wagner, Weapon Analysis Office (Code 471AF0D), is retiring after 30 years of federal service. A farewell pizza luncheon will

be held in his honor in Mich Lab, Conference Room B/C, on 3 January at 1130. The cost is \$10 and includes lunch and a gift donation. For reservations or presentations, contact Liz Langsjoen at 927-3903 by 28 December.

HERMAN HOFFMAN

Herman Hoffman, Test Planning Branch, Land Range Office, Pacific Ranges and Facilities Department (Code 529210D), is retiring after 38 years of federal service. A retirement luncheon will be held in his honor at Texas Cattle Company on 4 January at 1115. For reservations, presentations, or gift donations, contact Sue Donnelly at 939-6809 or Ruth Malik at 939-6035.

MEMORY WALTERS

Memory Walters, Comptroller Department, Costing Branch, is retiring after 28-1/2 years of federal service at China Lake. A luncheon will be held in her honor at Farris' at the Heritage on 4 January at 1130. To obtain more information or make reservations or presentations, call Lee Felkner, Carolyn Riise, or Margaret Augustine at 939-3569 by 28 December.

AL CLELAND

DIANA HAYES

RICHARD SMITH

Al Cleland, Diana Hayes, and Richard Smith will be retiring after 93 years of combined federal service. A retirement party will be held in their honor at the Carriage Inn on 4 January. Social hour will be 1730-1830, and dinner, 1830-1930; presentations will begin at 1930. Dinner will be a western barbeque buffet for \$15 per person. Dress is casual. For tickets, gift donations, or presentations, contact Marci Burnett at 939-1472 (Mich Lab, Room 20105) by 28 December.

MIKE ALEY

Mike Aley, Engineering Weapons/Targets Department, is retiring after over 38 years of federal service, 35 of which were served at China Lake. A retirement dinner will be held in his honor at the Wreck Center (formerly Seafarer Club) on 4 January. Social hour begins at 1800, with dinner and presentations at 1900. Dinner will consist of a two-meat buffet for \$15 per person. To obtain further information or purchase tickets, contact Lucy at 939-8590, Sirell at 939-3518, or Paulette at 939-7237 by 21 December.

GEORGE BARKER

George Baker, Head, Systems Management, is retiring after more than 40 years of federal service, 36 of which were served at China Lake. A retirement party will be held in his honor on 5 January at the Elks Lodge. Social

hour will begin at 1730, with a complimentary steamboat round dinner buffet served at 1830. For presentations or reservations, contact Janice McGarry at 939-1049 or Randi Clark at 939-3685.

ROBERT "BOB" CHRISTIANSEN

Robert "Bob" Christiansen is retiring after 20 years of federal service. A retirement luncheon will be held in his honor at Farris' at the Heritage on 5 January at 1130. A buffet lunch will be served for \$8.50 per person. Reservations are required. To obtain more information on purchasing tickets, making presentations, or gift donations, contact Denise Kirchner at 939-4667 or Linda Currington at 939-4664, by 27 December.

CAROL CORLETT

Carol Corlett, Employee Development Division, is retiring after 25 years of service at China Lake. A retirement dinner will be held in her honor at the Great Outdoors Company (Hitter's) on 5 January at 1830. The cost is \$10 per person. For more information or reservations, contact Annette Hernandez at 939-0870.

DOT JOHNSON

Dot Johnson, Facilities Counsel Office (Code 823F00D), is retiring after 26 years of service at China Lake. A farewell luncheon will be held in her honor at Farris' at the Heritage on 5 January at 1130. A buffet lunch will be served for \$8.50 per person. For reservations, gift contributions, and presentations, contact Ellie Peterson at 939-3240 by 22 December.

ART HISLOP

Art Hislop is retiring after more than 27 years of federal service at China Lake. A retirement dinner will be held in his honor at the Carriage Inn on 6 January at 1800. Presentations will begin at 1900. For reservations, gift donations, or presentations, contact Janet Minnick or Skip Gorman at 939-1453 or 939-1452.

JAMES W. "JIM" MARTIN

James W. "Jim" Martin, Software Development Section (Code 471150D), is retiring after 25 years of federal service. A retirement luncheon will be held in his honor at Farris' at the Heritage on 9 January at 1130. A buffet lunch will be served for \$10 per person, including beverage, tax, tip, and gift donation. For reservations, presentations, or gift donations, contact Marlene Altieri at 939-1129 or Judy Martin at 375-8936 by 5 January.

JOHN KENNETH PRINGLE

John Kenneth Pringle is retiring. A retirement luncheon will be held at John's Pizza on 9 January at 1130. The high-noon special will be

served. For reservations or gift donations, contact Maryann Hiser at 939-1122.

JOHN WEBB

John Webb, Weapons and Tactics Analysis Center (WEPTAC), is retiring after 29 years and 11 months of federal service. A retirement luncheon will be held in his honor at John's Pizza on 10 January at 1115. For presentations, reservations, or further information, contact Cheryl Hays at 939-2353 or Suzi Gerrard at 939-8621 by 8 January.

WERNER HUEBER

Werner Hueber is retiring after almost 34 years of federal service, beginning at Corona Laboratories in 1962 and transferring to China Lake in 1965. A retirement party will be held in his honor at the Carriage Inn on 11 January at 1700. The evening will begin with an open bar, followed by an hors d'oeuvre buffet at 1730. Tickets are \$8. For tickets and gift donations, call Ann Roseman at 939-4883 or Linda Sorensen at 939-5683 by 8 January. To make a presentation, contact John Dancy at 939-9922 or Scott Smith at 927-2136.

GEORGE E. MONCSKO

George E. Moncsko, Head, Combat Environment Simulation Division (Code 535000d), is retiring after 26 years of federal service. A retirement luncheon will be held in his honor at John's Pizza on 11 January at 1130. There will be a choice of the high-noon special or order off the menu (to be specified when making reservations). For reservations, gift donations, or presentations call Sena Dare at 939-0265.

CHARLES "LES" MAYER

Charles "Les" Mayer, Code 472130D, is retiring after 32 years of service at China Lake. A retirement dinner will be held in his honor at Texas Cattle Company on 11 January at 1830. For reservations, gift contributions, or presentations, contact Kathie Sievert at 939-1439 or Arlene McKnight at 939-1534 by 9 January.

RICH PRINTY

Rich Printy, Head, Land Range Office, Pacific Ranges and Facilities Department (Code 529200D) is retiring after 38 years of federal service. A retirement party will be held in his honor at the Elks Lodge on 20 January at 1800. Happy hour with a no-host bar (free beer and wine) will begin at 1800, followed by a buffet dinner served by The Catering Company. There will also be dancing, with music provided by the Sound Waves. Tickets are \$10. For reservations, presentations, or gift donations, contact Jean Amundson at 939-6036 or Ruth Malik at 939-6035.

RETIREMENT

MARY L. JOHNSON

Mary L. Johnson, Corporate Operations Support Office (Code 7GC000E), is retiring after 29 years of service. A farewell luncheon will be held in her honor at the Olive Garden on 18 December at 1130. For gift contributions or lunch reservations, contact Linda Turner at 989-2832, Gloria Dishman at 989-7091, or Eileen Bradley at 939-0478 by 14 December.

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.

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-11 Employment Standards at the China Lake Technical Library; at the Point Mugu Directorate/Department Resources Offices; or at any NAWCWPNS Human Resources Department Office.

AREA OF CONSIDERATION INFORMATION

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

NOTES

1. If selection is made below the full-performance level, the selective 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 (TOP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selective will be subject to drug testing on a random basis as the incumbent of a TOP. Further, all DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/department.

4. This is a DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. PL 101-510 requires that all applications for DAWIA designated positions which are addressing a quality ranking factor (QRF) to determine the best qualified candidate. 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 Tense 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 (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

Change of Duty Station Authorized: No. Summary

of Duties: Provides secretarial and administrative support to the Branch Head and members of the Threat/Sensor Support Branch, located at the Electronic Combat Range (Echo). Must have initiative and ability to make independent decisions. Duties include, but are not limited to, composition and preparation of correspondence, (extensive) travel arrangements and orders, personnel actions, phones, mail distribution, timesheet preparation, and stub preparation. Knowledge and working skill on the Macintosh computer is necessary. Work schedule is 4 10-hour days, Monday-Thursday, 0630-1630. Quality-Ranking Factors: Knowledge of NAWCWPNS policies and procedures. Ability to perform independent decision making, coordinate and maintain supervisor's calendar, plan and coordinate travel arrangements and conferences, use the Macintosh computer, and communicate orally and in writing. Incumbent must be able to obtain and maintain a Secret clearance. Note 1 applies.

CHINA LAKE SITE ONLY

No. 472-006GB5, Computer Clerk/Assistant, DG-335-02/03, Software Data Management Specialist, DS-301-1/2/3, (Multiple Vacancies). Systems Engineering Division, Code 471000D—Area of Consideration: China Lake. Opening Date: 12-14-95.

Closing Date: 12-28-95. Selecting Official: Bob Page, 939-8294. HRD Contact: Gail Bigelow.

Permanent Change of Duty Station Authorized: No.

Summary of Duties: DG23—Incumbents will perform software database management and maintenance; provide documentation support, including data collection, organization, and maintenance; and create flowcharts and diagrams. Incumbents will act as software librarians to identify, control, and conduct status accounting of software configuration items, and perform routine audits of software data library functions. Incumbents perform data processing, maintenance, retrieval, and manipulation of records as well as magnetic media duplication and processing and participate as an active member of the software team, which requires interaction with software engineers, system engineers, and project management. Knowledge of software development process and tools desired.

DS-1/2/3—Incumbents will develop, document, implement, perform or monitor the software configuration management (SCM) process for assigned weapons systems programs and review standards for applicability of SCM projects. Incumbents process data within the Software Data Library environment, generate, edit or coordinate Software Configuration Management

plans and procedures for the assigned project, including the Software Data Library process.

Incumbents review plans generated by contractors and on-site software developers, develop and present written and/or oral presentations, and participate as an active member of the software team.

Quality-Ranking Factors: DG-2: Ability to perform database management, including FileMaker Pro, and maintain a software library.

DG-3: Knowledge of database management, including FileMaker Pro; ability to process data in a software data library environment.

DS-1: Ability to review standards for SCM project applicability; knowledge of software data library management.

DS-2: Ability to develop SCM processes and to create User's Manuals, Software Configuration Management, and Software Data Library plans.

DS-3: Skill in developing SCM processes; knowledge of Capability Maturity Model. Incumbents must be able to obtain and maintain a Secret clearance. Full promotion potential to DS-301-3, but not guaranteed.

Note: If selection is made at the DG-2/3 levels, promotions to DS-301-1/2/3, Software Data Management Specialist, may be made at a later date. However, progression through the career ladder and future promotions are not guaranteed.

Progress through the career ladder depends upon the incumbent's successful performance of the duties at each grade level and is contingent upon available workload and funding.

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

15 February; Thursday, 0900-1100; Trailer 10076, Point Mugu. By: Staff

Preparation of an exceptional SF-171, new OF-612, and resume will be discussed. These 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. Resume tips and formats will also be discussed.

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).

CAREER TRANSITION WORKSHOP (16 hrs.)

28-29 February; Wednesday-Thursday; 0800-1600; Training Center, Room 205, China Lake.

The Career Transition Workshop introduces the participants to job change strategies used by successful people. 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, 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 Sue Murray, Code 733000D. For further information, call 939-2349 (DSN 437-2349).

LEADERSHIP SKILLS FOR NON-SUPERVISORS (16 hrs.)

28-29 February; Wednesday-Thursday, 0800-1600; CECOS, Room 290, Point Mugu. By: TBD

This 2-day, in-depth workshop provides practical strategies to assist non-supervisors in identifying and developing leadership capabilities in a changing work environment.

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

RESPONSIBLE EMPOWERMENT (16 hrs.)

6-7 March; Wednesday-Thursday, 0800-1600; Location TBD, Point Mugu. By: Roger Kirkham

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

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

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	939-2359 (CL); 989-3982 (PM) 927-1555 (CL); 989-1022 (PM)
Job Search Techniques Networking Applications: SF-171/OF-612/ Resumes Interviewing Skills Job Market Information Defense Outplacement Referral System (DORS)	California Employment Development Division (EDD) Career Transition and Resource Centers (CTRC) Transition Assistance Management Program (TAMP) California Employment Development Division (EDD)	446-2593 (CL); 988-2243 (PM) 939-2359 (CL); 989-3982 (PM) 927-1555 (CL); 989-1022 (PM) 446-2593 (CL); 988-2243 (PM)
Retirement Counseling Benefits	DORS Program Manager Personnel Management Advisors and Assistants	939-2265 939-2264/2265 (CL) 939-3311 (PM)
Financial Counseling	Employee Relations Retirement Experts Transition Assistance Management Program (TAMP)	939-2574 (CL); 989-3323 (PM) 927-1555 (CL); 989-1022 (PM)
Stress and Personal Counseling	Consumer Credit 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)

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	DEADLINE DATE COURSE DATES	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	26-31 Aug 96	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	

CIVILIAN PERSONNEL DIVISION NEWS

automation in support of the HARM weapon system. The incumbent must be able to develop design plans, test plans, and schedule and financial estimates to support HARM (PMA-242) and TAMPS (PMA-233) program requirements. Extensive expertise in the areas of smart weapons employment, mission planning, and intelligence support is required. Prior operational experience in tactical Navy aircraft is desirable. Work performed by the section includes design and performance trade-off investigations related to conceptual, developmental, and operational mission-planning system approaches. **Quality-Ranking Factors:** Knowledge of HARM weapon system employment and performance features; knowledge of software process improvement strategies; and ability to meet the mandatory DAWIA requirements for Level III of the Systems Planning, Research, Development, and Engineering career field within 18 months. Incumbent must be able to obtain and maintain a Secret clearance. Full performance level: DP-3.

Notes 1 and 4 apply.

No. 52-048-RR5 Range Controller, DS-301-2, Pacific Ranges & Facilities Department, Code 529410D—Area of Consideration: NAWCWPNs. **Opening Date:** 12-14-95. **Closing Date:** 12-28-95. **Selecting Official:** Ronald Stepp. **HRD Contact:** Rob Robinson. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent performs as a Range Control Officer (RCO) supervising, controlling, and visually monitoring the flight patterns of military aircraft engaged in air-to-ground bombing training. Coordinates flight plans with aircrews, assigns flight altitudes, and relays wind and altimeter data and target verification and observes flight patterns to ensure compliance with established safety parameters. Is responsible for enforcing the policies governing range operations and flight safety and will coordinate scheduling range times with the central scheduling office to preclude interference with other tests. Incumbent is responsible for relaying weather data, reports, and warnings, while maintaining multiple radio contact with aircrews during operations within the range allotted airspace to ensure compliance

with established safety parameters. Incumbent is responsible for forecasting fiscal budgetary needs from gathered statistical data. Collateral functions include responsibility for recording and reporting data of range wage, property, and budget accounting. **Quality-Ranking Factors:** Knowledge of regulations, instructions, and procedures necessary in the operating of a class "A" tactical target range, operations of television and instrumented ordnance scoring and recording systems, and federal meteorological handbooks required to operate as a certified aviation observer. Ability to communicate effectively, both verbally and in writing. The incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DS-3.

No. 52-049-RR5, Senior Office Manager, DG-303-23, Threat/Sensor Support Branch, Code 526100D—Area of Consideration: NAWCWPNs. **Opening Date:** 12-14-95. **Closing Date:** 12-28-95. **Selecting Official:** Allan Lesniak, (619) 939-9059. **HRD Contact:** Rob Robinson, (619) 939-2393. **Permanent**



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).

LABOR/EMPLOYEE RELATIONS TEAM NEWS

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being on a leave-without-pay status for at least 24 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Recipient) and a copy of current Leave and Earnings Statement. OP-Form 630-A is available at Administration Offices at Point Mugu and Telmar at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E (P621); forms for China Lake may be mailed to Pat Miller, Code 731000D (C621). For additional information, call Estela Padilla at (805) 989-3222, or Pat Miller at (619) 939-2018.

CHINA LAKE

Susie Park, Code 4J2100D Susie is recovering from complications after surgery.	Arthur Owens, Code 471250D Arthur is recovering from major orthopedic surgery to his left leg and knee.	Victoria Wintjen, Code 823220D Victoria is recovering from surgery and is being treated for a brain tumor.
Cynthia Bradley, Code 455140D Cynthia has complications of pregnancy.	Kimberly Kelly, Code 455140D Kim has medical complications.	Jan Leverett, Code 455140D Jan is recuperating from open rotator cuff repair to her shoulder.
Sandy Watson, Code 335000D Sandy has exhausted her leave as a result of the ongoing care of her diabetic husband.	Barbara Snyder, Code 250000D Barbara suffers from complications after childbirth.	Patricia Hoeffcker, Code 471350D Patty is having surgery on both feet, which will require 6 weeks of recuperation.
Jerry Chisholm, Code 823600D Jerry is recovering from surgery.	Abelina Shanholtz, Code 725200D Abbey has a medical problem.	Jeanie Salyer, Code 734000D Jeanie is undergoing peritoneal dialysis while awaiting a kidney transplant.
Leslie Folden, Code 826400D Leslie is currently hospitalized.	Nadine Foley, Code 732000D Nadine is suffering from vision problems.	

POINT MUGU

Connie Deleonarios, Code 838100E Connie is recovering from back surgery.	Lynn Pham, Code 330000E Lynn is on maternity leave.	Mikki Edsall, Code 454930E Mikki is recuperating from major surgery and will continue under a doctor's care for a minimum of 6 months.
Anita Retome, Code 453300E Anita is caring for her daughter, who needs medical attention.	Roletta Vasquez, Code 32100E Roletta is suffering from chronic fatigue and immune dysfunction syndrome.	Sandra Powell, Code 4KLDOOE Sandra is recovering from surgery.
Elizabeth Martinez, Code 543B00E Elizabeth is under a doctor's care.	Richard Holt, Code 532220E Richard is under a doctor's care.	Tracy Markley, Code 835410E Tracy is under a doctor's care.
Mary Ellen Santellen, Code 835110E Melody is undergoing post-arthroscopy manipulation of the left knee.	Melody Dates, Code 454000E Melody is recovering from surgery and will be unable to work for 6 weeks.	Veronica Vasquez, Code 731000E Veronica is on maternity leave.
Francis Amaro, Code 454930E Francis is on maternity leave.	Robert Schuller, Code 486300E Robert is recovering from major surgery.	Candace Allen, Code 834200E Candace is on maternity leave.
		Alberto Santana, Code NAVSOC Alberto is caring for his newborn son, who has a severe bacterial infection.
		Brenda Davis, Code 731000E Brenda has lupus erthematosus.
		Sierra Linda Burdette, Code 210000E Sierra's 12-year old son is undergoing surgery for a total hip replacement.
		Silas Carney, Code 562E20E Silas underwent emergency abdominal surgery.
		Carla Allen, Code 48D000E Carla is recovering from surgery.

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.

UNDERSTANDING AND APPLYING MIL-STD-641D (16 hrs.) (UPDATED CONTENT)

8-9 January; Monday-Tuesday, 0800-1600; Bldg. 6, BQ Conference Room, Point Mugu.

10-11 January; Wednesday-Thursday, 0800-1600; Training Center, China Lake. By: R & B Enterprises

This seminar provides a summary of Navy Instructions, and details the application of MIL-HDBK-235 and MIL-STD-HDBK-237. Course content will include pertinent definitions to facilitate the understanding of EMC technology and specific definitions pertaining to MIL-STD-461D. This seminar will provide a practical discussion of the differences between MIL-STD-461C and MIL-STD-461D.

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

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

ENTREPRENEUR'S WORKSHOP: SO YOU WANT TO START A BUSINESS (4 hrs.)

8-11 January; Monday-Thursday, 1130-1230; Training Center, Room 211, China Lake.

8-11 January; Monday-Thursday; 1130-1230; Building 323, Room 159, Point Mugu.

If you have always wanted to run your own business and be your own boss, this workshop will provide you with the practical "how to's." The basics of writing a business plan, marketing your product or services, and meeting legal requirements for small business will be discussed. Participants will examine whether they are personally suited for self-employment.

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

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).

INFLUENCING WITHOUT AUTHORITY (16 hrs.)

9-10 January; Tuesday-Wednesday, 0800-1600; Location TBD, Point Mugu. By: Roger Kirkham

This 2-day course teaches empowered employees what to do with their empowerment to ensure that it concentrates on continuous improvement; empowerment includes accountability; the cost of continuous changes are minimized; everyone pulls in the same direction; problems are defined in verifiable terms; and improvement ideas are understood and implemented.

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

TEAM SKILLS (16 hrs.)

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

This workshop presents a framework for understanding the basic underlying concepts of building and maintaining teamwork and what it takes to be an effective team member. 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 the mission.

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

CSUC COMPUTER SCIENCE ADVISING

Dr. Orlando Madrigal of Cal-State University, Chico will be at China Lake on 5 January to advise current and prospective students in the external degree programs offered by the school in computer science. The programs lead to bachelor's and master's degrees. To schedule an appointment with Dr. Madrigal, call Denise at 939-2648.

CSUC SPRING COURSES

Following are courses being offered this spring for the California State University, Chico (CSUC) Computer Science Program (bachelor's and master's degrees). To obtain course descriptions or book order forms for these courses, come to Room 105 of the Training Center, 0830-1130 and 1230-1500, Monday through Thursday. Classes for the semester begin 30 January and end 23 May, except for CSCI152, which begins 3 January and ends 24 April. With the exception of CSCI152, the courses are held Tuesday and Thursday at the Training Center and are received via satellite. CSCI152 is held at the Training Center on Mondays and Wednesdays and is on videotape, with a lab on Tuesdays. Registration for CSCI152 will be held the first class meeting. **Note:** Registration for all other CSUC courses listed below will be held at the week of 8-11 January in Room 105, 0830-1130 and 1230-1600. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained. All courses are three semester units.

CSCI152	Operating Systems Programming	1130-1245; Lab 1700-1800
CSCI397C-22	Advanced Topics In Computer Network	0800-0915
CSCI397C-21	Multimedia Programming and Design	0930-1045
CSCI227	Discrete Simulation Systems	1100-1215
CSCI351	Language Theory	1230-1345
CSCI323	Theory of Artificial Intelligence	1400-1515
CSCI397C-23	Object-Oriented Programming and Implementations	1530-1645

To obtain more information, contact Cecil Webb at 939-0878. Also, note Cerro Coso Community College spring schedule for Linear Algebra.

BUDGET FORMULATION (24 hrs.)

9-11 January, Tuesday-Thursday, 0800-1600; Trailer 10076, Point Mugu. By: Edward Dappen

This course will provide basic how-to-instruction to develop a budget for a typical government organization. Emphasis is on administrative requirements for budget formulation, basic elements in preparing budget estimates, and basic steps required to assemble a budget. Workshops are used extensively throughout the course to illustrate concepts of data collection, estimating techniques, and calculations required in the compilation of an operating budget.

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

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 action, 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).

WRITING STATEMENTS OF WORK (SOWs) (8 hrs.)

17 January; Wednesday, 0800-1600; Training Center, China Lake.

The SOW is written using clear and concise language. Preparation of an effective SOW requires both an understanding of the requirement and an ability to define what is required in specific quantitative terms. The course will provide information, samples, exercises, and helpful hints for preparing a SOW.

To enroll, call Pat Nogle at 939-3159 (DSN 437-3159).

RETIREMENT FOR YOUNGER EMPLOYEES (8 hrs.)

17 January; Wednesday, 0800-1630; California Air National Guard, Point Mugu. By: Labor/Employee Relations

This course will discuss health insurance, life insurance, Social Security, income tax, financial planning, estates, trusts, and wills. This course includes pertinent topics from the Pre-Retirement Seminar, with emphasis on what to look for in planning for retirement. This class is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

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).

CUSTOMER SERVICE WORKSHOP (8 hrs.)

19 January; Tuesday, 0800-1600; Training Center, China Lake. By: V. Renee Mack

This course is presented through a combination of brief lectures and experiential exercises and simulations. After presenting basic concepts and introducing participants to a common vocabulary, they learn application in a non-threatening, non-accusatory simulation game, as well as role-play and group problem-solving exercises. Objectives are to review sending a positive attitude to customers; learn how to provide for the needs of the customers; provide practice on handling difficult customers; and motivate participants to do the best job possible.

To enroll, call Pat Nogle at 939-3159 (DSN 437-3159).

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).

INTERVIEWING WITH POWER AND CONFIDENCE (2 hrs.)

23 January; Tuesday, 0900-1100; Building 323, Room 159, Point Mugu.

25 January; Thursday, 1000-1200; Training Center, Room 205, China Lake.

By: Staff

The interview is one of the most important steps in the job search process, and for many, it is often the

most intimidating. Attend this workshop and learn how to improve your performance during a job interview. Key interviewing skills such as anticipating questions, comprehending types of interviews, preparing your answers, and the importance of practice will be discussed.

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).

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

NEW EMPLOYEE ORIENTATION (8 hrs.)

23 January; Tuesday, 0800-1700; Mich Lab, Room 1000D, China Lake. By: NAWCWPNS/NAWS Staff

This program starts with a Welcome Aboard and NAWCWPNS Overview and a NAWS Overview by Captain Stephenson. Other topics included in the program are Employee Assistance Program; Safety; HAZCOM; Security; Fraud, Waste and Abuse; Environmental Awareness; Prevention of Sexual Harassment; HIV/AIDS; and CAO Overview.

Enrollment is accomplished via your Competency Level 2 Administrative Offices. Each new employee will be contacted and approved by their Level 2 Competency Administrative Offices.

NOTE: If as a new employee you have a question regarding attendance of the program, call your Competency Level 2 Administrative Offices.

Note: The New Employee Orientation is mandatory for all new employees; ask your Competency to add you to their list.

Deadline: 16 January

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

EFFECTIVE PRESENTATIONS (16 hrs.)

23-24 January; Tuesday-Wednesday, 0800-1600; Port Country Inn, Port Huemene. By: Mark Haage, OCPM

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 989-3980 (DSN 351-3980).

WRITING STATEMENTS OF WORK (SOWs) (8 hrs.)

24 January; Wednesday, 0800-1600; Location TBD, Point Mugu.

The SOW is written using clear and concise language. Preparation of an effective SOW requires both an understanding of the requirement and an ability to define what is required in specific quantitative terms. The course will provide information, samples, exercises, and helpful hints for preparing a SOW.

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).

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).

TELEMETRY (40 hrs.)

29 January-2 February; Monday-Friday, 0800-1600; Training Center, China Lake. By: Quintech Corporation

This course will cover the principles, techniques, and applications of modern range telemetry systems. The theory of information transfer and its application to electronic communication, including a comprehensive and comparative study of the various techniques used, will be discussed. Topics include, but are not limited to, information, information transmission, noise, and communication systems; telemetry principles and technology; data sampling and pulse encoding; modulation principles, types, spectra, and bandwidths; multiplexing; FM/FM telemetry data structures and signals; PAM/FM telemetry data structures and signals; PCM telemetry data structures and signals; telemetry link analysis, telemetry transmitters and transmitting antennas, telemetry receiving antennas and receivers, telemetry diversity schemes, tape recorders, and more.

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).

UPPER DIVISION WRITING COMPETENCY EXAMINATION

CSU, BAKERSFIELD AND CSU, CHICO STUDENTS

The Upper Division Writing Competency Examination will be given at China Lake on 23 January. CSU, Bakersfield and CSU, Chico undergraduate students may satisfy the writing competency requirements by passing this examination. CSU, Bakersfield undergraduate students must have completed at least 90 quarter units of college work prior to taking the examination. CSU, Chico undergraduate students planning to take CSCI 172: Systems Architecture must pass the writing examination prior to the beginning of the course. The examination fee is \$15. Checks should be made payable to CSU, Bakersfield. To take the exam, contact Denise at 939-2648.

CSUB WINTER COURSES

The following courses are being offered at China Lake this winter for the California State University, Bakersfield (CSUB) bachelor's degree program in business administration and master's degree program in administration. To obtain course descriptions, tuition support/cost information, and registration forms for these courses, come to Room 105 of the Training Center, 0830-1130 and 1230-1500. **Note:** CSUB has set 5 December as the deadline date to preregister. DOD civil service employees should state the following on the top of their registration form: "DOD civil service." Employees taking a course for which the Government pays the tuition 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. Each course is five quarter units.

Core Courses

MGMT301	Quantitative Methods for Business Decisions	2 January-12 March; Tuesdays, 1610-2110
ADM600	Seminar in Management	10 January-13 March; Wednesdays, 1610-2110

Elective Courses

MIS477	Special Topics in MIS	10 January-13 March, Wednesdays, 1610-2110
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To obtain more information, contact Cecil Webb at 939-0878.

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.

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, 1610-2000; 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 schedule.

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.

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 Blandly) on Tuesday or Wednesday from 1030 to 1330. You may also contact the UTSI representative at 446-2814 or 927-UTSI.

BASIC NAVAL WRITING AND OFFICIAL NAVAL CORRESPONDENCE (24 hrs.)

29-31 January; Monday-Wednesday, 0800-1600; Trailer 10076, Point Mugu. By: LaNelle Thompson

SECNAVINST 5216.5C sets new writing standards and encourages the adoption of the standards by all people employed by the Department of the Navy. The class instructor will review those standards, the use of active versus passive verbs, personal pronouns, short sentences, etc.

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

Note: Bring your copy of SECNAVINST 5216.5C (Correspondence Manual) to this class. If you do not have a manual available, you will be provided one in class.

Deadline: 19 January

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).

NETWARE SERVICE AND SUPPORT (40 hrs.)

29 January-2 February; Monday-Friday, 0800-1600; 2901 Ventura Road, Oxnard (Point Mugu). By: Computerfocus, Jeffrey Wales, PhD

Intended Audience: Technical support personnel responsible for diagnosing and resolving problems with Novell Networks and CNE candidates.

Prerequisites: A solid background in DOS and NetWare is essential to obtain maximum benefit from this course.

This hands-on laboratory course focuses on the prevention, diagnosis, and resolution of hardware-related problems encountered when working with the NetWare network operating systems. The skills taught are valuable when optimizing, and maintaining many of Novell's products. The materials are designed to provide a reference that participants can continue to use on the job. Topics to be covered include troubleshooting the network: concepts, models, and guidelines; using research tools in troubleshooting; working with adapter cards and cabling; troubleshooting network storage devices, DOS workstations, and network printing; and network optimization and disaster recovery.

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).

HIGH-PERFORMANCE MANAGEMENT, POSITIVE USES OF STRESS (8 hrs.)

30 January, Tuesday, 0730-1630; Training Center, China Lake. By: Bob Huey

This course teaches simple and effective techniques to help you be empowered by stress instead of overpowered by it. You will learn to identify your key stressors induced by events and people, better tolerate the problems induced by events and people, and practice techniques to discover solutions to these problems. Stamina techniques and knowledge for restful sleep, relaxation, exercise, diet, and freedom from harmful drugs will be reviewed.

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

TEAM SKILLS (16 hrs.)

30-31 January; Tuesday-Wednesday, 0800-1600; CECOS, Room 290, Point Mugu. 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 team member. 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 the mission.

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

NAVY SYSTEMS ACQUISITION (32 hrs.)

30 January-2 February; Tuesday-Friday, 0800-1600; Training Center, China Lake. By: Allen Cahill, Acquisition Management Institute (AMI)

Note: This is a SEDP required course.

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

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

LEADERSHIP SKILLS FOR NON-SUPERVISORS (16 hrs.)

5-6 February; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: Lorna Riley

This 2-day, in-depth workshop provides practical strategies to assist non-supervisors in identifying and developing leadership capabilities in a changing work environment.

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

RISK MANAGEMENT (16 hrs.)

5-6 February; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: AMI

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

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

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

WINDOWS, INTRODUCTION (16 hrs.)

5-6 February; 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).

BENCHMARKING (16 hrs.)

7-8 February; Wednesday-Thursday, 0800-1600; Bldg 323, Room 159, Point Mugu. By: American Management Association

This is an introductory seminar to the benchmarking process. Topics to be covered include how to demonstrate why benchmarking should not be a one-time thing; using benchmarking to think "out of the box" and develop new ways of doing things; strategies for focusing on which critical process to benchmark; product, performance, process—differences and similarities when considering what to benchmark; quality improvement tools to use in analyzing your own process; building internal support among management and employees for benchmarking; how to locate a "best in class" partner you can learn from; strategies for ensuring a positive response from potential benchmarking partners; pros and cons of various information-gathering methods; visualizing the quality gap and the forces that are keeping you from reaching your quality goals; and benchmarking hazards to avoid.

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

WEAPON SYSTEMS COST ANALYSIS (8 hrs.)

7 February; Wednesday, 0800-1630; Training Center, China Lake.

14 February, Wednesday, 0800-1630; Location TBD, Point Mugu.

By: NAWCWPNS Instructor

Prerequisite: Navy Systems Acquisition desirable.

Note: This is a SEDP required course.

Topics to be discussed include definition of weapon systems cost analysis; life cycle cost estimating—the concept, applications, cost, analysis techniques; design, cost, and schedule; and the system life-cycle RDT&E, production, and operations, and support.

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

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

BASIC SUPERVISION (40 hrs.)

12-16 February; Monday-Friday, 0800-1600; Training Center, Room 107, China Lake. By: Teri Mahaney

Learn the basics of effective supervision and how to accomplish more with and through people. Learn your

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

13 Feb	Preventing and Resolving EEO Complaints
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Long Beach, CA



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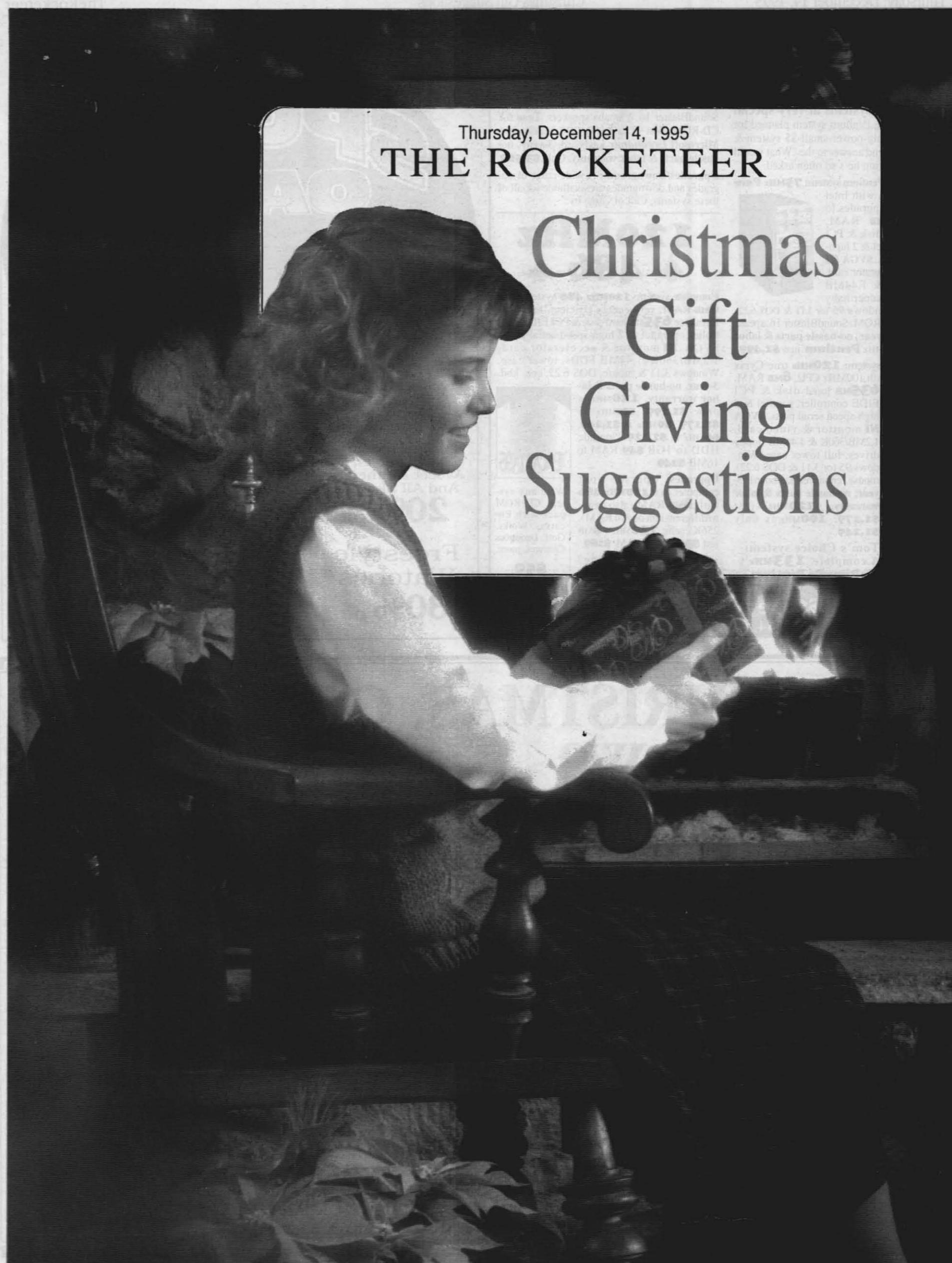





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