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THE ROCKETEER

THURSDAY, MAY 30, 1996

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 52, No. 11

NMCSAs go to four Lakers

6

An Internet primer — plus

10

Cal Lab's Equipment Reutilization Program has such a deal for you

China Lake seeks out excessed gear from other facilities to be reused on Station

By Barry McDonald
Editor

When a base shuts down as a result of BRAC, what happens to all of the hardware, equipment, office furniture and so on? When a major government contract or program shuts down, what happens to the equipment at the contractor?

The quick answer: The Defense Reutilization Marketing Office (DRMO) takes custody of the hardware and equipment, which is then auctioned off to the highest bidder. This is not always the case however.

In an era of continually shrinking budgets and massive cut-backs in program funding, locating and obtaining this much needed hardware and equipment at a fraction of the original cost is quickly becoming a necessity. So some bases are going after this serviceable hardware and equipment and reutilizing it within their organizations.

China Lake now has a program in place to aggressively identify and bring in this valuable equipment and hardware. The Metrology Calibration Engineering Laboratory (Code 522600D), commonly known as the Cal Lab, offers this service.

Established in late 1994, the Equipment Reutilization Program works closely with the local DRMO and Supply Department to bring excessed gear to China Lake from DRMOs throughout the United States. This equipment is made available to any government organization and codes at China Lake, as well as other facilities and programs outside China Lake.

"With base closures and realignments, we've found that there is a lot of usable equipment out there," said Don Waldron, a long time mechanical engineering test technician turned reutilization coordinator. "And with a shortage of money in most codes, it only made sense to try to get some of that equipment here and provide it to those who need it at a very reasonable cost."

Besides making regular trips to the local DRMO to see what has been excessed and shipped in from other bases, Waldron contacts an inventory control station at Battle Creek, Mich., every morning via an on-line database system to check for available equipment. If he sees something that is needed, he arranges to have it shipped to China Lake through a streamlined procedure set up with the Supply Department. In the case of electronic equipment (verses other hardware), when the item arrives, it is thoroughly inspected, checked out and calibrated (if required) at the Cal Lab prior to being released to the requesting code. Other types of hardware and equipment are received, inspected for damage and released to the requesting code if deemed serviceable.

"We acquire these items on speculation, based partly on special codes identifying the condition of the equipment, and also on previous Cal Lab experience," Waldron said. "Sometimes we get junk, which we in turn excess and absorb the expense involved. But at times, we find items that are still brand new in the box, that for whatever reason never got put into service. Most of the time, we bring in items that are used, but good-to-go with just a little calibration time expended."

Waldron explained that once a piece of electronic equipment

Please see REUTILIZATION, Page 12



Photo by Terry Pascarella, S&TD

WINDY VISIT—Marine BGen. Joseph T. Anderson, NAVAIR vice commander, visited China Lake May 13-15. Above, Lt. j.g. Mark Spencer, assistant resident officer in charge of construction (AROICC) leads a site tour of the Aircraft Ready Fuel Storage facility located on Sanquist Road. Also shown standing on top of the 200,000 gallon fuel tank (in winds gusting up to 28 knots) are Lt. Doug Staunton, AROICC; Reuben Gomez, head of the Aviation Fuel Branch; Spencer, Anderson, LCDR. (Cdr. select) Charles Miller, deputy ROICC; Capt. Chuck Stevenson, NAVWS CO; and Roy Ewing of Hensel Phelps Construction Co. Projected completion date is June 26. During the facility tour, Anderson surprised Spencer when he officiated at a ceremony promoting Spencer from ensign to lieutenant junior grade.

Voluntary RIF tops new drawdown options

By Douglas J. Gillert
American Forces Press Service

Defense civilians looking for a way to leave their jobs can now volunteer to replace other civilians facing forced exits.

The action is the latest in a series of DoD initiatives Congress authorized to make the department's civilian drawdown easier. The change comes at a point in the drawdown — three-quarters finished — when "the cutting becomes more painful," said Diane Disney, deputy assistant secretary of defense for civilian personnel policy. "The easy cuts have already been made."

Under the new Voluntary Reduction in Force program, only the civil service work force can volunteer and only during a RIF, Disney said. Volunteers for the RIF will be treated as if they were involuntarily separated, she said. Also, service components may turn down volunteers with critical skills.

The program will continue through Sept. 30. Other conditions of the voluntary RIF: Generally, both employees must be located in the same commuting area, participants must do the same kind of work, and the action may not result in a promotion. Local civilian personnel offices can provide more details.

"This separation option will help minimize the trauma of downsizing," Disney said. "The person who really wants to stay, can. And the one who is ready to leave can do that. The result, then, is two people who are happier than they otherwise would have been."

By Sept. 30, 2001, DoD will complete a 35 percent reduction of its civilian work force, from some 1.12 million in 1989 to a level of approximately 729,000 employees. DoD's transition programs, Disney said, reduce forced separations. In fact, fewer than nine percent of the 288,000 positions eliminated in the last 6.5 years came from layoffs, she said.

Among the more popular options employees have is the Priority Placement Program, Disney noted. In the last 31 years, she said, the program found new jobs for more than 136,000 displaced DoD civilians. Now, with base closures and downsizing, DoD makes some 900 priority placements per month.

How happy are managers with employees they hire under the program? "We have surveyed managers for a number of years," Disney said. "Consistently more than 95 percent say they are highly satisfied with the people they've gotten from the Priority Placement Program — and that these employees are better qualified than what they would have gotten otherwise."

Please see VOLUNTARY RIF, Page 14

Weather



	High	Low	Gusts	Humidity
Wed	91	67	29	40-23%
Thurs	81	58	32	70-26%
Fri	84	53	30	—
Sat	86	53	38	—
Sun	81	61	29	—
Mon	86	46	16	56-15%
Tues	87	50	29	36-17%

	High	Low	Gusts	Humidity
Wed	85	62	33	41-16%
Thurs	74	55	31	42-15%
Fri	93	47	30	79-19%
Sat	78	50	19	—
Sun	82	45	19	—
Mon	84	64	30	—
Tues	86	50	16	50-14%

China Lake Calendar

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

Thursday, June 6

• 1996 Safe Graduation All-Night Party at Community Pool

Friday, June 14

• Flag Day

Saturday, June 15

• "Salute to the Olympics" Broadway-style show, 8 p.m., China Lake Auditorium, free admission. Call 939-8660 for details.

Thursday, June 20

• American Heritage Celebration food booths at Solar Park, 11 a.m. to 1 p.m.

Letters To The Editor

Boorda remembered

Dear Editor:

I seriously wonder if the "muck raking" members of the news media, who contributed to the demise of a great man are happy with the results of their efforts to disgrace the Chief of Naval Operations?

We of the Fleet Reserve Association were proud to have Adm. "Mike" Boorda as a member of our association and to call him "shipmate." He will be long remembered by all whose lives he touched as a compassionate, caring, humorous and loved human being. His contribution, dedication and love for his family, his Navy and his country, will not be forgotten by any whose life he touched.

This man who was carrying many heavy burdens not caused by himself, to be accused (falsely, it seems) of misrepresenting his entitlement to Awards for Valor presented to him by his superiors; is unforgivable. It was the final straw.

If the members of the media, who were so self righteous in this case, thought something illegal or immoral was going on, why didn't they report it to the Secretary of the Navy for appropriate action, instead of trying to find a scandal to put their by-lines on the front page? Is trying to bring disgrace to an honest and honorable man responsible journalism? I, for one, think not.

In this time when there are many troubled youths in need of a good role model, the officers and enlisted men of the armed forces, indeed the youth of the United States of America, have suffered a tremendous loss. One that is difficult, if not impossible, to replace.

I take comfort in knowing that shipmate Mike Boorda is currently serving on the staff of the supreme commander, and carrying out his duties in a seaman-like manner.

Wallace E. Baker

Past national president, Fleet Reserve Association

Do you have our flag stands?

The Public Affairs Office is missing approximately 50 white, metal, two-foot-tall flag stands. In the past they have been borrowed on many occasions for official use, and community relations purposes, as holders for indoor flag decorations for military and civilian events.

They are very heavy and take up quite a bit of room. If they are not located soon, it will be necessary to turn in a lost, missing or stolen report to the China Lake Police. If you borrowed them and forgot to return them, and would like to get them out of your storage space, please call Ann Carter-Combee at 939-3511.

Missing SS earnings mystery solved

Recently several Weapons Division employees raised the issue of an error on their Earnings and Benefit Statements. All Social Security earnings for 1993 were missing. Local payroll office personnel have talked with both Lori Antinco, DFAS-Denver, and Bill Bates, Social Security Administration, to try and resolve the issue of the missing 1993 social security earnings. Both said that this issue is being worked and under control. The 1993 SSA tape was rejected and a new one was requested. DFAS-DE supplied the SSA with a new tape around the July time frame. Every activity for which Denver processes payroll was on this rejected tape, making it an "institutional" problem. According to Bates, the SSA tapes must run in the following run sequence: current year, current corrections, delinquent year and delinquent corrections.

The 1993 tape for Denver falls in the delinquent year category. Bates would not give an estimated date of when Weapons Division personnel can expect these earnings to be posted to the proper accounts, but said that DFAS-DEs estimate of December 1996 did not sound unreasonable.

If someone were to file a claim, before the accounts are posted, it would be handled manually. The individual would need to supply SSA with a copy of their 1993 W-2 or leave and earnings statement. Please call at 939-2121 at China Lake, and 989-8038 at Point Mugu for help. It is strongly suggested, by our local payroll office, that individuals not delay the processing of this tape by requesting a copy of their benefits, but wait until early 1997 to ensure that everything has been posted appropriately.

Pages From The Past

May 30 & June 6, 1986

Owens Lake control efforts entered Phase II with work on latest dust abatement measures. . . . Frederick C. Alpers and Clifford Smith receive 40 year pins. . . . Center's first American History Week brings range of activities for all to enjoy. . . . Edward Scullin, project engineer, receives Commander's Award for work with fiber optic trunk system. . . . NWC Mentor Program workers, Mark Morrow and Celeste Beres, are winners in Burroughs High School Science Fair.

May 28 & June 4, 1976

Two Navy men, CWO4 Charles D. Alderman and EM1 Ralph E. Loux, Jr. and one civilian, Joseph A. Holman, killed in explosion of a fuel-air explosive device on B-1 range. . . . Dr. Edwin B. Royce begins duties as head of Research Department. . . . Katy Bell, architect, and Jim Raby, head Soldering Technology Branch, spotlighted employees. . . . Dr. Richard S. Hughes receives patent for "Simulated Brillouin Scattered Tuned Laser". . . . Twenty-one gun national salute to be fired to honor those who have served their county in the Armed Forces.

May 27 & June 3, 1966

Otto H. Schneidt, college dean here, has been appointed President of Yakima Valley College, Yakima, Wash. . . . Burroughs High School Girls Tennis Team undefeated for the 1966 season. . . . Swiss family to host Burroughs High School student Mark Metcalf. . . . WACOM installs new officers. . . . The television series "March of Time" follows USS Enterprise from her departure at Norfolk to duty at Viet Nam.

May 25 & June 1, 1956

NOTS hosted 20,000 visitors for seventh annual Armed Forces Day Open House. . . . Burroughs Junior High to graduate 150 students. . . . The Honorable Harlan Hagen, Congressman, visits NOTS. . . . Television Channel 4's "Get the Facts," will tell of NOTS research and development work. . . . New \$90,000 golf course officially opens June 30. . . . Sixty-two members of the Flying Farmers of California Association visit China Lake.

COMMUNITY EVENTS

The Ridgecrest Activity Group H.O.G. (Harley Owners Group) is having their annual fund-raising car wash on Saturday, June 1, at the Hamburger Stand with a remote radio broadcast by I-ROC. The car wash is from 8 a.m. to 2 p.m. and cost is \$5 for cars and \$6 for trucks and vans.

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GARAGE SALES50

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HAVE PROBLEMS . . . Call me. Millie A. Wycoff, paralegal divorce, bankruptcy, taxes, notary. Reasonable fees you can afford, payment plans to fit your budget. 371-1924. (5-30)

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

HOME DAYCARE PROVIDER. Toddler openings, meals provided, certified. Mary 446-8018. (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)

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20 RENTALS

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(1-9-97)

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

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SUPER, spacious 3BR, 2BA home. Family room/kitchen combo, large patio, great area, double garage, automatic sprinklers. \$675 a month. 446-4810, evenings, OK. (TFN)

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WARM & COZY 3 BR, 1 BA, on double lot with pool. Fireplace in art. rooms, completely fenced, \$77,500. Call Dan at: 375-0108. (TFN)

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####

A group for women with drinking problems has been started on Tuesdays from 5:30 to 7 p.m. at Desert Counseling Clinic. This group is learning, and practices, the "New Life" program from Women For Sobriety, a national self-help program for women. This program can be used with or without AA. Any woman with a sincere desire to stop drinking is welcome. To join or obtain more information, call 375-0397. To receive literature and general information, contact National Headquarters at

WFS, Inc., P.O. Box 618, Quakertown, PA 18951-0618. Please enclose a business-size self-addressed stamped envelope or call 1-800-333-1606.

####

All seniors from area high schools are invited to participate in the 1996 Baccalaureate Service Sunday, June 2, at 4 p.m. at All Faith Chapel. A reception will follow in the East Wing of the chapel. All area graduates, their families and the public, are invited to attend the service. For more information call Sally Macy at 446-6696.



ALOHA '96—Area high school seniors, including (above) Megan Macy, Grant Benbow and Kati Robertson, will be celebrating their graduation at an all-night party on Thursday, June 6, at the community pool. Gates are open 10 p.m. until midnight. Cost for seniors is \$5, and \$8 for guests. Volunteers are still needed. Base residents in the area of the community pool are once again asked to please be tolerant of the extra noise and traffic on party night. Please contact Debby Brickey at 375-6264, Sally Macy at 446-6696, or Karen Shedlock at 375-4354, to volunteer your help. Food chairperson Jan Benbow, at 446-5484, is also looking for bakers and servers.

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Kelley Blue Book \$18,885
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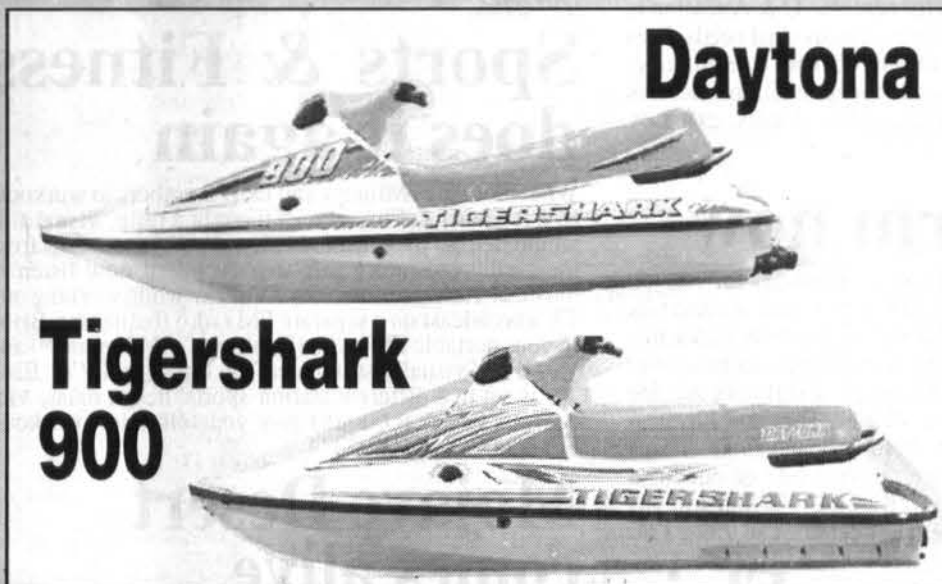
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MOJAVE

Admiral Jeremy M. Boorda eulogized by President Bill Clinton at memorial service

(Editor's Note: The following is the entire script of the eulogy given by President Bill Clinton at services for Chief of Naval Operations, Adm. Mike Boorda.)

Mr. Boorda, Mike's family, Secretary Christopher and our friends from the Diplomatic Corps, Secretary Perry, Secretary Dalton, General Shalikashvili, members of the Joint Chiefs of Staff, Unified Commanders-in-Chief, the leadership and members of Congress who are here, Adm. Johnson and the flag leadership of our Navy, Master Chief Petty Officer of the Navy Hagan; to our great Navy Sailors and all of America's Armed Forces:

Today we come to honor and give thanks for the life of Mike Boorda, a special man who earned a special place in the heart of his Navy and the heart of our nation. He lived a life that makes America proud, beginning, of course, with his family. His first words upon becoming chief of naval operations were, "I wouldn't be here if it wasn't for Bettie, and I wouldn't want to be here without her."

To Bettie and David and Edward and Robert and Anna, your families, I know there is nothing we can say or do to ease the loss of your husband and father and grandfather. I hope you find comfort in the love and respect and honor that surrounds you today, here in this great cathedral and all throughout our great land.

I thank you for your service to the Navy. I thank you, Bettie. I thank you, Edward and Robert, for your service. I thank you, David, for your work on the radio. I thank you, Anna, for your devotion and for your husband's service; and, Edward, for your wife's service. But your entire family is a model, a reflection of Mike Boorda's remarkable love for the Navy — a Navy in which he enlisted when he was just 16.

When he was first in his class at personnel school in San Diego, he was offered his choice of assignments. Displaying his characteristic compassion, he traded the slot with a friend whose wife was sick and expecting a baby. So the friend got to stay in San Diego and Mike got shipped to Oklahoma. Oklahoma's coastline leaves something to be desired for people designing a career in the Navy. But it turned out to be a first-rate assignment because that's where he met Bettie.

He was commissioned an officer in 1962. Then his star rose fast and bright, with important assignments, from weapons officer aboard destroyers to Chief of Naval Personnel, to commander-in-chief of our Naval forces in

Europe, and CINC of the Southern Command. And as all of you know, two years ago just last month, he became the very first enlisted man in the entire history of the United States Navy to be the chief of naval operations.

At every turn he led in helping us, our country, live up to its responsibilities as the world's leading force for freedom. He served two tours of duty in Southeast Asia. As has been said today, as commander-in-chief of Allied Forces in Southern Europe, he ordered the first offensive action in NATO's history, the strikes against Bosnian Serb aircraft violating the no-fly zone.

I know his family is especially proud of the role he played and the role that they supported in getting food and relief to

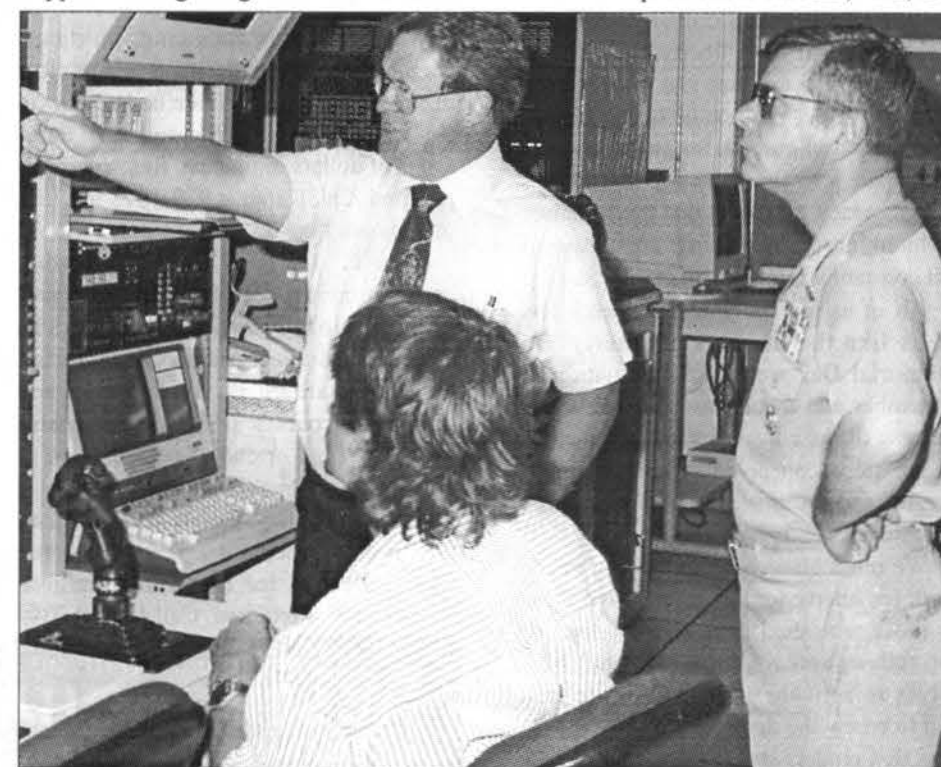


Photo by Mike Johnson, S&TD

F/A-18 SIMLAB operation was explained to Adm. Jeremy M. Boorda by Rich Bruckman, then head of the Carrier-Based Tactical Aircraft Division, June 25, 1995 during Boorda's only visit to China Lake. He said he wanted to meet with Sailors and civilians and get a look at the systems and projects being worked at The Lake.

the war-torn people of Bosnia. I very much want history to record that Mike Boorda's quiet determination to do all we could do to end the slaughter of the children and the innocents in Bosnia and to bring that awful war to an end had a profound impact on his president and on the policy of this nation. Even after he became chief of naval operations, I continued to ask him what he thought we should do to get a reality check on the rest of the advice I was given.

And I want to say to all of you what I said to his family this last weekend. It is my belief that perhaps more than any other military officer in this country, Mike Boorda helped to lead us to the

point of peace at Dayton. And there are countless thousands of people alive in Bosnia today because of this small man with a big heart, a large vision and great courage.

He developed new strategies to carry our Navy into the 21st century. He spearheaded projects like theater ballistic missile defense and the arsenal ship that have put our Navy on the cutting edge of technology.

Like all great Sailors, he loved the sea and he loved sea stories. The stories about him are legion and now legend. I'm told that when I nominated him to be the chief of naval operations, he called his mother, Trudy Wallis, from Italy to tell her that he was about to become the CNO. She asked if it was a promotion. He said, "No, I'm

lasted legacy will be his concern for the Sailors. He knew the people were the Navy's greatest asset. And every day he made the Navy stronger because he took good care of its Sailors. He loved the blue jackets and he loved the officers. When he came on board a ship or entered a room of Sailors, you could see the twinkle in his eye. Without ever ranting or reprimanding, criticizing or cajoling, he found a way to bring out the best of everyone, seaman or admiral, boatswain mate to battle group commander. Talk to him for just a few moments and you couldn't help but love him. You couldn't help but love our Navy even more and want to do the best you could for our country.

He also understood that beyond the things that he fought for that were material for our men and women in uniform, beyond the better housing, the better pay, the better time at home with families, there was, above all, the importance of caring and compassion. Last year in Norfolk he spoke to a theater full of Sailors. The chief machinist mate nervously stepped up to the microphone and explained his predicament. His wife had recently passed away, and he was left with two young daughters. He told the CNO that he had six months before his retirement date, but he would have to reenlist before then, and that meant more sea duty and separation from his children. Right there at the mike, the CNO asked, "So you want to retire in June?" The MMC meekly replied, "Yes, sir." And right then and there, Adm. Boorda said, "Your request is approved. We'll work it out."

The admiral used to joke about being small in stature. Shortly after I named him CNO, we were in the English Channel together, celebrating the 50th anniversary of the Normandy invasion on the aircraft carrier *George Washington*. And I spoke just as I am now, but I had the presidential lectern there. And when I finished, he was coming up, so I pulled out the stand for him to stand on. And he got up, and he looked at me, and he said, "You know, this is the second time you've elevated me in the last couple of months." (Laughter.) Well, that's the kind of sense of humor he had. Even though he was very small, the rest of us always looked up to him — looked up to his ability somehow to inspire us all to do better, to reach beyond ourselves.

There was reported in the press a Navy photographer's remarks I would like to repeat who said, "Everyone was always asking me to take photos with him. They wanted to stand next to the best thing the Navy had."

Many have said before me that his

Capt. Chuck Stevenson heading for Memphis

Capt. Chuck Stevenson, commanding officer of NAWS China Lake since July 1993, will depart the Indian Wells Valley in July of this year for a new assignment in Memphis, Tenn. Capt. Stan Douglass, currently deputy program director with the Military Satellite Communications Joint Program Office, will assume command of NAWS China Lake in a traditional change-of-com-

mand ceremony at 9 a.m. on July 25 in front of the Administration Building.

"I have had a memorable tour at China Lake and have had the privilege of commanding some of the finest men and women in the United States Navy," said Stevenson. My family and I will miss China Lake and the people of the Indian Wells Valley. It has been a memorable three years for all of us."

Chapel We remember

Chaplain Patrick J. McCormick, LCdr., CHC
Command Chaplain



The license plates on the cars from the Canadian province of Quebec have written along the bottom "*Je me souviens*," "I remember." It is a French slogan that reminds the people of Quebec to remember their uniqueness, for if they don't they will lose it.

Memorial Day is our day to remember our uniqueness as Americans. Every nation asks its citizens to be willing to give their lives for their country, but we ask our citizens to be willing to give their lives for their fellow citizens that they may live in freedom. And so we remember on May 30, each year, our uniqueness. As Lincoln said during the great struggle of the Civil War, ours is a nation conceived "in liberty."

To remember those who gave their lives that we might live in liberty is not enough; we must somehow repay them. But how do we repay the dead who gave their lives for us their fellow citizens? We do not have the ability to bring them back to life. However, we do have the ability to reverence more fully and more consciously in our lives those values for which they died, above all liberty.

Liberty is the best of all human political and social forms of life, but it is also the most difficult form of social life to sustain and maintain. For liberty must always be protected by being exercised.

We can only hold on to it when we pay the price necessary to keep it strong and vibrant; liberty can never be maintained passively. As Thomas Paine once said, "For freedom to fail, all that is necessary is for good men to do nothing." We must first of all discipline ourselves to make sure that the fruits of liberty cover all our fellow citizens and not just those of our liking or of our religion or of our race or our ethnic background. Secondly, we must participate actively in the political process of democracy, a process that by the nature of mankind tends towards corruption if not constantly reformed and renewed.

All of us like the fruits of liberty, few of us like the burdens of liberty. On Memorial Day we pause as a nation to remember and thank those who gave the fullness of their lives that our uniqueness as a nation "conceived in liberty" might survive and prosper. But it is not enough to remember and give thanks.

We must also recommit ourselves to work for liberty for all our fellow citizens as those who died have already done to the fullest, and we must recommit ourselves to actively participate, to reform and to renew the democratic political process that renders the fruits of liberty possible in our nation. Let us on Memorial Day remember them so that we might recommit ourselves.

FSC Happenings

Correction

All areas of the Family Service Center will be closed for lunch every day from 11:30 a.m.-12:30 p.m., with the exception of Navy-Marine Corps Relief, American Red Cross, Embry-Riddle University and University of Tennessee.

New classes

June 4 and 6, 5:30-10 p.m., Community First Aid and Safety Class — This is a two-part class given by the American Red Cross at 610 Blandly, Room A. Registration is required. Please call Pat Baker at 939-3208 on Tuesday through Thursday from 9 a.m.-12:30 p.m.

June 4, 5-6:30 p.m., ABC'S of Home Buying and Selling — Buying or selling a home is the largest investment you will probably undertake in your life. Learn to analyze your needs; locate property; and make and accept offers. Learn about the types of available financing; mortgage contracts (how to understand them); closing costs; what a short sale is; and how to pay off your home early and save thousands of dollars in interest. Registration is required. Call Karen at 939-1018 by close of business June 3.

June 11, 1-5 p.m., DANTES Testing — This covers CLEP (College Level Examination Program) and DSSTs (DANTES Subject Standardized Tests). CLEP tests are usually for freshman and sophomore courses. DSSTs are comparable to the final or end-of-course exam in college or technical subjects. Testing is free to the military. Family members can use this service, but a fee of \$40 for CLEP and \$25 for DSSTs is charged. Registration is required. Call Joan at 939-

Tips for job interviewing

0966 by close of business one week before testing date.

All classes will be held at the Family Service Center, 610 Blandly Ave., unless otherwise stated. These classes are open to all military members and their families. Civilians and contractors are welcome on a "space available" basis.

TAMP Talk - An Interview Tip for Women

Your body language speaks volumes during job interviews.

Too often, while what women say projects expertise and power, their body language send an entirely different message. If you can find ways to convey authority non-verbally, you're more likely to be heard — and listened to.

For example, women are interrupted more than men; letting it happen makes you look weak. You can prevent this by raising your hand toward the interrupter in a "stop" motion and continuing to talk while holding eye contact with the most powerful person in the room.

If you're trying to make a point in a meeting and everyone else is sitting back, lean forward. Making a move as you speak up will draw listeners' attention to you — often without their realizing it.

But there's no single style that works for everyone. If you're bursting with energy, don't try to stand calmly when you're giving a talk. You need to make use of that energy — through gestures or by walking around — so it doesn't turn into anxious fidgeting.

On the other hand, a woman whose delivery is subdued might need slides or charts to add a visual spark.

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Protestant

Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, Sept. - May, 1008-10 Blandly & 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 Dobb 10 a.m. - noon
Hebrew Classes, Oct. - June, Saturday, 1902 Dobb 2-5 p.m.
Religious School, Sept. - June, Sunday, 1902 Dobb 9 - 11 a.m.
Jewish Classes (when Rabbi is here).
Four years and up: Friday, 1902 Dobb 5 - 7 p.m.
Sunday, 1902 Dobb 9 - 11 a.m.

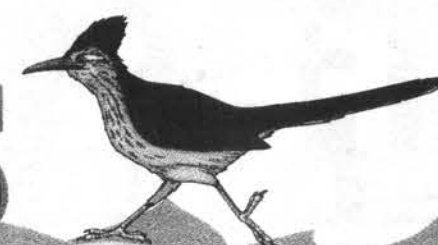
Roman Catholic

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 Blandly, 1008-10 Blandly & 1903-05 Mitscher 10:30 a.m.
RCIA, St. Ann's School Library 8:15 - 9:45 p.m.

Islamic

Jumaa Prayer, Friday (1002 Blandly) 1 p.m.

REC BITS



MWR
first for fun

MWR Management Team, NAWS, China Lake, CA

Cool & refreshing comedy

Comedy night takes a new twist. An evening of hot laughter and cool waters await you tomorrow night, May 31. Start your summer evening with a pool-side party at the Community Pool, 6:30 p.m. At 8:00 p.m., pool shuts down and adults (18 and over) enjoy live comedy excitement featuring Gary Cooper, Tommy Chunn and Paulara Hawkins on the Barefoot Lanai, located behind the NAWS Exhibit Center. Reservations are highly recommended. Fees: Military-Free, DoD/Community-\$6.00. Advance tickets are available at the Wreck Center. Swimming is free for ticket holding comedy customers. For details, call the Wreck Center at 939-8660.



Paulara Hawkins

Gary Cooper



Tommy Chunn

Rapid movement

Adventure continues for active duty military on June 1, July 6 and August 3. Ride the mighty Kern River for only \$20.00 per run. Fee includes transportation, paddle, life vest, wet suit, splash jacket, and raft. If you make three runs, lunch is provided and rafting is free for the rest of the day. Reservations required by Monday before trip date. For details, call Charmaine Haaland at 939-2010.

Blast from the past

Travel back in time to knights, jesters and medieval magic. Active duty military are transported to the past on June 8 at 8:00 a.m. for an adventure you don't want to miss at the Renaissance Pleasure Faire at the Glen Helen parkway. Van leaves from CBQ parking lot and returns around 8:30 p.m. Reservations and payment required by June 3. Fees are \$20.00 per person. Fees include transportation and admission. For details, call Charmaine Haaland at 939-2010.

What a trip

Hey Teens (12-17 years)! Don't miss the excitement this summer as the Teen Center travels to Universal Studios on June 18. Party van leaves from the Teen Center parking lot at 7:00 a.m. and returns around 11:30 p.m. Sign-up today-room for only thirteen customers. Fees: military-\$26.00, DoD-\$28.00. Fees include admission and transportation. For details, call Jenny Beck at 927-TEEN.

Army soldier show takes center stage

In celebration of the 1996 centennial and our veterans, the 1996 Army Soldier Show "Salute to the Olympics" visits the China Lake Auditorium June 15 at 8:00 p.m. China Lake is the only conus Navy installation on their schedule this year! Broadway-style production delights you with an international and multi-cultural theme sponsored by Veterans of Foreign Wars and the MWR Department. Show features high energy, spectacular music hits from rock, country, show tunes and rhythm and blues. Only 1,000 FREE tickets available at the Wreck Center on a first come-first served basis. Fantastic evening of entertainment for the entire family. For details, call 939-8660.



Seniors live it up

Hey seniors. Looking to improve your overall strength, range of motion and quality of life? Join the Sports and Fitness Complex through June 22 from 10:00 a.m. to 11:00 a.m. on Tuesdays & Thursdays and 8:45 a.m. to 9:45 a.m. on Saturdays. Designed specifically for our seniors fitness needs. Instruction centers on cardio and resistance exercise and stretching. Learn proper biomechanics (safety) when doing resistance, cardio exercise and proper exercise levels for seniors. Q & A session is conducted at every session to meet individual needs. Fees are Military-\$70.00, DoD-\$80.00 and Community-\$90.00 (does not include membership fees). Instructor is Daryl Goode, personal trainer. For details, call Loy Vincent at 939-2841.

Transform now

Sports & Fitness Complex has a special day for you on June 22 from 10:00 a.m. to 2:00 p.m. Come see and talk to the experts about activities and programs available this summer. Contractors and program coordinators answer questions and give demonstrations. Exhibitors include Ballet, Ball Room Dancing, Karate, Personal Physical Fitness Trainers, Aquatics, Aerobics and more. That's not all, a special book signing from one of our local authors on fitness, Stanley H. Karotis, "74 and still going strong through exercise." For details, call 939-2334.

Teen Fitness Flair

Teens have specific physical and nutritional needs. Daryl Goode, a professional personal trainer, guides you through your total fitness quest. Instruction centers on proper biomechanics in the weight room (machines and free weights), specific applications of weight training to sports and design implementation of a resistance program for each customer. That's not all. Discussions on cardiorespiratory training and eating habits are covered too. Classes begin June 10 and end July 12 from 7:15 p.m.-8:15 p.m. on Tuesdays and Thursdays and 11:15 a.m.-12:15 p.m. on Saturdays. Classes do not meet July 1-July 7. Sign-up at the Sports & Fitness Complex. Fees: Military-\$40.00, DoD-\$50.00 and Community-\$60.00 (Does not include membership fees). For details, call the Sports and Fitness Complex at 939-2334.

Beat the heat Fridays

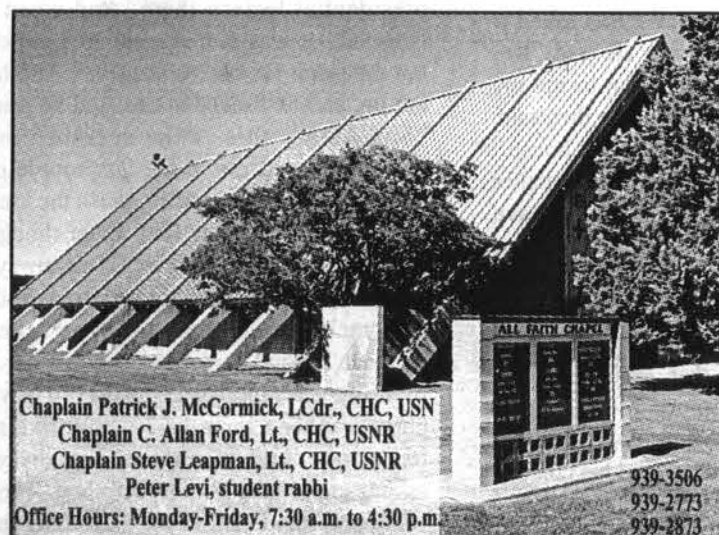
Don't forget to "splash" your week with a nightside pool party at Solar Pool and park area for music, dancing, food and of course a cool dip in the pool. Event is held every Friday from 6:30 p.m. to 10:00 p.m. Summer feast is served from 6:30 p.m. to 8:00 p.m. Bring family and friends and beat the heat. For details, call Jenny Slater at 939-0756.

Sports & Fitness does it again

What motivates Military and DoD members to workout? MWR Sports & Fitness staff thought a little "visual aid" would help so they installed nine televisions across from the cardiorespiratory loft area. You can now listen to music or view your favorite TV show while working out. TV's broadcast on a separate FM radio frequency. Bring in your portable FM radio (Similar to a Walkman™) and you'll be "visually stimulated" by our nine TV's. Each TV is set to a different station-sports, news, music videos, etc. Check it out and give yourself a new workout. For details, call 939-2334.

Mojave Desert comes alive

Ballet Caliente presents "Mojave" a desert ballet based on the children's book *Mojave* by Diane Siebert. Rattlesnakes, wild mustangs and hummingbirds abound as they magically come to life on June 14 in the China Lake Auditorium, at 6:00 p.m. Don't miss this memorable family dance program. Desert casual is the attire for the evening. Admission: \$2.00 for adults and \$1.00 for children. Children 3 years and under are FREE. For details, call Sheryl-Marie Dunaway at 446-8904.



Chaplain Patrick J. McCormick, LCdr., CHC, USN
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

Mahoney and Dilly take overall fastest times at 'B' Mountain race

By Ellen Mahoney
Scientific & Technical Documentation

Morale Welfare and Recreation Department personnel and local area mountain bike riders, along with Desert Classic Mountain Bike Race promoter, Kem Park, joined together with the cooperation of command to sponsor the annual "B" Mountain mountain-bike time trial.

This annual event — held on April 27 and May 11 — is a 2.2 mile, 1,000-foot vertical climb on rocky terrain. At the first event, local Junior Expert riders posted the fastest times for the day. The fastest time posted for the overall event was by Jason Mahoney (17:10) in the Men's 18 and under category, followed by Paul Brown (17:35) and Chris Mahoney (17:43). In the 19-26 category, Sean Bradley (22:19) had the fastest time, followed by Dave Truesdale (33:55). In the 27-34 category, Tom Dille was the fastest man with a time of 18:02, followed by Jan Barglowski (20:04) and Jeff Black (21:39).

In the 35-44 category, Greg Winters (19:39) finished first, followed by Tom Rafalski (20:50), Larry Clark (23:14), Bob Johnson (25:00), Steve Spragle (29:55), Mike Guzman (31:19) and Gerry

Poindexter (37:38). In the 45 and over category, Bruce Heydlauff (30:43) finished first, followed by Mike Scott (58:00).

Perhaps the surprise finishers of the day were 12-year-old Erica Scott and her father, Mike Scott, who persuaded Erica to enter the event — not realizing what a challenge it would prove to be. Both father and daughter finished, with dad pushing his daughter's bike to a 58-minute finish; good enough for a first-place plaque for Erica in the Women's category.

May 11 marked the second time trial for those wanting to challenge the mountain again, and for those who missed the first event. The fastest time was posted by Tom Dilly (17:23) in the Men's 27-34 category, followed by Jan Barglowski (19:34) and Neil Stoner (20:39).

In the 19-26 category, Sean Bradley (21:47) finished first, followed by Dave Truesdale (32:57). In the 35-44 category, Tom Rafalski (20:06) placed first, followed by Bob Johnson (24:21). The 45 and over category saw a couple of newcomers: Bill Wight (29:47) finished first, followed by Bruce Heydlauff (30:32), and Ron Keck (35:05). The 18 and under riders also posted impressive times for the day: Jason Mahoney (17:28), Chris Mahoney (18:04) and Billy Wight (22:00).

SPORTS

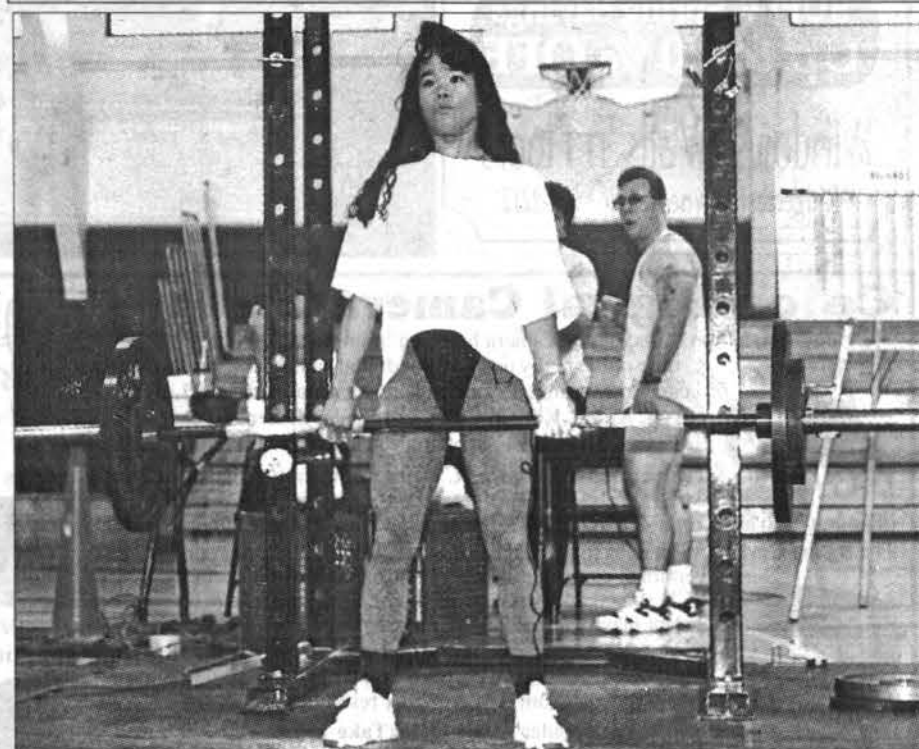


LOCAL MOUNTAIN bike racers are started by race promoter Kem Park at the annual race up "B" Mountain. Two races were held. On April 27 the fastest time posted for the overall event was by Jason Mahoney (17:10) in the Men's 18 and under category. On May 11 Tom Dilly (17:23) took the Men's 27-34 age category with the fastest time.

Weight lifting contest more of a success than we knew... more winners named

In the May 2 issue of *The Rocketeer*, Loy Vincent's article on the spring weight lifting contest held April 13 accidentally left out the following weight lifter's results. Our apologies, and congratulations, go to the following winners.

Winners	Medal	Weight Class	Event
			(squat, bench, dead lift in pounds)
Mylaa Densmore	Gold	Open	160-110-185
Cheryl Pendill	Gold	Open	85
			(bench press only)
Anna Lipinski	Silver	Open	165-150-230



GOLD MEDAL—Mylaa Densmore (above) is shown doing a deadlift. She was a gold medal winner and overall women's champion in powerlift squat, dead lift and benchpress at the April 13 weight lifting contest held at the gym.



DECK PLATE MINISTRY—Seeing the need for some kind of ministry at our airfield, Lt. Allan Ford, NAVS assistant chaplain (above left), decided to start two Bible study classes at the airfield during the lunch hour starting at 11:30 a.m. Chaplain Ford is shown talking to Weapons Test Squadron personnel (l-r) AMSAN Ryan Waddell, AEAN Michael Barbier, AT3 John Ainslie (hidden) and AN Negash Markland. On Wednesday, in the second deck conference room at WTS, and Thursday in VX-9's training room on the second deck, the Bible studies reach the three commands that are stationed at the airfield. Bible studies last from thirty minutes up to an hour. These studies reach out to all military members and civilians. Besides Bible studies, the chaplain has established a counseling office at the WTS commanding officer's suite.

Lt. Laura Yambrick moving on to new duty



Photo by Keith Ramont

FAREWELL—Capt. Chuck Stevenson, NAVS CO, presented a Navy and Marine Corps Commendation Medal to Lt. Laura G. Yambrick at May quarters. This medal is for meritorious service performed while serving as NAVS Administration Officer from April 1993 to May 1996. It is awarded for heroic or meritorious achievement or service. According to RAdm. Dana McKinney, commander NAVCWPNS, Yambrick realigned more than 500 officer and enlisted billets in seven units following a command wide reorganization. She also established educational testing services, improved the casualty assistance calls program and has led the expansion of the Family Services Center and Family Advocacy Program. "Her focus on the needs of the Sailor led to the Station's selection for the Golden Anchor and the Installation of Excellence Award," said the CO. Above, Yambrick and Stevenson are shown at a farewell luncheon given by her co-workers. Yambrick is transferring to Operational Test and Evaluation Force, Norfolk, Va. in early June.

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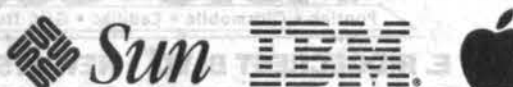
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Four China Lakers receive Navy Meritorious Civilian Service Awards

Throughout their careers in federal service, the following four outstanding civilians have demonstrated both the desire and ability to go beyond what is normally expected of an employee and are therefore very deserving of the highest civilian award authorized by the NAWCWPNS commander — the Navy Meritorious Civilian Service Award.

Al Vokolek

In recognition of his technical leadership and expertise in weapon systems cost analysis, Al Vokolek, an operations research analyst, was presented with an NMCSA from NAWCWPNS Commander RADM. Dana B. McKinney on April 15.



Vokolek

Also present was Sterling Haaland, Research and Engineering competency group leader; and Alexis Shlanta, head of the Cost Analysis Department.

This award was based on many achievements and outstanding contributions as a Weapons Systems cost analyst during his 22 years of federal service and 13 years of contractual support. Vokolek received his bachelor's degree in economics from Allegheny College in 1959 and his MBA in marketing from Michigan State University in 1960.

Reading from the citation accompanying the award, McKinney said "Your cost analysis performance for the Harpoon, Sparrow, Sidewinder, RAM, Standard Missile and other key Navy programs throughout the years has been second to none. You have consistently delivered high quality, defensible products to your customers and

have established the standard for others to emulate. You can take great pride in your contributions and accomplishments which reflected favorably upon you and the capabilities of the Weapons Division."

Vokolek has made many original contributions during his career. These include the development of the NWC Engineering Cost Model (1976), Missile Life Cycle and Modular Missile Cost Models (1979-1989), Transporter Erector Launcher Cost Model (1987), Operating and Support Requirements Cost Model (1989), Theater Ballistic Missile Defense Life Cycle Cost Model and many other computer-based models. He has also served on various technical committees and supported most of the major Navy weapon programs since coming to China Lake in 1973. "While shouldering a heavy work load," Shlanta said, "he has made time to provide excellent mentoring to younger cost analysts."

This award was presented to Vokolek in a surprise staff meeting with members of his family and co-workers in attendance. After receiving the award Vokolek commented, "I have been involved in many challenging projects at China Lake that have involved the talents and capabilities of many knowledgeable individuals. Without all of the dedicated people I work with, this would not have been possible and I thank you."

At the April 29 Site Coordination meeting, McKinney presented NMCSAs to three more China Lakers.

Dale E. Knutsen

According to Dale Knutsen's award citation, this aerospace engineer's broad background and in-depth understanding of the overall weapon system have repeatedly made him an invaluable team member on many high priority weapons studies, source selection teams and special focus tiger teams. "Your technical expertise,

leadership and personal dedication have been critical factors in the successful deployment of weapons, including Walleye, Maverick and Harpoon," said McKinney. "Your support provided to programs, including A-12, Advanced Rocket System, Advanced Interdiction Weapon System and Joint Standoff Weapon has been consistently outstanding and key to the technical advancements of these efforts."

Knutsen came to China Lake as a Junior Professional in 1963 and early in his career he participated in the definition of requirements for a riverine patrol boat, which was developed and deployed in Southeast Asia. According to Lee Gilbert, head of the Weapons/Target Department, Knutsen has demonstrated a unique contribution to Navy Strike Warfare through his capability to address very complex issues from an overall system war fighting perspective, and to provide direct, balanced and straightforward data and recommendations to the decision makers.

Other awards Knutsen has received are two Group Superior Achievement Awards, a DON Award of Merit for Group Achievement, NWC Technical Director's Award, L.T.E. Thompson Award, Award of Merit for Group Achievement, and numerous letters of commendation and appreciation including one from SECNAV for support of A-12 issues.

Knutsen, and his wife of 35 years, Georgia, are

Please see NMCSA, Page 8



Knutsen

Tech Library News 'n' Tools

<http://chlkteclib.chinalake.navy.mil>

The International Special Librarian's Day was celebrated on Thursday, April 18, at the Technical Library. A 45-minute demonstration introduced patrons to new information technologies available via the Tech Library's on-line network. Two librarians double-teamed the fast-paced demo, which showed users how to quickly search the computer databases. Using a typical search topic (GPS), users were shown how to search the on-line catalog, CD-ROM library and the Internet, and the final output was discussed.

Remote access was a hot topic for discussion, and patrons were shown a quick demonstration on video conferencing. It is now possible for patrons to talk with their librarian, remotely, one-on-one, via a small camera and their computer monitor. Following this demo, users were invited into the new On-line Room where they could search for themselves as well as witness a document scanning demonstration.

The On-line Catalog, which is basically an electronic version of the old paper card index system, contains over

Tech Library is now On-line

150,000 items, including books and reports. This is information that the library currently has in hard copy on our shelves. Instead of flipping cards, now you just point and click.

The new CD-ROM library contains over 100 CDs from 25 commercial databases on a wide variety of topics including science and engineering, books in print, business and corporate information, military data, federal government information and practical information, such as a U.S. phone book and world weather.

Searching the Internet is easy via the Technical Library Home Page. Based on years of research, NAWCWPNS technical librarians have identified the most commonly requested information categories. Topics are neatly listed on the home page and include NAWCWPNS resources, World Wide Web resources, and more.

Response to the demonstration was extremely positive, and the library is scheduling individual demonstrations by appointment. For more information, call 939-3380 or 3389.



Photo by Barry McDonald

TEACUP, an orphaned China Lake burro saved by BLM cowboys and local veterinarian Danette Weich, and adopted by Hart Broesel and Linda Lou Crosby of Inyokern, recently costarred with Cindy Crawford in a TV commercial for the French automobile "Citroen." The commercial was filmed out at the Inyokern airport, where Teacup relaxed in front of a re-created Mexican Cantina, as Crawford drove up in the Citroen. At thirteen months old, Teacup showed remarkable camera presence and was grateful to the cast and crew for the opportunity, and especially to the commercial's caterer for keeping an ample supply available of carrots, apples, cantelopes, guavas and papayas. While we have your Burro attention, those of you who are graduates, or the parents of graduates of Burroughs High School, time is running out to make reservations for the dinner/dance of the BHS Burro Roundup weekend, June 21-23. The deadline for reservations is June 14. If you've misplaced or never received a reservation form, or can provide information on missing Burros, contact the News Review at 109 N. Sanders in Ridgecrest, or call 375-4301.

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VOLUNTARY RIF from Page 1

Finding new jobs for people at base realignment and closure sites got a boost last year under a new "bounty" program that reimburses non-federal employers who hire displaced DoD civilians. The incentive pays employers up to \$10,000 to retrain or relocate a DoD employee, provided the person is kept on the payroll at least one year, Disney explained.

"By that time, the person has proven his or her value and is fully equipped to do the new job," she said. "The transition is over and we've made a successful change."

Some people getting RIF notices don't want new jobs. For them, Disney said, lump-sum severance pay is another new option.

Normally, severed employees receive up to one year's salary at the rate of one week's pay for each of the first 10 years of service and two week's pay for each year thereafter, plus an additional amount if they're over age 40. Payments are biweekly, Tunstall explained. This year, Congress gave DoD the opportunity to let employees choose a lump-sum payment instead of biweekly checks. Specific information on this new program will be released soon, she said.

DoD civilians who receive RIF notices can continue their federal health insurance for up to 18 months after separation. All they have to do is pay their portion of the policy, and the government pays the rest.

In the past, the health benefits provision required employees to stay on the federal payroll until they actually received a RIF notice, Disney said. "Now," she added, "a person who knows he's surplus can leave earlier and still get the health benefit."

Specifics for voluntary RIF

NAWCWPNS has received the final DoD regulations that provide for employees to volunteer for separation under reduction in force. Employees who would otherwise be unaffected in our current RIF can now volunteer for RIF separation, if this action will result in the cancellation of a RIF separation notice issued to another employee.

Eligibility — In order to be eligible, you must be serving on a permanent appointment. In addition, you are ineligible if you are working as a re-employed annuitant or if you have a pending or approved application for disability retirement.

Benefits — If you separate under this provision, you are eligible for all entitlements available to those who are involuntarily separated under RIF, including severance pay and temporary continuation of health benefits coverage. However, if you are eligible for an immediate annuity, you remain ineligible for severance pay. If you volunteer for RIF separation, you are ineligible for registration in the Priority Placement Program and Voluntary Separation Incentive Pay (VSIP). In addition, if you are re-employed by the federal government, you will be subject to the rules governing repayment of severance pay.

Procedures — We will match separation volunteers with those affected by the formal RIF based on the similarity of their positions. Any position held by a RIF separation volunteer can be identified as long as separation of the RIF volunteer results in the cancellation of a RIF separation action, and the subsequent placement of a RIF-affected employee. The placement cannot result in promotion.

Approval — Participation in this program is not an entitlement and is subject to approval by the commander. In particular, those in critical or hard-to-fill positions or with critical knowledges and skills may not be approved. When there are more volunteers than are needed and all are an equally good match, voluntary RIF applications will be processed in seniority order using the Service Computation Date (SCD) for leave.

If you are interested in volunteering to separate, please talk to your Personnel Management Advisor team at the Human Resources Department. All voluntary RIF separations must be effective no later than July 31.

IEEE from Page 8

to-date listing of our (ever-evolving) 1996 Calendar of Events. This page changes frequently as we usually arrange a monthly luncheon meeting with a guest speaker on various engineering topics. In addition, this year we are also running a series of short (30-60 minutes) monthly video lectures on a trial basis.

At this time our Member Services Page provides an electronic version of our local newsletter, hyper-links to a variety of IEEE home pages and convenient e-mail links to a whole list of IEEE offices.

So make a point to check us out either directly through the URL provided above or via hyper-link from Ridgenet's "Community" web page. Our web pages are still in engineering development and any comments or suggestions would be welcomed.

Catch the wave of IEEE at China Lake.

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Compu Chatter

By Charles Horton
<http://pclab.chinalake.navy.mil>

**What is the PC Lab?
And what services
does it offer?
Check it out**

This column will be appearing in *The Rocketeer* on a monthly basis and is intended to provide information about the services offered through the PC Lab, as well as to answer general questions people may have regarding software, peripherals, networks, training, viruses, etc., which pertain to Macintosh and IBM PC systems.

If someone has questions that they would like to see answered in this column, please submit them to the PC Lab in care of Compu-Chatter through the guard mail. You may also QuickMail your questions to CL PC LAB at IMD2_MC, or call us at 499-5181.

What is the PC Lab and what kind of services does the PC Lab offer?

The PC Lab is under contract with NAWCWPNS at China Lake to provide software and hardware support for PC's and Mac's on a J.O. basis. We are located in Building 98023 in the Michelson Lab compound.

Most people are not aware of the numerous services that are offered

through the PC Lab here at China Lake. Here is a quick rundown on some of what we do.

Trouble desk — This is a clearing house to route all calls regarding Mac and PC hardware and software problems, short-term software development, and hardware maintenance of all brands of printers and fax machines to the appropriate PC Lab consultant or repair contractor. When reporting a hardware problem, identify the make and model of equipment as well as the NAWCWPNS bar code number. Expect to receive a first call for servicing within 24-hours.

Software support — Consultants are on hand to answer questions, help solve problems, install and configure software, and recommend software best suited to fit the needs of IBM PC and Macintosh users. Our technicians are trained in all versions of the Windows and Macintosh operating environments. They'll even make house calls when the solution cannot be handled over the phone.

Data transfer — The PC Lab has the capability to transfer data from a Macintosh application to a disk to be used with the same application on an IBM PC, and vice versa. For example, with a little PC Lab magic, a Mac Word document can be used on an IBM PC.

Data recovery — When a computer says that data on a floppy or hard disk is no longer accessible, don't believe it. The PC Lab will, in most cases, be able to recover the data and return the disk to normal operating condition.

Software upgrades — When the newest version of a favorite software is available, the PC Lab can process the upgrade. Since each manufacturer has slightly different upgrade procedures, contact the PC Lab regarding specific requirements for software in question.

Software library — A current copy of most software is maintained and available for check out on a weekly basis to preview before purchasing. Many applications are available for the IBM PC and Mac; including communications, data base, engineering, graph-

ics, word processing and others.

Trade shows — Every few months the lab sponsors a trade show to bring software and hardware representatives to China Lake to display and answer questions about their latest and greatest products.

This is a good opportunity to get first hand information about products that you would otherwise be limited to reading about in magazines.

Rentals — When you are in need of a laptop or projector for a presentation or any other purpose, we rent PC Laptops, Powerbooks and Infocus projectors. Just give us a call and we will be happy to reserve one for you.

Newsletter — The PC Lab publishes a monthly newsletter where we discuss computer issues, tips and tricks of interest to the China Lake community. Be sure to check it out.

Web Page — The PC Lab also has a web page where we host the monthly PC Lab Newsletter and misc. files, updates, and drivers. Check us out at <http://pclab.chinalake.navy.mil>.

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NMCSA from Page 6

planning to move to Lake Almanor, Calif., after his retirement from civil service on June 1. He said he plans to do some part-time technical consulting from his "mountain retreat."

Joe A. McKenzie

Currently head of the Fuze and Proximity Sensors Technology Section in the Guidance and Control Division, Joe McKenzie joined the Naval Ordnance Test Station, Corona, in 1963. He transferred to China Lake in 1970. He began his 32-year career by working on both radio frequency and electro optical/infrared fuzing concepts and systems, and according to his award nomination, soon focused on EO/IR and developed into the leading fuzing expert in these technologies within the Navy.

His NMCSA nomination letter states that McKenzie has gone on to become a nationally known expert in the analysis and design of active and passive fuze systems and their ability to operate in all environmental conditions. He has conducted optical fuze studies, research analysis and design for exploratory development, advanced development, productions and in-service fuzing systems throughout his career.

"You have personally designed, or contributed significantly," said McKinney at the presentation, "to the design of all past Navy electro-optical and infrared proximity fuzes, including those for Standard ARM, HARM, Sidewinder and RAM."

McKenzie holds seven patents, and has several more pending. He was recognized as a Naval Weapons Center



McKenzie

Senior Fellow in 1989. McKinney added, "Your technical expertise and mentoring of our junior engineers has been an outstanding contribution to the operational effectiveness to the Navy of today and the future."

Joseph R. Oliver Jr.

"You have a distinguished history of successfully integrating technical and programmatic solutions," said McKinney at Joe Oliver's NMCS award presentation. "Time and time again, you've ensured the needs of the fleet are satisfied."

Oliver has worked with several missile programs, including Phoenix, Sidewinder, Tomahawk, SLAM, Harpoon and Penguin, during his 26 years at China Lake. He is currently the Standoff Weapons project director. He worked at the Corona Annex for five years before coming to China Lake. He graduated from the University of Colorado at Boulder with a bachelor's degree in mathematics.

According to Lee Gilbert, head of the Weapons/Target Department, in the nomination letter, when Oliver has been called upon by his superiors, over the years he has repeatedly accepted positions which required timely and effective action. "As Phoenix Project director," said Gilbert, "he successfully led the redesign of the FSU-10 fuze enabling delivery to the fleet of a more reliable, more capable missile system." Oliver was also instrumental in the consolidation of activities with Point Mugu when our current organization stood up.

He said that he was surprised and pleased with the award.



Oliver

IEEE announces new home page open house

By Bob McGahern
IEEE China Lake Section Education Chair

The China Lake Section of the Institute of Electrical and Electronics Engineers (IEEE) is pleased to announce an "Open House" at their new Internet home page located at URL http://www1.ridgecrest.ca.us/~mcgahern/ieee_edu.htm. We currently have three web pages under "engineering development" with more anticipated in the coming months. At the moment we have a Main Education Home Page which has hyper-links to our Current Events Page as well as a Member Services Page.

Our main page is intended as a general-purpose source of miscellaneous electrical engineering and computer science information. On that page we've placed hyper-links to a variety of educational institutions such as colleges, libraries and distance learning organizations in addition to a few more subtle forms of educational material like "on-line" engineering magazines, design competitions and various interesting engineering design projects currently under way within industry and DoD. In addition we provide links to various engineering suppliers as well as links to web pages dedicated to VIPs such as Thomas Edison, Charles Babbage, Nikola Tesla and George Boole.

Our Current Events Page provides a no-frills, up-to-date listing of IEEE events. Please see **IEEE**, Page 14

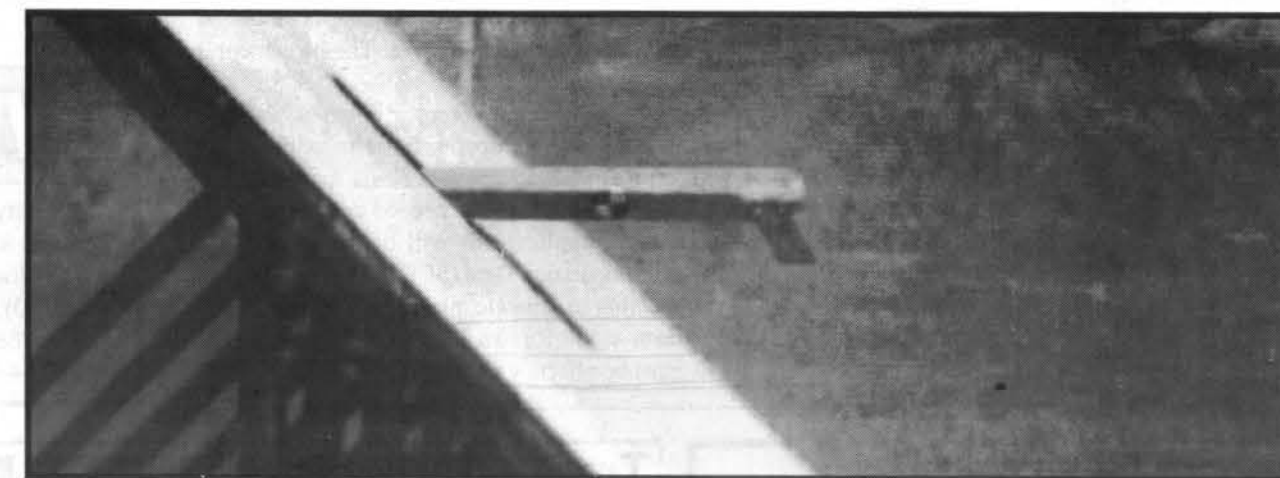
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Reutilization program offers savings on valuable equipment

Continued from Page 1:

on the shelf and made available to China Lake organizations at a minimal cost. This "minimal cost" includes the cost of shipping to acquire the item, a charge to calibrate it (when required) and a small surcharge to cover Waldron's time to identify the equipment and arranging shipment. Repair cost is also included when required.

When a piece of electronic equipment is received that needs repair, the Cal Lab will attempt to repair it. Normally, if the equipment cannot be repaired in two hours, it is returned to DRMO through another streamlined procedure. In the end, the cost of most equipment is pennies on the dollar compared to the original purchase price.

Is the Cal Lab making money on this program? The answer is yes, but not on the original transaction. The Cal Lab makes money when the equipment is brought back in for regularly scheduled calibrations. Since the Cal Lab's primary purpose is to provide calibration and repair services to the base, the equipment obtained through the reutilization program and inducted into the system will eventually find its way back to the Cal Lab for regularly scheduled calibrations. In essence, the Cal Lab is creating future business for itself.

"We don't want people to think we're taking advantage of them on the surcharge," Waldron said. "Time goes into locating the equipment, arranging to bring it onboard, arranging for the bar coding and excessing the scrap (in which case the Cal Lab absorbs the cost incurred). They'd (local codes) have to pay for the shipping and calibration time even if they went out and found it on their own. Plus they would be taking the risk of getting equipment that wasn't worth fixing — a risk we take for them — and they would have to arrange to get the items bar coded. All of these things take time away from someone's regular job. So we feel we're providing a useful service at a fair price."

Some examples of the types of equipment and cost a code might see include HP rack mounted power supplies at an average cost of \$300, pulse generators at an average \$375, power meters around \$750 and dual-time-based generators around \$550.

Recently, a complete video system, including a monitor, VCR, color camera, remote controller, keyboard (video inserter), pan and tilt head and camera housing were obtained by a local code for \$1,300. A complete telemetry receiver was obtained by another code for \$2,500. Other items include frequency counters, amplifiers, power sensors, digital voltage meters, directional couplers, oscilloscopes, logic analyzers and comparators.

"Another advantage to using our service is, in many cases, that the item is here now, ready to go," Waldron said. "I remember from my experience as a test technician, times when a power supply would go down in the middle of a test and we needed a replacement 'today.' We keep an eye out for the most commonly used equipment and try to have them on hand, so when someone

needs it now, they get it now. And one further benefit to the user is that the depreciation schedule starts at the 'cost to acquire,' not the original cost."

In addition to maintaining an inventory of commonly needed equipment, the Cal Lab prefers that users with specific requirements

come in and request whatever type of equipment they require. This allows Waldron to search for specific equipment. If he finds an exact or equivalent piece of equipment, he arranges it shipped to China Lake. This is actually the preferred method, as it reduces the amount of space required to store lots of equipment that "might be used" and cuts down on the overhead costs, thus reducing the cost of the equipment to the customer.

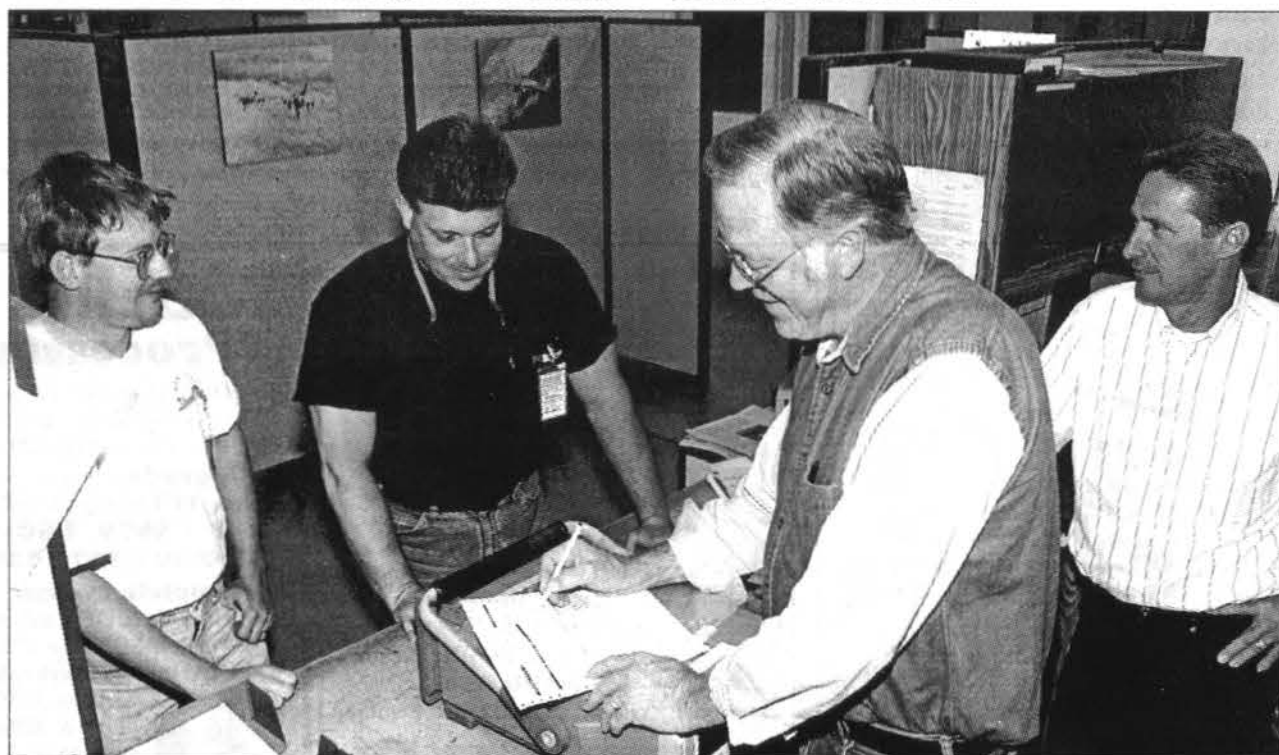
Waldron has been traveling to other bases to visit DRMOs and get a feel for the types of equipment they have. He has also visited the excess government material

sections of several major defense contractors. He sees the function of the Cal Lab reutilization program as a sort of clearinghouse — knowing what people need, knowing where things are and putting the two together.

"We've had people ask about items that are outside of the normal types of equipment we find on a regular basis," he said. "We're not ready to go out and try to find just anything and everything for people, but we do provide a good service for commonly used equipment and hardware. In some cases we sell items to other facilities, but our main objective is to make them available to China Lake codes first."

Waldron is quick to praise Supply, DRMO, Cost Accounting and Plant Account personnel for assisting in the development of the process for handling the reutilization items in a smooth and efficient manner. Without their help, the program would never have been able to work in a smooth and cost efficient manner, he says.

The Calibration Lab, is located in Building 1027 at the west end of Blandy Avenue. Personnel and codes wishing to stop by and see what is currently on hand, or wishing to put in a request for equipment, are welcome to stop by any time during normal working hours. Waldron says he's glad to help out in any way possible and can be reached at 927-1018, or contact the main number for the Cal Lab at 939-2103.



SATISFIED CUSTOMERS Mick McComesky and Scottie Allred pick up another piece of equipment from David I. Brown at the service desk of the Cal Lab. Allred recently acquired a complete video system for \$1,300 through the Equipment Reutilization Program, which is coordinated by Don Waldron (right).

Lots of New Items:

4.29GB Fast SCSI-2 hard disk drive. 9ms, 5400RPM, 512K buffer, 1.625" high, 3.5". 3yr warranty ST15230N.

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Mac 4MB DIMM 4MB-DIMM

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For prices and operational matters, call Mike Tague (said as "tag"). For technical matters, call Tom Rindt. Both are at 375-5744.

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The Internet: A 'how-to' and then some

By Mark Kolstoe

Information Management Department

We hear about it every day — on television, in the newspapers and magazines, and around the water cooler at work.

The Internet.

What is it, how do I get connected, and what can it do for me in my job?

Well, the Internet is nothing more than a bunch of computers connected together on a network. Now, "bunch" is currently defined as being in excess of 3 million and the network is really a network of networks. There are two different spellings of the word, one starts with an upper case "I" and the other starts with a lower case "i".

What's the difference? The lower case version, "internet," describes any two or more networks which are hooked together, creating a larger network. Suppose that your competency has two groups of people located in two adjacent buildings. If there is a network within each building serving the occupants and you run a wire between the buildings and hook the two networks together, you have just created an internet. Not very impressive (but none-the-less convenient and functional).

The upper case version, "Internet," is reserved for the global implementation of exactly the same concept. The Navy Wide Area Network (NAVWAN) that connects all of the Naval Air Systems Command activities (including NAWCWPNS) is a closer approximation of the Internet, but not nearly as large. NAVWAN has more than 40,000 computers connected to it across the United States. The Internet has more than 3 million computers connected to it.

A brief history

The Internet was started in the 1960s as a project of the Advanced Research Projects Agency (ARPA now DARPA) as a method of tying Research and Development laboratories of the Department of Defense together called ARPANET. At the time, most computers used whichever proprietary communications protocol that the manufacturer had developed for their own systems (in fact, that's pretty much still the same today). This meant that computers could only talk to other computers made by the same company. With all of the different kinds of computers in use at the laboratories, this was unacceptable.

As time went on ARPA decided that they needed a common protocol which could run over any type of media: telephone, radio, network, etc. The Transport Control Protocol/Internet Protocol (TCP/IP) was developed at MIT under ARPA's guidance in 1978 to provide a common protocol for use on the ARPANET. TCP/IP became a mandate in 1983 if you wanted to participate in ARPANET. Since there were many major organizations involved, both military and educational, the manufacturers bowed to the pressure and developed machine specific implementations of TCP/IP. Since then, TCP/IP has become the "standard" protocol which all computers can talk.

TCP/IP was also designed to be a smart, self-healing network protocol for possible military usage. That is, if a connection between sites went down, the network was smart enough to find another (longer) route to the destination if it existed. Therefore, most major Internet sites have more than one connection.

In 1986, the National Science Foundation tied the

National Supercomputing Centers together with a high speed network (NSFNet) and seeded some regional networks around those centers. This network is currently the "backbone" of the Internet in the United States.

Due to the high costs of telecommunications connections, the Internet remained small and belonged to laboratories, colleges and universities who could afford the costs (usually paid through DoD contracts). The costs of the Internet are spread across all users. Each user or organization pays for one or two connections to the next site(s). Those users or organizations pay for their connection to the next site(s) and so on. Each group pays for just one connection to the Internet. As with most infrastructures, you the individual are paying for it through state and federal taxes and higher prices on purchases (for the commercial organizations on the "net").

NAWCWPNS Enterprise network

The NAWCWPNS Enterprise network is a part of the Internet, therefore, your desktop computer is already a part of the Internet whether you can take advantage of it or not. All you need is the proper network connection and software to take advantage of this large set of resources. At NAWCWPNS, you need to be connected to Ethernet. There are methods for implementing TCP/IP on LocalTalk computers, but they carry a high network overhead cost, so they are not in use at NAWCWPNS.

If you have an Ethernet connection, the next step is to add the software communications drivers and get a TCP/IP address. Each computer operating system has its

own implementation of the TCP/IP protocol stack. For Macintoshes, Apple developed MacTCP and recently Open Transport, both of which come as part of System 7.X. For Windows machines, the common implementation is a shareware product called Trumpet WinSock, but there are payware products which vary in price from

a couple of hundred dollars to five hundred dollars. Windows 95 and WindowsNT have a TCP/IP stack built into their operating systems.

Once you have the TCP/IP software (or it's on its way) you need to apply for a TCP/IP address from the Network Management Center. You cannot just make up a number and plug it in (that tends to really mess up oth-

ers on the network and they get real upset with you). To get your address, contact your local network guru, they will know what is required for information, which paperwork to fill out, and to whom the paperwork should be sent. These people will also be able to help you get set up initially. If you don't have a local network guru, the PC Lab can provide the same services for a couple of hours worth of J.O. per machine. The telephone number for the PC Lab is 499-5181.

Our NAWCWPNS Enterprise Network is a combination of a subnetted (think of subnets like LocalTalk zones) Class B network at China Lake and a Class B network at Point Mugu. Each Class B network has the capacity for about 65,000 devices, so between us we can handle about 130,000 devices.

There are Class A and Class C networks in use on the Internet, but I won't go into those in this article. The current implementation of the Internet addressing scheme is called IP version 4. Because of the explosive growth of

To get your address, contact your local network gurus, they will know what is required for information, which paperwork to fill out, and to whom the paperwork should be sent. These people will also be able to help you get set up initially.

A glossary of terms . . .

The following is a list of commonly used terms and their definitions.

Internet — A specific collection of computer networks around the world linked together by the TCP/IP protocol suite. The network supports e-mail, file transfer and hypermedia.

Internet Address (IP Address) — A globally unique 32-bit address assigned to each host computer on the Internet.

TCP/IP (Transmission Control Protocol/Internet Protocol) — A suite of protocols used to move data packets from one computer in the network to another through functional network layers.

Internet Search Tools — Applications designed to aid in the search and retrieval of documents stored on computers across the Internet.

FTP (File Transfer Protocol) — The most widely used TCP/IP application protocol in terms of traffic. Used to copy files from one machine to another.

Gopher — An application layer client-server protocol for distributed search and retrieval of files. Gopher uses graphical user interfaces (GUI) to improve user effectiveness.

World Wide Web (WWW) — A wide-area hypermedia information retrieval tool that uses a superset of most common Internet application services. (Also referred to as the "Web") Web servers exist at libraries, corporations, research centers, etc. and provide a vast network of documents that combine text,

images, sound and video.

Browser — Software applications with Graphical User Interfaces (GUI) front-ends used to access the information contained on Web servers. Browsers can be either graphics-capable or text-based. Mosaic and Netscape are two of the most popular browsers because of their ease of use and availability for a number of platforms.

Web Page — Documents prepared for viewing on the Web using a platform-independent page description language called HTML (Hypertext Markup Language). HTML embeds control codes in ASCII text to designate titles, headings, graphics, and hypertext links that are compatible with all Web browsers. Any item on a Web page, including text, graphics, and eventually audio, can be a hot link to jump to a related element in another document. A Web Home Page is the default page that all users will see when they first access a Web server.

Usenet — A collection of discussion groups on virtually every subject imaginable, including specific present and emerging technologies.

WAIS — Wide Area Information Service is a recent Internet tool pertaining to the rapid search and retrieval of electronic data.

E-mail — Simple Mail Transport Protocol which is a platform independent message protocol used for communication throughout the world.

the Internet during the last couple of years, a new addressing scheme which provides more addresses, named IP version 6, has been developed and is currently undergoing on-line testing at a number of major sites. It will begin to be implemented world-wide in about a year. The transition will be transparent, except that you will be assigned a new address for your machine at some point.

Humans aren't quite as good as computers

Domain names are the way humans can keep track of computers on the Internet. Computers keep track of who's who by using a unique 32 bit address for each machine connected to the Internet (4,294,967,296 computers). Since humans aren't quite as good as computers are for keeping track of numbers, an English equivalent was established (as well as a simplified numbering system). At NAWCWPNS we have several domains, one for China Lake and one for Point Mugu. All China Lake computer addresses start with 129.131. and all Point Mugu computer addresses start with 143.113. The English versions of these domains are: chinalake.navy.mil and mugu.navy.mil

These domains name the entire network at each site. The domain name reads, left to right from specific to generic. The one for China Lake identifies the network as the chinalake network, which is part of the navy network, which in turn is part of the mil (military) network. Each machine on the chinalake (or mugu) network must have a name as well. This will uniquely identify each machine. Therefore, the name of my computer is dinadan.chinalake.navy.mil and my address (in human readable form) is 129.131.31.60

If you are going to deal with the outside world this has to be attached to the end of your address or users

outside of the chinalake.navy.mil or mugu.navy.mil domain will not be able to send you mail because they will not have your correct address! Visa versa if you do not have the correct domain name for the user you are sending mail to they will not get it.

There are two basic types of top-level domains — geographic and organizational. Geographic domains have been set aside for each country in the world, and are identified by a two-letter code. For example, the United Kingdom is domain .uk, and Japan is domain .jp. The country code for the United States, .us, hasn't normally been used, but is gaining in popularity.

Within the U.S. the top-level domains are organizational, that is, membership in a domain is based on the type of organization (commercial, military, etc.) to which the system belongs. There are six top-level domains used in the United States. They are:

- .mil - military organizations
- .gov - government agencies
- .edu - educational institutions
- .com - commercial organizations
- .net - network support organizations, such as network operation centers
- .org - organizations that don't fit in any of the above, such as non-profit organizations

What is the Internet good for?

Within the NAWCWPNS Enterprise Network (Intranet) more and more Enterprise databases are requiring it for access. To name a few, NIFMAS — the new financial system, SMATS — the Secret Materials

Tracking System, WDPS — the Weapons Division Property System, SPEDI — the Small Procurement Electronic Data Interchange, the NAWCWPNS World Wide Web pages, and others.

Outside of the NAWCWPNS Enterprise Network (Internet) you gain access to all sorts of government, military, educational, organizational, and commercial data repositories which can help you with your job. I can't tell you specifics, because I don't know your job. What we have found, however, is that the average employee spends a couple of weeks exploring the Internet when they have the time, after that, they pretty much settle down to the same bunch of sites

which are useful to them in their job. As with any new tool, there is a learning curve which has to be experienced by each individual user. However, as with all tools, we have also found employees who have abused this communications tool and have visited sites which are wholly inappropriate. Use the tools with caution and common sense.

This brings up another frequently asked question, "Is big brother watching over my shoulder?" Keep in mind that the NAWCWPNS Enterprise Network is a network of computers at a military research, development, test and evaluation facility. As with all communication devices in use here, including telephones, employees are subject to monitoring in the use of those devices. That is a standard condition of employment. There are methods through which all traffic to and from the NAWCWPNS Enterprise Network is logged and analyzed for security purposes. If you exercise common sense, you will never hear another word about it.

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analysis methods and practices. (2) Ability to plan, conduct, and report warfare analysis. (3) Knowledge of Navy strike and anti-surface warfare systems and operations. (4) Knowledge of affirmative action principles including a willingness to implement EEO practices. (5) Ability to meet DON acquisition management policy, objectives, processes, and procedures. Promotion potential: DP-4 **Notes 2, 3, and 4 apply.**

APPLICATION PROCEDURES

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

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

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

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

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

AREA OF CONSIDERATION INFORMATION

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

NOTES

- If selection is made below the full-performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify promotion. **PROMOTION IS NOT GUARANTEED.**
- First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.
- Drug Testing Designated Position:** An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a DOD testing designated position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and the Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/command.
- This is a DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. P.L. 101-510 requires that all applications for DAWIA designated positions which are advertised be evaluated utilizing a quality ranking factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIAQRF is highly recommended. Applicants wishing more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields may contact the DAWIA representative within their Competency.

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

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

GENERAL INFORMATION

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

All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance.

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

OPERATIONAL TEST AND EVALUATION

Operations Research Analyst, GS-1515-12/13 Announcement No. NB/0091/SS/C6 (PD #4504), Commander Operational Test And Evaluation Force, Norfolk, VA—Area of Consideration: Appointable employees of all federal 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 Designated:** Critical. **Duty Station:** Operational Test And Evaluation Force (Point Mugu, Ca). **Closing Date:** 24 June. **Permanent Change of Duty Station Expenses Authorized:** No. **Security Clearance:** Selectee must be eligible for a Top Secret security clearance. **Duties:** Provides consultative 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. Assists OTDs with developing and writing data analysis reports, test plans and other documentation associated with operational testing. Conducts analytical studies of using methods involving statistics, operations research, or reliability. Performs analysis and evaluations of the performance of complex systems including aircraft and weapons systems. Performs test planning, planning test geometries and profiles, exercise reconstruction, data collection, reduction and analysis and computer simulation analysis. Plans and executes radar effectiveness test, air-to-ground weapons effectiveness tests, missile effectiveness tests and operational testing of electronic warfare systems. **Qualifications:** To be eligible applicants must have the amounts of general/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/rating factors are relevant to this vacancy: Basic Requirement: Degree in operations research; or at least 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. At least 3 of the 24 semester hours must have been in calculus. Applicant must also possess one year of specialized experience equivalent to the next lower grade level. **Note:** Attach a copy of college transcripts for verification of Education requirements. **Rating Factors:** The knowledge, skills, and abilities listed below are of critical importance: (1) Knowledge of F-14 software development process, AWG-9/APG-71 radar modes, AWG-9/APG-71 ECCM modes, AIM-120 air-to-air missiles and a wide range of other aircraft and weapons systems; (2) knowledge of the statistical methodology, operations research techniques, and reliability analysis; (3) skill in the programming, verification, validation and accreditation of computer simulations of complex systems, primarily aircraft and weapons systems; and (4) knowledge of the current Navy and Marine Corps tactical aircraft, software, weapons systems, avionics, and upgrades. **Note:** Selectee will be required to participate in direct deposit/electronic funds transfer as the standard method of payment. 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 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.

REASSIGNMENT OPPORTUNITIES

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

REASSIGNMENT COLUMN

No. 41-002-RF6, Multidisciplinary (Supervisory General Engineer/Physicist/Operations Research Analyst/Mathematician/Computer Scientist), DP-801/ 1310/ 1515/ 1520/ 1550-4; or DP-802/ 856-4 (Supervisory Engineering/Electronics Technician), Systems Engineering Department, Systems Engineering Management Division, Code 411100D—Area of Consideration: DON wide. **Opening Date:** 5-16-96. **Closing Date:** 6-17-96. **Selecting Official:** Sterling Haaland **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. He/She 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, multidisciplinary 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. **Note:** Interested candidates should send an updated application to Robert Fitzpatrick, Code 731000D, China Lake, CA. **Notes 2, 3, 4 apply.**



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

EEO COMPLAINT PROCESS

Discrimination in employment based on a person's race, color religion, sex, national origin, age (40 years and over), physical or mental handicap, sexual harassment*, or reprisal for equal employment activity is prohibited by Federal Law, DOD, and DON regulations. The following is the EEO complaint process: employee has 45 days to contact a counselor; the counselor has 30 days to attempt informal resolution and conduct a final interview; the employee has 15 days to file a written formal complaint; the EEO Officer either dismisses or accepts the complaint for investigation; the DOD Office of Complaint Investigations has 180 days to complete their investigation.

The following full-time EEO counselors are designated for each NAWCWPNS site: Judy De Vries (Code 734000E), Point Mugu and Albuquerque, (805) 989-3263 (DSN 351-3263); Jerry Stein (Code 734000D), White Sands and China Lake, (619) 939-8134 (DSN 437-8134).

*Department of the Navy (DON) Prevention of Sexual Harassment Hotline, (800) 253-0931 or (703) 614-2735.

PRINTER MAINTENANCE CONTRACT

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

Contractor: MFS, Inc.

Contract Number: N68936-94-D-0231

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

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

Note: There will be a 11% surcharge for administering the contract.

If you want service under this contract, contact the Trouble Desk at (619) 499-5181 with the following information: model number, serial number, bar code, a brief description of the problem, contact/requester, phone number, job order number, and location of the equipment and your code.

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

DIVISION RESOURCE INTERACTIVE PLANNING SYSTEM (DRIPS) REPORTS CLASS

DRIPS is the NAWCWPNS corporate planning system. It contains plan inputs for all resources executed at NAWCWPNS and corresponding financial actuals for the current year to date and five out-years of additional planning information. The resource execution plans are broken down as far as level three of the Organizational Breakdown Structure (OBS), or Organization Code. Summaries from DRIPS are used to project direct revenue for the development of the A-11 budget process, and OBS Level 2 manpower summaries for overhead budget development. Additionally, DRIPS records are transformed into NAVAIRSYSCOM format for updating the Team Resource Planning System.

User training, which focuses on inputting organizational and program planning data, is given in a separate class. This class will focus on retrieving data from the system through the use of structured queries and custom report construction. While not mandatory, completion of the user training is highly recommended to receive maximum benefit from this course.

Part of the class will be dedicated to designing and using DRIPS/CON/PID structures in conjunction with query and report construction to achieve automated plan actuals in FY97 from DRIPS. A related topic will be the planned use of DRIPS to be the carryover reporting vehicle in FY97.

JOB HOTLINES AND EMPLOYER INFORMATION

Company	Hotline Number	Remarks
County of Ventura	(805) 654-2847	Updated Fridays
County of Ventura Medical Center (Hospital)	(805) 652-6696	Updated Fridays
Country of Santa Barbara	(805) 568-2820	Updated Weekly
AMGEN, Thousand Oaks	(800) 446-4007	Updated Weekly
Bank of America, (So. Calif., includes Ventura County	(818) 307-6633	Human Resources Office
Blue Cross (Thousand Oaks/N. Park)	(805) 379-8499/8009	
Corporate Headquarters-Woodland Hills	(818) 703-3181	
Buena Ventura Medical Clinic	(805) 652-5243	Updated Weekly
City of Oxnard	(805) 385-7580	Updated Mondays
City of Ventura	(805) 658-4777	Updated Weekly
City of Thousand Oaks	(805) 449-2141	Updated Weekly
Bugle Boy, Simi Valley	(805) 582-5444	Updated Weekly
California Federal Bank	(818) 312-6078 or (818) 500-2899	Updated Weekly
Coast Federal Bank	(818) 366-8730	Updated Weekly
St. Johns and Pleasant Valley Hospital	(805) 988-2877 or (805) 389-5198	Updated Weekly
Great Western Bank	(800) 367-5545	Updated Weekly
Farmer's Insurance, Corp. Headquarters, Simi Valley	(805) 583-7888	Updated Weekly
Ventura Police Department	(805) 339-4450	Updated Weekly
Simi Valley Hospital	(805) 527-2462, ext. 2345; nursing ext. 3454	Updated Weekly
Rockwell Science Center, Thousand Oaks	(805) 373-4827	Updated Weekly
GTE (General Telephone), Camarillo	(800) 521-5749	Updated Weekly
Pacific Bell Telephone	(800) 924-5627	Updated Weekly
So. Calif. Gas Co.	(213) 244-1234	Updated Weekly
Westlake Medical Center (Hospital)	(818) 706-6228	Updated Weekly
Von's Grocery Stores	(800) 283-8667	Updated Weekly
UCLA Medical Center, Los Angeles	(310) 794-0526	Updated Weekly
City of Los Angeles	(213) 847-9424	Updated Weekly
National Federal Job Hotline	(912) 757-3000	

This training is recommended for Corporate Budget and Field Budget employees.

To schedule this training, contact Tammy Tucker (Code 711000D) at (619) 927-1696 (DSN 469-1696).

TSP OPEN SEASON IS HERE

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

FERS EMPLOYEES: TSP is the third part of a FERS employee's retirement plan. Personal contributions to TSP by FERS employees are a very important part of future financial security. FERS employees receive an automatic government contribution of 1% of their basic pay to the TSP. In addition, the government will match contributions that FERS employees make to TSP. Matching contributions apply to the first 5% of pay each pay period that you contribute. Contributions are

matched dollar for dollar for the first 3% of pay contributed, and 50 cents on the dollar for the next 2% of pay. FERS employees can contribute as little as 1% of basic pay per pay period, or even a smaller, fixed-dollar amount, such as \$5 per pay period, and still get a government-matching contribution. FERS employees contributing 5% of basic pay receive government contributions of 5%, making a total of 10% of basic pay going into their TSP account. FERS employees can contribute as much as 10% of basic pay, and with the government contributions, have a total of 15% of their basic pay going into their TSP account. All contributions to TSP and interest are tax deferred.

CSRS EMPLOYEES: CSRS employees can contribute up to 5% of basic pay. CSRS employees do not receive any matching government funds, but all of the contributions to TSP, and interest, are tax deferred.

CSRS and FERS employees can invest their contributions in any of the three investment options (C, F, or G Funds).

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

Enrollments or changes will be effective the beginning of the first pay period in July (7 July) if received before that date. Elections should be submitted to your PMA Team before **30 June** to allow time for processing.

INTERFUND TRANSFERS: Submitting a TSP-1 during open season does not change the amount of money already in the investment funds. An interfund transfer must be done to transfer money between the funds. An interfund transfer affects only money already in your account; it does not affect the way your future payroll contributions are invested. You can make interfund transfers monthly if you wish. Interfund transfers can be made by using the THRIFTLINE, telephone (504) 255-8777. For more information on using the THRIFTLINE, at China Lake call John Powers, 939-2574, and at Point Mugu call Peggy Topham, ext. 3323. Ask for a copy of the FACT SHEET - Using The ThriftLine.

Employees who want to change their current enrollment or begin participation in the TSP program should contact their PMA Team for information and necessary action.

FY96 NAWCWPNS COURSES—WINDOWS AND MAC

The FY96 NAWCWPNS Course Schedule is now available for 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.

BCBS REPRESENTATIVE TO VISIT CHINA LAKE

A Blue Cross/Blue Shield (BC/BS) service representative will be at the Training Center, Room 203, on Monday, **3 June** from 0800 to 1100 and from 1230 to 1430. Assistance regarding your BC/BS coverage and related problems will be available at that time. Bring all documentation pertaining to your question or problem. If you have any questions, call Leora Fields at 939-2018.

MAMMOGRAPHY SCREENING

The Wellness Program (Code 731000D) will sponsor a mammography screening for NAWC/NAWS-China Lake employees and their spouses. Valley Technological Services (VTS) will have their mobile mammography unit in front of the Administration Building on **10 and 18 July**. The cost of the x-ray exam is \$65. Participants must be at least 35 years old unless referred by a physician. VTS is accredited by the American College of Radiology.

To schedule an appointment, call (800) 458-3385.

FINANCIAL COUNSELING FOR EMPLOYEES

Each year, thousands of people are confronted with overwhelming money problems. It all starts when it's time to pay bills. You take out your checkbook, look at the balance, and add up what you owe. You realize you don't have enough money to pay all the bills, so you begin with the priorities. Who gets paid first? Who can wait? The fact is, all creditors want their money. If you can't do something about it, you're in trouble. Trouble can spill over into your work and family life. You receive late payment notices, letters from attorneys, and unpleasant telephone calls.

The Employee Assistance Program has arranged for a representative from the Consumer Credit Counselors of Kern County, a nonprofit community service agency from Bakersfield, to come to NAWCWPNS to offer counseling. Your financial situation will be reviewed free of charge by a trained counselor.

You can call the Employee Assistance Program Office at 939-2018 to arrange for an appointment.

UNIVERSITY OF TENNESSEE MASTERS DEGREE PROGRAM

The next term of the University of Tennessee Space Institute's (UTSI's) master's degree program will begin on **30 May**. The master's degree program in aviation systems is offered to those individuals who have a bachelor's degree in engineering or science. Video-taped courses are available to any qualifying individual at China Lake and Point Mugu.

If you wish to study under a "systems philosophy" toward a career in research and development or administration in areas pertinent to aviation, this program is for you. Additionally, UTSI offers up to 15 hours of credit for Navy Test Pilot School and up to 9 hours of credit for Air Force TPS, thereby enabling a student to complete an MS degree by taking four to five courses, not including thesis or non-thesis hours.

Note: If you are located at Point Mugu, all video tapes and exams are available to you there. You do not need to travel to China Lake to enroll in or participate in this program.

For more information, contact the area representative at (619) 927-UTSI or (619) 446-2814.

You can also stop by our office at China Lake in the Family Service Center, Office K, on Tuesdays and Wednesdays from 1030 to 1330.

6. Double-click the CLASSES application program.

Windows

1. Type LOGIN PM62PUB_NFS/CLASSWIN.
2. Locate the R:\CLASSWIN 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 that allow users to

Navigate

Move to the top record
Move to the previous record

Move to the next record
Move to the last record

Locate

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

Print

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

Close

Quits the program.

Direct questions concerning this program to Jim Diderrich at 989-3994 or John Allen at 989-3237.

CHINA LAKE TOASTMASTERS COMMUNICATIONS AND LEADERSHIP PROGRAM

Toastmasters is an ongoing program covering public speaking, preparing and giving presentations, organizing and conducting meetings, parliamentary procedure, impromptu speaking, and much more.

Start at your convenience, and proceed at your own pace because this course is in a supportive atmosphere.

The program is held at the Training Center, Room 114, every Thursday from 1830 to 2000.

For more information, call Carl Von Elm at 377-5768.

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY REGISTRATION

Embry-Riddle Aeronautical University's China Lake Center offers programs leading to a Master's degree in aeronautical science or a bachelor's or associate's degree in professional aeronautics. Classes are held at the Training Center and are open to everyone.

It's not too late to sign up for the Small Busines Management classes to be held on the following Saturdays: **8, 22, 29 June, and 13 and 27 July**.

Embry-Riddle offers credit for professional experience and military training. It is also VA approved, and tuition assistance is available for active-duty military.

A representative is available on Mondays, Tuesdays, and Wednesdays at the Family Service Center, Office K. For more information, call 927-3649.

RETIREMENT

DALE KNUTSEN

Dale Knutsen is retiring after more than 30 years of service at China Lake. A retirement party will be held in his honor at the Carriage Inn on Thursday, **30 May**. The evening will begin with a no-host bar at 1800. Dinner will be served at 1900, and presentations will begin at 2000. A Polynesian buffet dinner will be served for \$15.50 per person. For donations, presentations, reservations, or tickets, contact Pat Lloyd at 939-3500 or Lupe Vizcarra at 939-3608.

CAREER TRANSITION WORKSHOP (16 hrs.)
25-27 June; Wednesday-Thursday, 0800-1630; Location TBD, Point Mugu. By: Mariam Lapan

These workshops introduce the participants to key job change and enrichment strategies. Participants will identify personal interests and strengths and analyze their current jobs and career aspirations. With this information, participants will develop a career action plan and examine the latest job search strategies and techniques, e.g., personal marketing/networking, job market search, and interviewing skills.

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).

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

9 July; Tuesday, 0800-1600; Training Center, China Lake. By: Charla Green, CFP

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

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

PRE-RETIREMENT SEMINAR (16 hrs.)

9-10 July, Tuesday-Wednesday, 0800-1630; Training Center, Bldg. 366, Room 100, Point Mugu. By: Labor/Employee Relations, Code 731000E.

This seminar consists of several presentations. The seminar covers the Civil Service system federal employees health and life insurance programs; thrift savings plan, social security/ medicare; estates, trusts, and wills; psycholocial aspects of retirement; health and retirement; financial planning and investments; income tax laws; small business development; "revolving door" statuses; and information especially valuable to retirees/seniors. To derive maximum benefits participants are encouraged to attend all presentations

Spouses of enrollees are also encouraged to attend if space permits. This seminar is

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

EFFECTIVE PRESENTATIONS (16 hrs.)

9-10 July, Wednesday-Thursday, 0800-1600; Training Center, China Lake. By: Mark Haage

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, evaluation visual aids, and relaxation techniques.

To enroll, contact Pat Nogle via QuickMail or 939-3159 (DSN 437-3159)

INERTIAL NAVIGATION AND GUIDANCE (40 hrs.)

15-19 July; Monday-Friday, 0800-1600; Location TBD, Point Mugu. By: West Coast University (Dr. Gerald Shaw)

This is an intensive and comprehensive 5-day course in guidance, navigation, and control theory and application. The attendee should have a strong background in math and some familiarity with linear systems. The course will commence with an introduction of classic mechanics and kinematics and a brief history of navigation. The concept of inertial navigation will be developed, and a wide range of gyros and accelerometers will be described along with their dynamic behavior and error models. Analysis and applications for both stable platform and strapdown mechanization will be studied. Models of the size, shape, and gravitational field of the earth will be introduced, and their effects on inertial navigation accuracy will be quantified. Optimal filtering and estimation techniques will be presented, and the Kalman filter will be derived. The need for external aids will be investigated, and techniques for developing integrated systems will be investigated. Integrated inertial and GPS systems will be

emphasized. Following the study of navigation the course will proceed with the study of dynamics, stabilization, and control of flight vehicles; finally, several approaches to developing guidance laws will be studied. Throughout the course, emphasis will be placed on the use of software tools and simulations to aid in both the analysis and design of inertial navigation systems. Several sessions will include hands-on exercises using MATLAB and other software tools.

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).

ELECTROMAGNETIC RADIATION HAZARDS AWARENESS (UPDATED) (16 hrs.)

15-16 July, Monday-Tuesday, 0900-1600; Training Center, China Lake. By: R&B Enterprises

This course will provide information on the potential hazards to humans from electromagnetic radiation, sometimes called "microwave radiation." This knowledge should enable the participants to intelligently deal with any RADHAZ problems that he/she encounters. The material covered includes background information, requirements, definitions, permissible exposure limits, electromagnetic fields, calculation of electromagnetic fields, measurements, protective measures, reporting of overexposure, and Navy RADHAZ-related organization.

To enroll, Pat Oliver.at 619 939-2468 (DSN 347-2468).

DEFENSE BUSINESS OPERATIONS FUND (DBOF) (24 hrs.)

16-18 July, Tuesday-Thursday, 0800-1600; Location TBD, Point Mugu. By: Leon Manton

This course will help the student develop a basic understanding of the DBOF.

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).

IR/RF TECHNOLOGY (32 hrs.)

22-25 July; Monday-Thursday, 0800-1600, Training Center, China Lake. By: Attridge Electronics, Inc.

This course provides a short overview of infrared (IR)/radio frequency (RF) technology principles that are encountered in everincreasing

and varied applications. The course will provide an overview of principles applicable to future and state-of-the-art systems. Fundamentals of IR/RF systems will be explained from the application and engineering point of view. Thermal imaging systems and RF building blocks are two topics that will be highlighted. Major topics include (1) Introduction to IR/RF, (2) Fundamentals of IR, (3) IR Sources, (4) Thermal Signatures, (5) Cryogenic Sensors, (6) Thermal Imaging systems, (7) Present and Future Direction of Technology, (8) Fundamentals of RF, (9) Microwaves, (10) RADAR, (11) Building Blocks, (12) Applications, and (13) Present and Future Direction of Technology.

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).

EEO ISSUES FOR SUPERVISORS (8 hrs.)

23 July; Tuesday, 0830-1600; Training Center, China Lake. By: V. Renee Mack

This workshop is designed for the staff who are expected to prevent EEO-related problems. The course guides the participants through learning what the current state and federal laws are and how those standards are applied to everyday supervisory activities. In addition, the course instructs the participant how to utilize the Navy's disciplinary process to appropriately document incidents so that challenged decisions are easily disposed of. Emphasis is placed on proactive response rather than reactive.

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

SKILLS FOR CONFLICT RESOLUTION (16 hrs.)

21-22 August; Wednesday-Thursday, 0800-1600, Training Center, Bldg. 366, Point Mugu.

This course is designed to assist supervisors effectively handle conflict situations on the job and in all interpersonal relationships. Skills will be presented in communicating under pressure, particularly with aggressive and manipulative behavior, and negotiating disagreements on a win-win basis.

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).

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

POINT MUGU

No. 8354-RW1-6, (2) Firefighter Driver Operator, GS-0081-06, Air Operations Department Fire Division, Code 834510E—Area Of Consideration: Point Mugu. **Opening Date:** 5-30-96. **Closing Date:** 6-13-96. **Selecting Official:** Clyde Davis/David Winkler. **HRD Contact:** Robert Washington, DSN 351-3316. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Responds to a variety of structural fires that may involve facilities such missile test sites, laboratories, barracks living quarters, and dependent family housing as well as medical, rescue, and public assist emergencies. Responds to aircraft crash alarms and performs firefighting rescue operations. Incumbent drives and operates firefighting vehicles and equipment. Performs daily operational and preventive maintenance and corrosion control on firefighting vehicles and equipment. Performs routine building, hydrant inspections, and extinguisher maintenance and alarm box testing. **Quality-Ranking Factors:** Knowledge of fire protection and prevention theory and techniques for a wide variety of structures, facilities, and vehicles.

No. 8354-RW2-6, (1) Firefighter Driver Operator, GS-0081-06, Air Operations Department Fire Division, San Nicholas Island, Code 834510E—Area of Consideration: Point Mugu. **Opening Date:** 5-30-96. **Closing Date:** 6-13-96. **Selecting**

Official: Clyde Davis/David Winkler. **HRD Contact:** Robert Washington, DSN 351-3316. **Permanent Change of Duty station Authorized:** No. **Summary of Duties:** Responds to a variety of structural fires that may involve facilities such missile test sites, laboratories, barracks living quarters, and dependent family housing as well as medical, rescue, and public assist emergencies. Responds to aircraft crash alarms and performs firefighting rescue operations. Incumbent drives and operates firefighting vehicles and equipment. Performs daily operational and preventive maintenance and corrosion control on firefighting vehicles and equipment. Performs routine building, hydrant inspections, and extinguisher maintenance and alarm box testing. **Quality-Ranking Factors:** Knowledge of fire protection and prevention theory and techniques for a wide variety of structures, facilities, and vehicles.

DEPARTMENT OF NAVY EMPLOYEES

No. 41-001-RF5, Multidisciplinary (Supervisory General Engineer/ Physicist/ Operations Research Analyst/ Mathematician/ Computer Scientist), DP-801/1310/1515/1520/1550-4, Systems Engineering Department, Systems Engineering Management Division, Code 411100D—Area of Consideration: DON wide. **Opening Date:** 5-16-96. **Closing Date:** 6-17-96. **Selecting Official:** Sterling Haaland. **HRD Contact:** Robert Fitzpatrick, (619) 939-8117.

Permanent Change of Duty Station Authorized: Yes. **Summary of Duties:** The incumbent, as the designated 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. He/She 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 engineering management of complex naval aircraft/weapons 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, and procedures. **Notes 2, 3 and 4 apply.**

No. 4J-001-RF6, Supervisory Interdisciplinary (General Engineer/Operations Research Analyst/Mathematician/Computer Scientist), DP-801/1515/1520/1550)-04, Code 4J1200D, Strike and Anti-Surface Warfare Branch, TACAIR Division—Area of Consideration: DON wide. **Opening Date:** 5-30-96. **Closing Date:** 7-1-96. **Selecting Official:** K. Morton, (619) 927-3841. **HRD Contact:** R. Fitzpatrick, (619) 939-8117. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Serves as Head of the Strike and Anti-Surface Warfare Branch, providing leadership and guidance to warfare analysts evaluating the operational performance of existing and conceptual Strike and ASUW weapons system. The incumbent is responsible for all aspects of branch operations, including personnel supervision and development, financial management,

designed for technical personnel, technicians, engineers, scientists, and managers needing an understanding of antenna theory and applications to aircraft and missiles. Major topics include (1) antenna principles; (2) array principles; (3) ground plane effects; (4) fundamental antenna types (wire, broadband, non-directive, helical, microstrip, horn, and slot); (5) aperture antennas (principles, illumination taper, reflector antennas); (6) tracking antennas and arrays; (7) advanced antenna technology (multiple-beam antennas, low sidelobe technology, low radar cross-section, random arrays, conformal arrays); (8) synthetic arrays; (9) radomes; (10) aircraft and missile radar applications; (11) communications applications; (12) electronic warfare applications; and (13) antenna measurements. This is an introductory course and has no specific prerequisite, other than sufficient background to understand the material presented. A textbook and syllabus are furnished to each student. The mathematics used will include a small amount of calculus and transform methods. Students should bring a scientific calculator to class.

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).

ELECTRONIC WARFARE TECHNOLOGY (32 hrs.)

24-27 June; Monday-Thursday, 0800-1600; Training Center, China Lake. By: Evolving Technology Institute (Stan Hall)

The course provides the basics of electronic warfare (EW) by first describing the attributes of modern radar systems, summarizing the various electronic support measures and electronic intelligence (ESM/ELINT) techniques for detection and providing the means for situational assessment of the battle space, followed by the electronic countermeasures (ECM) techniques used for the selection of the appropriate jamming waveform. This course is intended for engineers and other personnel requiring a technology basis to EW topics including ESM and ELINT systems for the interception and analysis of radar signals.

The radar segment of the course begins by categorizing the radar types and outlining the radar waveforms that can be analyzed in an unclassified manner, to provide type classification and identification, passive location, and operating mode as the key to threat intention. Search and acquisition radar, track radar, and missile radar are considered. A review of the fundamentals of aircraft survivability with the role of signature control, together with passive and active EW, are illustrated. The ESM/ELINT segment includes the probability of intercept, direction finding, and passive target location, as well as the receiver characteristics that are required for the use of passive radio frequency (RF) systems for the purpose of emitter interception and analysis. The ECM segment considers the countermeasure techniques used to prevent or delay the hostile radar system ability to detect, acquire, track, or launch. Effectiveness methods will be illustrated.

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).

NETWARE TCP/IP TRANSPORT (16 hrs.)

25-26 June, Tuesday-Wednesday; 0800-1600; 2901 Ventura Rd., Oxnard. By: Computer Focus, Jeffrey Wales, Ph.D.

Intended Audience: Netware TCP/IP users and ECNE and CNE candidates.

Prerequisites: Completion of courses N200 Networking Technologies and N508 Netware 3.1x Administration or N520 Netware Administration or equivalent experience.

This course covers the features and benefits of Novell's Netware TCP/IP software. Participants will install and configure Novell's Netware TCP/IP software on a Netware 3.1x server and learn how to diagnose and troubleshoot common problems that may occur in a TCP/IP environment. Topics include an introduction; TCP/IP—an overview on TCP/IP, addressing, routing, tunneling, SNMP,

application programming interfaces, and NFS. The installation and configuration will cover requirements, IEEE 802.3 versus Ethernet, verifying the installation, loading and unloading the TCP/IP NLM, and lab exercises. Other topics will include TCP/IP management, IP addresses, TCPCON, routing, tunneling, troubleshooting, monitoring the server, performance issues, and common problems.

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

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY96 SEMINARS

NAEI courses are designed for GM-13/Lieutenant Commanders (or equivalent) and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMDP) participants are required to attend certain classes. These participants have priority for available billets. Program costs are funded by NAEI. Travel and per-diem expenses of nominees are funded by their respective organizations. If the course is residential, lodging and meal costs are provided by NAEI. Nominations must be submitted on an NAEI form, which may be obtained from Lori Ryser, Program Coordinator, Code 733000D, China Lake, (619) 939-2686 (DSN 437-2686).

Note: A DD-1556 is NOT required. Nominations from all sites must be submitted to the Employee Development Division, China Lake, by the deadline dates listed below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO 733000D
The Washington Arena	16-20 September	5 July
The Politics of National Security	26-31 August	7 June
NEW - Creating the High-Performance Workplace	26-30 August	7 June
NEW - Managing Critical Resources	5 days-TBD based on demand	

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.

<u>What Are You Looking For?</u>	<u>Where Can You Find It?</u>	<u>Who Do You Call?</u>
Career Counseling	NAWCWPNS Employee Development Division Community Colleges Career Centers	939-2359 (CL); 989-3984 (PM)
Job Information	Career Transition and Resource Centers (CTRCs)	939-2359 (CL); 989-3982 (PM)
Job Bulletin Boards, Government and Private	Transition Assistance Management Program (TAMP)	939-0966 (CL); 989-1022 (PM)
Industry Jobs	Employment Development Department (EDD), State of California	446-2593 (CL); 382-8610 (PM)
Job Search Techniques	Career Transition and Resource Centers (CTRCs)	939-2359 (CL); 989-3982 (PM)
Networking Applications: SF-171/OF-612/	Transition Assistance Management Program (TAMP)	939-0966 (CL); 989-1022 (PM)
Resumes Interviewing Skills	Employment Development Department (EDD), State of California	446-2593 (CL); 382-8610 (PM)
Job Market Information Defense Outplacement Referral System (DORS)	DORS Program Manager	939-2265 (CL)
Retirement Counseling Benefits	Personnel Management Advisors and Assistants	939-2264/2265 (CL); 939-3311 (PM)
	Employee Relations Retirement Experts	939-2574 (CL); 989-3323 (PM)
Financial Counseling	NAWCWPNS Employee Development Division (Training)	939-2359 (CL); 989-3982 (PM)
Stress and Personal Counseling	Civilian Employee Assistance Programs (CEAP)	939-2574 (CL); 989-7708 (PM)
Training	NAWCWPNS Employee Development Division	939-2359 (CL); 989-3982 (PM)
	Job Training Policy Council (JTPC)	446-2593 (CL); 981-8764 (PM)

ADVANCED EXCEL FOR THE MACINTOSH (16 hrs.)

25-26 June, Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: Contracted Computer Training

Prerequisite: 6 months of experience using Excel; knowledge of computer programming helpful.

In this class you will learn: Array formulas, worksheet functions, database functions, self-adjusting worksheets, programmed macros, and custom menus.

Presentation Method: Hands-On Workshop
To enroll, contact Annette Hernandez via QuickMail with name, code, social security

number, and phone number. For further information, call 939-0870 (DSN 437-0870).

LEADERSHIP SKILLS FOR NON-SUPERVISORS (16 hrs.)

26-27 June; Wednesday-Thursday, 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).

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.



CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family is having difficulties? There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working

hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 2-825 (University of La Verne). All interviews are confidential. For further information, call Martha or Bob at 989-7708 or 989-8161.

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 in a leave-without-pay status for at least 24 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a **completed OP Form 630-A (Request to Donate Annual Leave to Recipient) and a copy of current Leave and Earnings Statement**. OP-Form 630-A is available at Administration Offices at Point Mugu and Telmart at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E; forms for China Lake may be mailed to Leora Fields, Code 731000D. For additional information, call Estela Padilla at (805) 989-3222, or Leora Fields at (619) 939-2018.

CHINA LAKE

Barbara Hurd, Code 523A00D

Barbara is caring for her husband, who is recovering from surgery.

Norman Wheeler, Code 331000D

Norman is recuperating from an extended hospital stay.

Debbie Hurt, Code 472G40D

Debbie is suffering from severe allergy and asthma problems.

Jeanie Salyer, Code 734000D

Jeanie is undergoing peritoneal dialysis while awaiting a kidney transplant.

Tim Horton, Code 418000D

Tim is recovering from major back surgery.

Sandy Watson, Code 335000D

Sandy is caring for her husband, who is waiting for a kidney and pancreas transplant.

Judy Post, Code 761100D

Judy is having surgery to repair a ruptured disk in her neck.

Victoria Wintjen, Code 823220D

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

Holly Bishop, Code 523100D
Holly is caring for her father, who has cancer.

Doug Mendez, Code 824210D

Doug was injured in a vehicle accident and has a broken back.

Leslie Folden, Code 826400D

Leslie is currently under a physician's care for a chronic condition.

Neil La Fortune, Code 823600D

Neil is having lower back surgery.

Tina Liszka, Code 413100D

Tina has a medical problem.

POINT MUGU

Donald Piale, Code 454110E

Donald is under a doctor's care following herniated disc surgery.

Robert McGlew, Code 834210E

Robert is recovering from complications following back surgery.

Calvin Hayashi, Code 454620E

Calvin has undergone spinal surgery to correct a degenerated disk.

Mercy Trevino, Code 423400E

Mercy is on maternity leave.

Roberta Klute, Code 534120E

Roberta is on maternity leave.

Raymond Lawrence, Code 833710E

Raymond is recovering from bypass surgery.

Larry Blair, Code 475200E

Larry has undergone surgery.

Simporian Villaruz, Code 562200E

Simporian suffered a heart attack on 10 March.

Michael Tibbs, Code 413200E

Michael has ideopathic congenital lymphedema (Milroys disease). He will be undergoing his 203rd major operation, which will consist of a left-foot transmetatarsal amputation.

Juanita Faye Blunt, Code 529110E

Juanita has been diagnosed with lymphoma.

Kathleen Bendot, Code 482100E

Kathleen is on maternity leave.

Anita Retome, Code 453300E

Anita is caring for her daughter, who needs medical attention.

Mikki Edsall, Code 454930E

Mikki is recovering from major surgery.

Theron (LeRoy) Merrel, Code 834210E

Theron is recovering from back surgery.

Norma Lavin, NAWS ADMIN

Norma is under a doctor's care.

Robert E. Irving, Code 832620E

Robert has undergone two spinal surgeries.

Christine Doria Agustin, Code 763100E

Christine is on maternity leave.

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.

MICROWAVES INTRODUCTION: COMPONENTS, CIRCUITS, MEASUREMENTS (40 hrs.)

3-7 June, 0800-1600; Bldg. 366, Room 100A/B, Point Mugu. By: Quintech Corp

Intended Audience: Technicians and other persons who need information on microwaves for radar, communication, and measurement applications.

Prerequisites: Students should have sufficient technical background and interest to understand the material presented.

This course addresses the basic concepts and applications of microwaves, microwave devices, and microwave circuits. Topics include intro and definitions, review of electronic principles, impedance, resistance, reactance, admittance, conductance, susceptance,

transmission line principles, transmission lines, microwave resonators, passive microwave devices, ferrimagnetic devices, microwave switches, vacuum devices, solid-state devices, microwave antennas, measurements, and microwave systems. The course is designed to help technical personnel gain knowledge of microwaves to assist them in their jobs, and to prepare them for more advanced training in radar, communications, microwave systems design and measurements, including specific microwave-based systems.

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).

FUNDAMENTALS OF STEALTH AND LOW OBSERVABLE TECHNOLOGY (24 hrs.)

3-6 June; Monday-Thursday, 0800-1600, BOQ, Building 6, Point Mugu. By: Monterey Consulting Services (Dr. Allen Fuchs)

Prerequisite: Bachelor's degree level in science or engineering.

Various facets of stealth initiate the course and lead to radar cross section (RCS) and later in the course, laser radar cross section (LCS). Basic features of electromagnetic (EM) scattering are presented. Having a foundation of EM fundamentals, the focus shifts to RCS calculations for simple shapes and radar range equation. Payoff of stealth is also discussed. The relation of RCS to aircraft design features uses the information presented to this point.

Examples of stealth vehicles include B-2 and F-117A as well as F-22 and F-23. For complex scattering bodies, methods for calculating RCS are discussed. The Infrared Observables session will provide a background and military application of infrared; atmospheric effects; detection range and detection probability; resolution, aspects of implementation; target signatures; stealth applied to infrared; infrared technology; and plume temperatures for afterburning turbojet and turbofan engines. The Acoustical Signatures topic will provide an understanding of military importance of acoustics; give methods of describing and characterizing acoustical signatures; and furnish facts about sources of noise (airframe, propulsion, sonic boom, jet). The Visible

Spectrum, Camouflage lecture will provide vocabulary, definition, and a framework for understanding the role of camouflage; establish facets of the surveillance threat; explain counter-measures and camouflage tools; describe principles for reduced visible signature; and discuss range effects on visual stealth and camouflage.

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).

BASIC SUPERVISION (40 hrs.)

3-7 June; Monday-Friday, 0800-1600; Training Center, Bldg. 366, Point Mugu. By: Teri Mahaney

Students will learn the basics of effective supervision and how to accomplish more with and through people. Learn your own leadership, motivation, and communication styles and how they affect your supervisory style. Practice delegating, drafting performance appraisals, and giving feedback—both positive and negative. Identify your change profile and your appropriate time management system. Develop usable skills in everyday working and living.

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).

GRAMMAR (hrs.)

4 June; Tuesday, 0800-1600, Training Center, China Lake. By: Casey Reynolds

For business and technical writers, grammar glitches just seem to come with the territory. This workshop can do wonders for uneasy writers who know they make occasional errors in grammar, punctuation, or usage—errors that detract from content and, in some cases, damage credibility. Classroom exercises focus on the common hazards in business and technical writing—correct use of tense, agreement between subject and verb, problems with possessives, run-on sentences, use of the serial comma, and a variety of other small but nagging problems that can be resolved with a little guided practice.

To enroll, contact Pat Nogle via QuickMail or at 939-3159.

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

6 June; Thursday, 1300-1500; Training Center, Room 211, China Lake. By: Joaquin Rivier

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.

Deadline: **30 May**

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

IR/RF Technology (32 hrs.)

10-13 June; Monday-Thursday, 0800-1600, Marriot Court Yard, Camarillo. By: Dr. Rouland Handy

This training will present a comparison of IR/IRF technology sensors and systems. Students will develop an understanding of the fundamental aspects of the generation of radiation by IR and RF sources, the transfer of radiation by IR and RF systems, and the detection of IR/RF radiation. This course is designed to provide a clear and functional understanding between the basic detection methods used in IR/RF systems, along with the most recent advances in IR detectors and their system applications. The course will benefit attendees with diverse technical backgrounds. It begins with emphasis on the definition and units used in defining the basic laws of IR radiation. Using the radiant quantities and units defined above, various types of IR radiation sources and targets are characterized and discussed.

Transmission, absorption, and atmospheric effects on IR systems are presented. Basic

principles of charge-coupled devices and their application to IR detection scanning systems will be discussed. The development of geometric optics begins with the ray theory, the foundation of optics used in IR systems, and proceeds to a discussion on Gaussian optics, in particular, a development of the laws of reflection and refraction. Modern applications of IR detector focal plane arrays for IR search and tracking, imaging systems, and seekers will be presented. Basic principles of thermal imaging systems and detectors such as balometers, thermopiles, and pyroelectric will 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).

FACILITATION SKILLS (8 hrs.)

11 June; Tuesday, 0800-1600; Training Center, Bldg. 366, Point Mugu. By: De LaPorte and Associates

This course is targeted toward those who facilitate a variety of groups within a workplace. Participants will learn to design productive meetings, learning events, team meetings, and workshops. Participants will learn and practice skills to focus as group, utilize time efficiently, manage conflict, and ensure maximum participation.

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).

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

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

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

Deadline: **5 June**

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

BENCHMARKING (16 hrs.)

12-13 June; Wednesday-Thursday, 0800-1600; Training Center, Room 114, China Lake. By: American Management Association

This is an introductory seminar to the benchmarking process. Topics 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 operating; 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 or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

STATEMENT OF WORK (8 hrs.)

12 June; Wednesday, 0800-1600; Location TBD, Point Mugu.

20 June; Thursday, 0800-1600; Training Center, China Lake.

By: Mona Bonbright

The Statement of Work (SOW) is written using clear and concise language. Preparation of an effective SOW requires both an

CAREER TRANSITION AND RESOURCE CENTERS

The Career Transition and Resource Center (CTRC) at Point Mugu has recently reopened, and business is brisk. The Center is located in Building 366 and is open from 0700 to 1700. Besides learning resources such as software tutorials, video/audio tapes, and books, the CTCRC houses the latest in job search and career transition information including SF-171/OF 612/Federal Resume software and a state-of-the-art federal job information bulletin boards. Visit the Center soon and take advantage of the many career-planning tools it has to offer.

A similar CTCRC is located in the Training Center at China Lake and is a duplicate of the CTCRC at Point Mugu. For additional information on career transition resources at China Lake, call Dorothy Wiederhold at 939-2359 or at Point Mugu, Mary Glasmann at 989-3982.

CSUB SUMMER COURSES

The following courses are being offered at China Lake this summer 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 104 of the Training Center between 0830 to 1130 and 1230 to 1500. CSUB has set **1 June** 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

ADM620: Financial Decision-Making in Organizations, Mondays and Thursdays, 1610-2110, 17, 20, 24, 27 June; 1, 8, 15, 22, 25, 29 July

MGMT300: Organizational Behavior; Mondays and Wednesdays, 1610-2110, 3, 5, 10, 12, 19, 26 June; 10, 17, 24, 31 July

Elective Course

ENGL373: Women in Literature and Film, Mondays and Thursdays, 1610-2110, 17, 20, 24, 27 June; 1, 8, 15, 22, 25, 29 July

For information on the programs above, contact Cecil Webb at 939-0878.

CONTRACT COURSE

X408.9: MANAGING THE CONTRACT (36 hrs.)

26 June-11 Sept; Wednesdays, 1700-2000; Training Center. By: Lloyd Crabtree, 927-1507, UCSB

Prerequisite: X408.1: Elements of Government Contract Administration, X408.4: Legal Aspects of Government Contracts and Subcontracts, X408.6: Proposal Preparation and New Business Acquisition, and one of the electives in the certificate program; equivalent experience or consent of instructor.

Intended Audience: Participants in the certificate program in Government Contract Management.

Course Description: Day-to-day management of government contracts. Authorizing and monitoring work, dealing with customers and contractors, funding, billing, terminations, property, inspection and acceptance, and other areas of administration.

Text: Students will utilize materials from previous courses in the certificate program. Additional handouts will be provided by the instructor.

Deadline: **20 June**

Enrollments are on a call-in basis. To enroll, call Cecil at 939-0878. Employees taking this course must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

CPR AND FIRST AID CLASSES OFFERED AT CHINA LAKE

In an effort to train as many China Lakers as possible over a relatively short period of time, the Naval Air Weapons Station Safety Office (Code 824E00D), in conjunction with Cerro Coso Community College, will be presenting American Red Cross cardiopulmonary resuscitation (CPR) and combination CPR/first aid classes from **17 June** through **22 August**. Classes will be running Mondays through Thursdays between the dates listed above. Classes will be presented at the China Lake Safety Office, Building 00465. CPR classes are 4 hours long, while the combination CPR/first aid classes are 8 hours long. There is no cost involved in participating in the classes, and they are open to the community.

CPR and first aid saves lives. You will become a very important part of the emergency care team as you learn the practical skills to render appropriate, life-saving care.

To obtain more information or to sign up for a class, call the Safety Office at 939-2315. Class size is limited so sign up early.

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).

To enroll at China Lake, contact Pat Nogle via QuickMail or at 939-3159.

KALMAN FILTERING (40 hrs.)

17-21 June; Monday-Friday, 0800-1600; Training Center, China Lake. By: Evolving Technology Institute

The principal objective of this course is to provide engineers and other technologists with an introductory course in modern estimation and filtering techniques. As an introduction to the subject, examples of real-world estimation problems are discussed. Some of these problems will be solved by classical estimation

techniques to point out the limitations and often insurmountable computational burdens that result. The same problems will then be solved by a simple recursive technique to demonstrate the essence of the Kalman filtering approach. After an intuitive grasp of the recursive approach has been obtained, the mathematical background for linear least-mean-square estimation will be developed. In recursive estimation, the central topics are state-representation of system dynamics, measurement models, and the definition of the estimation error to be minimized. Once these are understood, a formal statement of the estimation problem follows naturally. The solution will be presented in the intuitively appealing predictor-correct form of the Kalman estimator equation. Successful application of Kalman techniques often requires experience and good judgment in constructing appropriate mathematical models. Typical consideration will be illustrated by working with several examples such as ballistic missile tracking, estimation of orbital parameters, and the prediction of location velocity of submarine targets. Following the introductory material, applications and extensions of the Kalman filter will be presented and discussed. Central to the basic properties of the Kalman filter are the properties of the covariance equation—a matrix-Racatti equation. The properties of this equation, such as controllability, observability, and stability, are discussed in detail. As a logical extension of Kalman filtering, smoothing is presented, and the important smoothing algorithms are developed. Lastly, the extended Kalman filter problem is described and illustrated by using a simple satellite attitude estimation problem as an example of the application of the extended Kalman filter process.

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).

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

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

20-21 June; Thursday-Friday, 0800-1600; Location TBD, Point Mugu.

This course will teach the current theories of how your brain "thinks" and your unique thinking style. Learn and practice several creative problem-solving exercises to stimulate your thinking process and develop usable skills in everyday working and living. This course will provide a balance of theory and practice that develops competency in right-brain thinking/left-brain analysis.

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).

TAGUCHI METHODS (16 hrs.)

18-19 June; Tuesday-Wednesday, 0800-1600; Training Center, Bldg. 366, Point Mugu. By: University of Massachusetts Lowell

Note: Meets SEDP requirement for statistic/Taguchi methods.

Taguchi methods and similar DOE methodologies, such as Yates algorithms, have shown their beneficial use in many companies and on different design and manufacturing applications. They are used as tools to increase the engineers' knowledge of the product design and manufacturing process.

This course is designed for the practicing engineers and technicians and assumes no prior knowledge of these methods. Examples and case studies are used to illustrate these techniques, and all are drawn from the instructor's many years of personal experiences in industry and academia. Participants should be able to acquire new skills enabling them to successfully conclude a project to improve manufacturing and new product quality and reduce process variability.

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).

INFRARED WINDOWS AND DOME MATERIALS (8 hrs.)

19 June; Wednesday, 0800-1700; Conference Room B/C, Mich Lab, China Lake. By: Dr. Daniel C. Harris

This 1-day course presents an overview of the optical, thermal, and mechanical characteristics of infrared-transmitting window and dome materials, with a special section on chemical-vapor-deposited diamond technology. Other topics include thermal shock response, rain and particle erosion, protective coatings, antireflection coatings, and electromagnetic shielding. Single-crystal growth, ceramic hot pressing, chemical vapor deposition, optical finishing, and the latest advances in dome and window design and testing will be discussed. The course is directed at engineers, scientists, and managers who need an introduction to properties, performance, and manufacture of windows and domes. The textbook, "Infrared Window and

Dome Materials" by Daniel C. Harris (SPIE Press, 1992), is included with the course materials.

Deadline: **5 June.**

To enroll, QuickMail or call Dorothy Wiederhold at 939-2359 with your name, code, social security number, and phone number, and verify that you have your supervisor's approval to attend. If you contact Voice Mail, leave a complete message.

BEGINNING WORD ON THE MACINTOSH (16 hrs.)

20-21 June, Thursday-Friday, 0800-1600; Training Center, China Lake. By: Ken LaBaw, Consultant

Prerequisite: Basic Macintosh skills (create folders, launch applications, use clipboard).

Intended Audience: Beginning users of the Word program on the Macintosh.

In this course you will learn to: create documents, move text between files using the clipboard and glossary, add, change, delete text, format using font and format, use the spell-checking facility, paginate, and print and save documents.

Presentation Method: Hands-On Workshop

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

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

20-21 June; Thursday-Friday, 0800-1600; Location TBD, Point Mugu.

This course will teach the current theories of how your brain "thinks" and your unique thinking style. Learn and practice several creative problem-solving exercises to stimulate your thinking process and develop usable skills in everyday working and living. This course will provide a balance of theory and practice that develops competency in right-brain thinking/left-brain analysis.

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).

DIGITAL CIRCUITRY SYSTEMS (32 hrs.)

22-25 July; Monday-Friday, 0800-1600; Bldg. 366, Room 100, Point Mugu. By: Evolving Technology Institute, David D. Lynch, Jr.

Intended Audience: Electronic technicians who are required to repair and maintain modern Navy electronic weapons systems.

Prerequisites: Completion of a basic course in digital electronics or the equivalent work experience.

Troubleshooting modern Naval electronic equipment often appears to be a highly complex task. This course lays the foundation for technicians to first understand the basics of digital systems; how to approach and accurately troubleshoot any digital electronic systems, from the simplest to the most complex. The procedures developed in the course will not only correct system defects, but the methodical approach developed will save time and cost in electronic maintenance. Topics include, but are not limited to, introduction to digital techniques, review of troubleshooting and repair tools, sequential logic circuits, input/output circuits, and system-level analysis and troubleshooting, with lab/workshop sessions in between each topic. Students will learn to isolate and replace defective components and verify system operation.

To enroll submit an On-Board Training Request (NAWCWPNS 12410/2) to Mary Glasmann, Code 733000E. For further information, call (805) 989-3982 (DSN 351-3982).

ANTENNA TECHNOLOGY (32 hrs.)

24-27 June; Monday-Thursday, 0800-1600; Location TBD. By: Quintech Corporation (Byton Edde)

This 4-day course covers antennas and advances in antenna technology for aircraft and missiles. It includes descriptions of antennas for radar, communications, guidance and control, electronic warfare, and other applications. It is

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT (OCPM) 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

10-14 June	Introduction to Position Classification
12-14 June	DCPDS Employee Development Course
13 June	EEO for Mid-Level Managers
25-28 June	Introduction to EEO
15-19 July	Introduction to Employee Relations
22-25 July	Civilian Personnel Management Field Institute (CPMFI)

This course is targeted to military managers who are responsible for managing and supervising civilian employees of the DON. The CPMFI addresses the employment life of a civilian employee; specifically, how and when personnel management and equal employment opportunity affect the individual and his/her relationship with supervisors and management.

30-31 July	Pay Setting Course
5-9 August	Basic Instructor Training
5-9 August	Defense Civilian Personnel Database System (DCPDS) Users Course
12-16 August	Defense Civilian Personnel Database System (DCPDS) Human Resource Managers Course
15 August	Equal Employment Opportunity (EEO) for Mid-Level Managers
20-22 August	Labor Relations for Line Managers

Location, TBD

17-21 June	Management Representative Workshop
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SAFETY TRAINING AT POINT MUGU

Point Mugu is offering the following Safety Training courses. All classes will be held at Bldg. 340, Safety Office. To enroll, call 989-7867.

Date	Course Title	Hours
10 June	Annual Supervisory Refresher Training	0800-1000
10 June	Annual Supervisory Refresher Training	1300-1500
11 June	Safety, New Employee Orientation	0830-0930
12 June	Annual Supervisory Refresher Training	0800-1000
12 June	Annual Supervisory Refresher Training	1300-1500
13 June	General Safety (Eye, Hand, and Foot Safety)	0800-1000
13 June	General Safety (Ladder, Powertools, Welding Safety)	1300-1500
19 June	Hazardous Communication Training	0900-1000
25 June	Annual Supervisory Refresher Training	0800-1000
25 June	Annual Supervisory Refresher Training	1300-1500
27 June	Annual Supervisory Refresher Training	0800-1000
27 June	Annual Supervisory Refresher Training	1300-1500
3 July	Earthquake Safety	0800-0900
3 July	Earthquake Safety	0900-1000
3 July	Hazardous Communication Training	1300-1500
3 July	Hazardous Communication Training	1500-1700
9 July	Safety, New Employee Orientation	0830-0930
10 July	Lockout/Tagout	0800-1000
10 July	Lockout/Tagout	1300-1500
18 July	Office Safety and Ergonomics	0800-1000
18 July	Office Safety and Ergonomics	1300-1500
24 July	Back Safety	1000-1000
24 July	Back Safety	11300-1500
8 August	Electrical Safety	0800-1100
8 August	Electrical Safety	1300-1600
13 August	Safety, New Employee Orientation	0830-0930
14 August	Safety, New Supervisory Training	0800-1000
14 August	Safety, New Employee Orientation	1300-1500
20 August	Explosive Safety	0730-1130

10 September	Safety, New Employee Orientation	0830-0930
11 September	Crane and Rigging Safety	0800-1100
11 September	Material Handling and Forklift	1300-1500
19 September	I.H. Safety	0800-1000
25 September	General Safety (Eye, Hand, and Foot Safety)	0800-1000
25 September	General Safety (Ladder, Powertools, Welding Safety)	1300-1500
26 September	Hazardous Communication Training	0900-1000