March 6, 1997





THURSDAY, MARCH 6, 1997

NAVAL AIR WARFARE CENTER WEAPONS DIVISION CHINA LAKE

VOL. 53, NO. 5

CRADAs have produced \$8.3 million in cost avoidance and nearly \$500,000 in actual revenue for NAWCWPNS, but more importantly, they have allowed our S&Es to leverage critical industry resources toward satisfying our military mission. 9 -Bill Webster, head of the Technology Transfer Office

Second Apple pact foretells more input for future features

By Susan Hennigan

Juesday, Jan. 28, marked the date of the kickoff meeting of the second cooperative research and levelopment agreement (CRADA) between the Naval Air Warfare Center Weapons Division China Lake and Apple Computer, Inc.

The CRADA's title, "Development and Testing of Emerging Technologies in Computational Science and communications/Networking," translates into a shared effort between users and developers to advance computer technology. The agreement allows analyses and engineering investiga tions within China Lake's scientific and technical environment of such emerging technologies as cross-platform, component-based, object-oriented software modules, while enabling the China Lake community to furnish its technical requirements directly to Apple. "The CRADA will provide us with continued excellent access to Apple technology, software and probem solving," stated NAWCWPNS Commander Adm. Jack Chenevey. Robin Abrams, Apple America's senior vice president for Apple Sales, acknowledged that NAWCWPNS has the opportunity to play a pivotal role for Apple in their attempts to get more Apple computers and specific military omputer applications into the military and government marketplace.

Apple's continuing effort to bring new and enhanced products to the market depends heavily on the willingness of customers like China Lake to test early versions of products and provide letailed and accurate feedback. During the four-year duration of the origina CRADA, a significant number of ideas Please see APPLE, Page C

By Cliff Lawson

Trie-grid polarizers aren't something you see every day, and most of us wouldn't recognize one if we did. But the tiny devices are a critical part of certain Navy optical systems and are also the subject of a recently signed cooperative research and development agreement (CRADA) between NAWCWPNS and Leonard Research Corp. (LRC) of Beavercreek, Ohio.

To understand how a polarizer works, think of light as a wave with peaks and troughs - actually electrical field vectors radiating out in all directions from the direction of propagation. The polarizer acts as a screen that allows only a narrow segment of the vectors through; i.e., those that are oriented in a specific plane.

A wire-grid polarizer consists of extraordinarily thin ribbons, each less than a micron (0.0039 inch) in width, running parallel to each other. When radiation, such as visible or infrared light strikes the grid, most of it is reflected. Only a selectively polarized portion of the radiation passes through the grid. The grid is very dense-50,000 ribbons per inch is not uncommonbecause the ribbons must be closer than the wavelength of the radiation being examined

polarization characteristics of light

By analyzing the

reflected from an object, scientists can extract a great deal of information about the physical and chemical makeup of its surface, which explains part of the military's interest in polarizers. China Lake is particularly interested in using wire-grid polarizers in optical target-detecting devices and focal-plane array (FPA) detectors for missile seekers.

"Incorporating wire-grid-polarizer technology in target-discrimination systems is a gradual process," says Hank Blazek, an electronics engineer in the Engineering Materials Section of NAWCWPNS Research and Technology Group. "It requires a progression of refinements and developments." Currently, other

members of the Research and Technology Group are working to integrate a wire-grid polarizer with a charge-coupled device similar to those used in missile FPAs.

Commercial optical polarizer applications range from glarereducing sunglasses to special coatings for surveillance-camera lenses to make them less obtrusive. Polarization is also used in the radio frequency spectrum to exploit the limited bandwidth available on communications satellites. Through "frequency reuse," an antenna can simultaneously transmit adjacent beams at the same frequency. By polarizing each beam differently, beam isolation is maintained.

The LRC/NAWCWPNS CRADA grew out of a 1991 small business innovative research (SBIR) program managed at China Lake. Dr. Tom Leonard, now CEO of LRC, was part of a team that designed and built a unique optical-element characterization instrument. China Lake researchers used the device, called the

Automated Transmission/ Contrast Instrument (ATCD) to map contrast ratios and contrast efficiency of largearea glass polarizers.

In 1995 China Lake began an internal program to develop microelectro-mechanical (MEM) devices. One of the applications of MEM devices is the fabrication of wire-grid polarizers. Blazek. a MEM team member, had been involved with the earlier SBIR and realized that the ATCI, with some modification, would be useful for characterizing the **MEM-fabricated**

Photo by Terry Pascarella, TID

SMALL BUT CRITICAL-Wire-grid polarizers may wind up in missile-borne target-discrimination devices.

polarizers. Thus was the new CRADA conceived.

Like all CRADAs, this one emphasizes cooperative endeavor and mutual benefits. China Lake is providing the governmentowned ATCI to LRC along with samples of the wire-grid polarizers for measurement. LRC is modifying the ATCI software and hardware and optimizing it for wire-grid-polarizer measurement and characterization. The enhancements implemented by LRC will become part of the commercialized variant of the ATCI.

"The ATCI can do more than analyze polarizers," notes Leonard. "By changing the wavelength we can measure Please see POLARIZERS, Page 16



Wire-grid polarizers hold promise for

use in military and private applications





China Lake Calendar

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

Tuesday, March 11

•Government auction, 9:30 a.m. See Page 9 for more information

Wednesday, March 12

•WACOM luncheon meeting, 11 a.m., Wreck Center Saturday, March 15

 Bluejacket of the Year Award Dinner at Wreck Center, 6 p.m. Tickets available from command master chiefs. • Seabee Ball, Farris' at the Heritage. Call 939-4097 Saturday, March 29

•CPO Ball, Wreck Center, 6 p.m. Guest speaker is master chief petty officer of the Navy. Call 939-2749

THE ROCKETEER

RAdm. Jack V. Chenevey NAWCWPNS Command

Barry McDonald

Steven F. Boster Public Affairs Officer

Kathi Ramont Staff Writer

Capt. Stanley W. Douglass

NAWS Commanding Officer

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Naval Air Warfare Center Weapons Division China Lake. Editorial deadline: 4 p.m., Wednesday of non-flex weeks, This deadline also applies to submittals for the NAWCWPNS Annou contained herein; and the PAO Info Line.

Correspondence and material for THE ROCKETEER should be addressed to: Editor THE ROCKETEER, Commander, Code 750000D, NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (Selec CL_HO zone, NAWSSTAFF_MC mailcenter.) Fax information to 939-2796, or call 939 3354. E-mail address is barry.mcdonald@mail.chinalake.navy.mil. THE ROCKETEER office i located in the Headquarters Building, Room 1017.

Information intended for use in PAO Info Line should be sent to Linda Lou Crosby at Code 750000D, to her QuickMail address, or she may be reached at 927-3095. The Info Line e-mail address is http://peewee.chinalake.navy.mil/stn/infoline.html.

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The indoor pool is too cold, routinely, between 76-79 degrees. Why? For \$300+ a year per person, is a heated pool out of the question?

Here are some of the various reasons I heard from MWR employees concerning the pool's temperature: The temperature of the pool is governed by Navy regulations; we keep it cold for the Navy Seals; the heater is broken; the heater is being fixed; the heat is working, but no one knows how to adjust it; the temperature in the pool reflects the temperature outside; when the sun shines, the pool will heat up; you don't always get hot water at home, do you? I would like the truth. Thank you.

Answer:

Thank you for your query dated Jan. 23 expressing your concern for the operating condition of the Morale, Welfare and Recreation Fitness and Sports Complex indoor pool at NAWS China Lake. Indeed, we have had difficulties maintaining the water temperature at the indoor pool and I apologize for the inconvenience this places on our customers.

Let me explain what I know about the pool system and what we will do to correct the problem. The steam from the old central boiler plants near Michelson Lab use to heat the pool water. During our recent indoor pool construction, we converted the old steam system to an integrated climate control system in the gym. This system dehumidifies the air in the pool area, recycles waste heat gained from the dehumidification process and transfers it to the pool water

Our problem stems from two major issues. One, the new system is technically more complex to operate and maintain. Second, it appears that while the system will be more efficient to operate, its ability to react quickly to increases in desired temperature, at least under current ambient conditions in the pool complex, appears limited. To rectify these issues, more detailed training on the systems operations and maintenance will be provided to our personnel. Additionally, we are in the process of adding a backup heating system that we expect to install with the next 60 days.

If you have any additional questions, please contact Alonzie Scott, MWR director, at 939-2010. He will have updated data weekly on this project until we fix the problem.

Thrift Savings Plan at www.tsp.gov

Thrift Saving Plan (TSP) is now on the internet at www.tsp.gov. Items on the page include: TSP Features - everything you wanted to know about TSP; current information; forms and publications; and a TSP calculator

Commander's Conference video available from Public Affairs Office

Copies of the 1996 Commander's Conference video, "Refocusing for the Future," are now available from the Public Affairs Office. Featuring NAVAIR Commander VAdm. John A. Lockard, this video is a summary of important messages delivered at the Commander's Conference in Pensacola in October 1996

All members of the Naval Aviation Systems TEAM are encouraged to view the video.

The Public Affairs Office is located in the Headquarters Building, Room 1025.

> **Naval Criminal Investigative** Service hotline Call 927-1925

Pages From The Past

March 6 & 13, 1987 Curt Bryan selected to become head of Central Staff. . Harlan Reep, civilian pilot for NWC, accumulated more than 1,000 hours of flight time in military aircraft powered by GE's J-79 jet engine. . Nearly 300 horses, two burros and two mules have been col lected from the Cactus Fla and Coso Hot Springs area.

March 4 & 11, 1977

Bill Hickle, an NWC employee who "just got tired of going from here to there" in aircraft, is building a biplane to further indulge his taste for aerobatics. . . . The Technica Library is a pioneer in the development of computerized information retrieval using the Center's UNIVAC 1108 com

March 3 &10, 1967

Construction is scheduled o begin on a bowing alley. The wearing of safety helmets while riding on or driving motorcycle has been made mandatory in a NOTS Instruction recently. "Zero-zero capability" will soon be available to the pilot in trouble who must eject if tests now under way at the SNORT supersonic track facilities prove-out a new improved ejection system for

three Navy jets. March 2 & 9, 1957

The helping hand of the American Red Cross reached across the Atlantic Ocean to London, England, recently to aid in bringing a young mother and her desperately ill daughter to join her serviceman husband on duty at China Lake. . . More than 4,190 NOTS employees hold licenses to drive government vehi-

March 5 & 12, 1947

Five Army personnel a NOTS commute daily a distance of 87 miles from the main gate to the former relocation center at Manzanar. . There will be no special sugar stamps issued for canning this year. The change from 5- to 10-pound stamps does not mean that consumers will have twice as much sugar OPA sugar rationing officials cautioned. The housewife must spread 10 pounds to cover longer periods and must set aside sugar for home canning, because no special home canning stamp will be issued.

form information call Kevin McCarthy at 327-4261



1-20 Words ... Each additio after 20 wo

CLASSIFIC/ PERSONAL

LOST & FO HELP WAN CHURCHES SERVICES RENTALS. REAL ESTA BUSINESSI AUTOMOTI MISC. FOR WANTED T PETS & SUI GARAGE S

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COMMUNITY

CLOTA has Easter bunny costumes for rent. For \$25, plus costume deposit, you can delight your children and amaze your neighbors. For more information call Judy Ditzler at 446-2622.

####

Patt Morrison, a Pulitzer prize winning journalist with the Los Angeles Times and host of "Life and Times," a nightly news and current affairs program, will speak at Cerro Coso Community College at 12:30 p.m. today, March 6, in the Lecture Center. The program is free to the public. For more information call 384-6292. ####

There is still time to enter the Bakersfield Irish Brigade's St. Patrick's Day parade. The deadline is March 7. This unique Doo-Dah-style parade will be televised on KGET-TV 17. The parade is scheduled on Thursday, March 13, from 6 to 7 p.m. A pre-parade party will take place on Wednesday, March 12, at Bootleggers from 6 to 8 p.m. For entry

####

Michael Gallagher's black and white

"street" photography will be featured at the Sylvia Winslow Exhibit Gallery at the Maturango Museum March 8 through April 2. A preview reception for museum members and their guests will be held March 7 from 6:30 to 7:30 p.m. The public is invited to the artist lecture and slide show scheduled for 8 p.m. ####

Red Rock Canyon State Park offers campfire programs and nature walks on weekends at the Campfire Center. Ranger Mark Faull will host a campfire program on "Season of Color: Red Rock Wildflowers," Friday, March 7, at 7 p.m. On Saturday, March 8, at 9 a.m., Janet Westbrook will lead a search for wildflowers at Hagen Canyon. Also on March 8, at 2 p.m., the movie "Radar Men from

canvon's Visitors Center. On Saturday, March 29, at 7 p.m., Ted Hodgkinson will host a campfire program on comet Hale-Bopp.

the Moon," will be shown at 2 p.m. in the

####

Low-cost pregnancy screening services are scheduled at the Health Department, 250 W. Ridgecrest Blvd.,

March 11 and 17, by appointment only, from 8 to 10 a.m. Call 375-5157 for an appointment

####

WACOM's next luncheon meeting will be held Wednesday, March 12, at the Wreck Center at 11 a.m. Featured entertainment will be "Two Men and a Piano." Tom McFarland and Rob Woyshner will perform classic duets as well as melodies from modern composers. Reservations are required. Contact Eleanor Cohen at 446-4954 for more information.

####

Patagonia: from stormy Tierra del Fuego, across the vast windy plains of Patagonia, up to the continental ice fields of the southern Andes and the wild peak called Fitz Roy, Don Peterson will show slides of this beautiful southern Argentine area to the China Lake Photographic Society at the Maturango Museum on Thursday, March 13, at 7 p.m.

Guests are welcome. For information, call 375-7775.

#####

Indian Wells Valley Concert Association will present Patrick Rindt, pianist, at the China Lake Auditorium on Thursday, March 13. Rindt is a 1993 graduate of Burroughs High School and in his fourth year of studies at the University of Southern California School of Music. For more information call 375-5600

####

Cerro Coso Men's Basketball and

Fellowship of Christian Athletes, in association with Immanuel Southern Baptist Church, will host a children's basketball clinic on Saturday, March 15. The clinic runs from 10 a.m. to 2 p.m. at the college gymnasium. All children grades 4 to 6 are welcome. The \$10 registration fee includes a t-shirt and the clinic. For more information call the church at 446-4531 or Garry Noel at 499-1231, or Larry Bird at 375-6224

A baccalaureate service for the graduating class of 1997 will be held at the All Faith Chapel on Sunday, June 1, at 4 p.m. The planning committee is currently looking for volunteers. Seniors, or parents of seniors wishing to volunteer, should contact Pat Coughlin at 375-3038.

The next meeting is Sunday, March 16, at 3:30 p.m. in the Fellowship Room at the Church of the Nazarene, 571 N. Norma Street

#####

Applications for the CLOTA-administered \$500 Ken Armstrong Memorial Scholarship are available at the Burroughs High School Scholarship Office. Application is open to BHS seniors who have participated in any of the performing arts, music, drama and dance, or who have worked offstage in such areas as set design and lighting.

Completed applications should be mailed to CLOTA, P.O. Box 957, Ridgecrest, CA 93556, to be received no later than April 1.

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1 PERSONALS

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Riders Needed - KV Van Pool between Weldon and China Lake. Will have 2 seats available beginning Feb. 97. Cost \$70/mo. Call 939-3157 or 939-7299. (TFN)

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19

March 6, 1997



March 6, 1997

of Gold."

opportunity I am grateful."

Gerald Graham.

Cdr. Dane Swanson, NWTS CO, and Henry presented Crocker with many mementoes, including a traditional flag box, a letter of appreciation from Swanson, a plaque for outstanding support to NWTS, Dust Devil certificate, Sacred Order of the Purple Sage, a letter from the governor of Missouri, a certificate of appreciation from President Clinton, a certificate of appreciation to Crocker's parents and his certificate of retirement Family members, including his mother and brothers, Jim and Dave, traveled from Missouri for the ceremony.



NAS PATUXENT RIVER - It's been a year of pulse-raising accomplishment since, one year ago, Cdr. Tom Gurney flew Super Hornet F/A-18E1 to the Super Hornet's Integrated Test Team (ITT) to Patuxent River. With the F/A-18E/F flight test program progressing so successfully, and with the Super Hornet's flight test pilots speaking so highly of the aircraft, this past Valentine's Day was a great time to consider what a sweet year it's been for the program. Indeed, the Super Hornet in January successfully

THE ROCKETEER

Lt. Daniel A. Crocker From enlisted to naval aviator, 'Crock' meets his career goal to wear Navy 'Wings of Gold'

By Kathi Ramont Staff Writer

Flanked by an F/A-18, an HH-1N Search and Rescue helicopter and the SA227 Metroliner shuttle, Lt. Daniel Albert Crocker said at his retirement ceremony at Naval Weapons Test Squadrons Hangar 3, Friday, Feb. 28, his original career goal was to wear Navy "Wings

"Crock" has been NWTS aviation safety officer since March 1996. After enlisting in the Navy under the Delayed Enlistment Program following his junior year of high school in 1976, and several years in the enlisted ranks, Crocker was selected to attend Aviation Officers Candidate School and commissioned in May 1986. Ensign Crocker reported to Whiting Field as a student pilot at Training Squadron Two, and, following fixed wing and helicopter training, achieved his goal when he was designated a naval aviator on July 31,

"The Navy has provided me with every opportunity to achieve," Crocker said. "The only limitation being my own ambition and motivation, but I think I have accomplished just about everything I set out to do. This career has allowed me to set my own goals and go as far as I wanted. For that

Capt. Doug Henry, NAWCWPNS vice commander, was guest speaker. Sideboys were LCdr. John Hardison, Lt. Keith Helmke, Lt. John Hall, AMH1 Reid Paronto, Lt. Greg Howe, Lt. Mike Knizewski, Lt. Dave Barker and AD3

Airman Recruit Crocker reported to Naval Training Base Orlando, Fla., July 1977. Following basic training, he reported to Aviation Schools Command, Millington, Tenn. as a student at Aviation Machinist Mate (AD) "A" School. While in Millington, he received orders to Helicopter Combat Support Squadron Six, NAS, Norfolk Va., to serve as an aircraft mechanic aboard the Seaknight helicopter. On reporting to HC-6, he was advanced to the rank of Airman. During this tour, Crocker deployed to the Mediterranean Sea aboard USS Sylvania in September 1978, and was designated a naval aircrewman in October 1978.

Advancing to petty officer third class in July 1979, he A sweetheart of a year for F/A-18E/F flight test program — a review

By Frank Montarelli

deployed once again to the Mediterranean aboard Sylvania in January 1980. Returning to the squadron from his second deployment in July 1980, he was advanced to petty officer second class. He volunteered to deploy again in August 1980 for a four-month deployment to the North Atlantic aboard USS Kansas City.

Crocker transferred to Helicopter Training Squadron 18 NAS Whiting Field, Milton, Fla. in January 1981, where he was assigned as the Aircrew Division training petty officer and schedules petty officer.

In April 1981, Crocker began night college courses at Troy State University, in pursuit of his goal as a naval

aviator. In July 1983, he was advanced to petty officer first class and was subsequently selected as the 1983 HT-18 Sailor of the Year.

In March 1985, Crocker reported to HC-3, NAS North Island, San Diego for CH-46 refresher training prior to reporting to HC-11 at North Island. There he was assigned as leading petty officer of Detachment Nine responsible for the 30 personnel performing maintenance on two CH-46 helicopters.

While at HC-11, Crocker continued college courses at National University. Completing his bachelor's of applied science in management degree in October 1985, he was then selected for Aviation Officers Candidate School.

Crocker returned to HC-3 in October 1987 for CH-46 pilot training prior to returning to HC-11. While at HC-11 he served as the maintenance and material control officer and pilot training officer and promoted to lieutenant (junior grade) in May 1988. In September 1988, he deployed to the Western Pacific aboard USS Mars, serving as detachment supply officer and weapons officer. Following promotion to lieutenant in August 1989, Crocker deployed in September aboard USS Shasta in support of exercise PACEX 89. Returning in December 1989, he served as the squadron assistant operations officer until transferring to HC-16, NAS Pensacola, Fla. in December 1990.

As a flight instructor in the HH-1N "Huey" helicopter, Crocker served as the Aircraft Division officer. He was selected as flag lieutenant to the chief of naval education and training in March 1992. After assuming duties at HC-5

completed its initial sea trials aboard the U.S. Navy's newest aircraft carrier, USS John C. Stennis, conducting 64 catapult launches and arrested landings and other carrier operations. ITT test pilots Gurney and Lt. Frank Morley entered the history books by making the first carrier catapult launch and arrested landing on Jan. 18.

The highly successful sea trials allowed the Super Hornet to demonstrate its flight stability approaching the aircraft carrier - even in 40-to-50 knots of gusting wind. Super Hornet also showed it is able to approach the aircraft carrier deck at much slower, and thus much safer, speeds. In fact, the Super Hornet approaches the carrier deck fully 10 knots slower than its predecessor, the F/A-

Photo by Mike Johnson, TID PIPED OVER-Lt. Daniel A. Crocker retired last Friday after 20 Navy years.

Agana, Guam, in October 1993, Crocker attended CH-46 refresher training at HC-3 and Aviation Safety Officer School at the Naval Postgraduate School, Monterey, Calif. Serving first as the squadron aviation safety officer, Crocker was assigned as the officer-in-charge of Detachment Six aboard USS Belleau Wood (LHA-3) forward deployed in Sasebo, Japan, in July 1994.

Following deployment to Somolia in support of Operation Restore Hope, Crocker returned to Guam where he served as quality assurance officer. Under way again in May 1995 for a six- week deployment, Crocker deployed as officer-in-charge aboard USNS Kilauea. He deployed again aboard Kilauea in support of Operation Southern Watch, returning in late November 1995.

Crocker received his master's of science degree in international relations from Troy State University in July 1995.

Following HH-1N refresher training at Marine Corps Base Camp Pendleton, Calif., Crocker reported to China Lake. Crocker's Navy career ends with the accumulation of over 2,100 flight hours as a Navy pilot and 2,400 flight hours as a naval aircrewman. He has the following awards: Navy Commendation Medal, three Navy Achievement Medals, Joint Meritorious Unit Commendation, two Navy Unit Commendations, two Meritorious Unit Commendations, Coast Guard Unit Commendation, five Battle "E" Awards, two Navy Good Conduct Medals, National Defense Medal, two Armed Forces Expeditionary Medals, Southwest Asia Service Medal, five Sea Service Ribbons, Overseas Service Ribbon and Pistol Sharpshooter.

18C/D. Program officials and naval aviators cannot recall a more successful initial sea trial: No major flight control changes have been required of the F/A-18E/F since it began flying and none resulted from the aircraft's carrier suitability work aboard the USS John C. Stennis.

As lead U.S. Navy F/A-18E/F test pilot, Cdr. Rob Niewoehner said, "F/A-18E/F flies just like an F/A-18C/D, only better!"

There is plenty more heart-warming news. Super Hornet weighs in nearly 800 pounds under specified weight - an enormous benefit to the aircraft and its three-year flight test program. The aircraft's trim figure



MILITARY NEWS

Navy League president Warren Seal and

Tickets are \$17.50 per person and can be

purchased from the IWV Navy League, P.O.

Box 2070, Ridgecrest, CA 93556, or contact

Dress is dinner dress blue jacket or din-

ner dress blue for officers and chief petty

officers, full dress blues for enlisted and

Please contact Lt. John Spencer at 939-

Tickets are available from MSC

Pederson at 939-2749 and PRC Hutchinson

your command master chief.

will provide music for dancing.

semi-formal for civilians.

4097 for further information.

Ridgecrest Mayor Bill Lalor will announce

the winners.

March makes for much military merriment Bluejacket of the Year dinner ... Saturday, March 15

There are only 10 more days until the Indian Wells Valley Council of the Navy League's annual Bluejacket of the Year Award Dinner.

Reservations are now being taken. The top senior and junior Sailors from China Lake will compete for money and prizes on Saturday, March 15, at the NAWS Wreck

The 1997 Seabee Ball will be Saturday,

March 15, at Farris' at the Heritage. This is

Center at 6 p.m.

Seabee Ball . . . Saturday, March 15

vice.

The competition consists of a senior (E-5/6) and a junior (E-4 and below) nominee each from Naval Air Weapons Station, Naval Weapons Test Squadron, Air Test and Evaluation Squadron Nine (VX-9) and Branch Dental Clinic. Nominees for Senior and Junior

Bluejackets of the Year are, from NAWS, ACI(AW) Mark D. Prestel and AZ3 Debra A. Thomas; from VX-9, AZ1 Angela L. Steiert and AD3 Richard J. Hatfield; from BDC, DT1 Pamela R. Joe and DT3 Misty L. Provence

And from WTS, a senior candidate-only, AO1 John W. Barfield.

Unisys Corporation. He is presently the director of marketing for the CEC/Seabee

Museum in Port Hueneme For E-5 and above ticket cost is \$22 per person. For E-4 and below tickets are \$12.

For the price of your ticket you will get a

Chief Petty Officer's Ball . . . Saturday, March 29

John Hagan, master chief petty officer of

Center. Music will be provided by the Navy's rock band, "Nautilus." A hosted cocktail hour starts at 6 p.m.

Dinner is served at 7 p.m. Tickets cost \$15 for active CPOA members, and \$25 for nonmembers. All active duty, reserve and

retired chief petty officers and their spouses,

at 939-5567. Deadline for ticket sales is March 25.

again make history aboard the USS John C. Stennis during the

Super Hornet's initial sea trials. Super Hornet E5 flew its first flight on Aug. 27 in St. Louis and arrived here on Oct. 24, flown by ITT pilot Madenwald

The Super Hornet crossed the 400-flight-hour threshold on Sept. 30. The milestone was achieved by pilots, Niewoehner and Lt. Hole, in Super Hornets E1 and E2. The 500-hour threshold was crossed on Oct. 29, just one month after 400 hours was reached and four days after Super Hornet flew its 300th flight. Pilots Sandberg and Hole flew through the 500-mark, in Super Hornets E1 and E5.

F/A-18F2 joined the ITT on Jan. 22, 1997, piloted by Dave Desmond and Weapons Systems Officer Guy Clayton, both of McDonnell Douglas. The seventh and final of the Super Hornets taking part in the flight test program arrived on Feb. 1, with ITT pilot Desmond piloting.

Super Hornet flight test activity will increase significantly in the near future now that all seven of the program's flight test aircraft are aboard. Loads and weapons separation flights are set to commence this month.

This program continues to be on time and on budget. The Navy plans to buy 1,000 F/A-18E/Fs by the year 2016. It is the Navy's new long-range, all-weather, day-and-night, multi-mission strike fighter.

Since retiring from the Navy, Caughman the Seabees' 55th anniversary, and the Civil Engineer Corps' 113th anniversary. has served as a consultant to various engi-Guest speaker will be Capt. James B. neering and management firms in the Caughman Jr. (Ret.). His final tour of duty Southern California area, sub-contract man-Tickets must be purchased by March 10. was as the commanding officer, Naval Civil ager and later project manager for an auto-Engineering Laboratory, Port Hueneme. He mated facilities management project for the sit-down dinner of beef or chicken. A deejay

retired from active duty after 29 years of ser-

the Navy, will be guest speaker at the Indian Wells Valley Chief Petty Officers Association's annual CPO Ball March 29. The party will be held at the NAWS Wreck

or guest, are invited to attend.

Uniform is dinner dress blues, or proper

civilian attire.

in St. Louis and ferried to NAS Patuxent River to the join E/F

ITT on May 21. June 11 began with a rainy morning, but by

afternoon the skies opened, and for the first time since the

F/A-18E/F flight test program began, all three flight test air-

craft were flying at the same time. Not only did all three air-

Wednesday, June 26, two of the aircraft, E1 and E2 flew,

and their time in the sky brought the total accumulated F/A-

18E/F flight test time to 200.2 hours. ITT pilot Jim Sandberg

of Northrop Grumman, who flew the E2 for its 50th flight on

June 18, again flew for a record — this time to fly the E2

through the 200-hour threshold for the E/F flight test pro-

gram. This marked the 52nd flight for the E2. Niewoehner

flew the E1 earlier the same day on its 50th and 51st flights

at NAS Patuxent River on Aug. 22. Sandberg ferried the air-

by being the first Super Hornet to launch from a catapult.

Then, on August 21, F1 went into the history books again,

this time being the first Super Hornet to successfully make an

arrested landing. Gurney piloted the F1 during its first cata-

pult launch and arrested landing, and also flew the Super

Hornet on its 200th cumulative flight. F1 was the aircraft to

Super Hornet E4 flew for the first time July 2 and arrived

Super Hornet F1 made naval aviation history on August 6

to set up the new ITT record.

craft from St. Louis.

craft fly at the same time that day, but each flew twice.

F/A-18E/F from Page 3

translates to substantial advantages in terms of flight handling characteristics and reduced costs. It also foretells of the aircraft's long-term aircraft carrier suitability - retaining a lighter profile throughout its life as the normal array of improvements made to aircraft during their lifecycles add weight.

Super Hornets have flown 400 flights and nearly 650 hours. Their first year of flight test has cleared nearly all of the aircraft's clean (without weapons) flight envelope. By next February, a significant amount of the aircraft's loads envelope will have been flown, and Super Hornets' flight test team will know a great deal about the precise characteristics weapons exhibit as they are launched from the aircraft.

The Super Hornet was first introduced to the public on September 18, 1995, when the F/A-18E/F roll-out ceremony was held in St. Louis with E1 in the spotlight.

The next big event arrived one month earlier than scheduled: The F/A-18E1's maiden flight, which took place November 29, 1995, also in St. Louis, with ITT pilot Fred Madenwald of McDonnell Douglas in the cockpit. (Nearly a year later, on Oct. 1, 1996, Madenwald flew the E1 on its 100th flight.)

On Feb. 19, the second Super Hornet, E2, arrived, following its first flight on December 26, 1995.

The first two-seater, F1, flew for the first time on April 1

All Faith Chapel

Equipment for the hearing impaired and nursery are available

| Protestant | | Roman Catholic | |
|--|-------------|------------------------------------|------------------|
| Sunday Worship Service, Main Chapel | 10:30 a.m. | | |
| Sunday School, Sept May, | | Sunday Mass, Main Chapel | 9:00 a.m. |
| 1008-10 Blandy & 1903-05 Mitscher | 9:00 a.m. | Daily Mass, Blessed Sacrament Chap | el 11:35 a.m. |
| Bible Study (East Wing), Sept June, Wednesday | 11:30 a.m. | Confessions, Sundays | 8:00 - 8:30 a.m. |
| Men's Prayer Breakfast, East Wing, Thursday | 6:00 a.m. | Confessions, Weekdays | By appointment |
| Adult Bible Study, East Wing, Thursday | 7:00 p.m. | Religious Education Classes, | |
| Jewish (375-0385 Messages) | | Sept May, Sunday, 1002 Blandy, | |
| Weekly Services, Friday, East Wing | 7:30 p.m. | 1008-10 Blandy & 1903-05 Mitscher | 10:30 a.m. |
| Adult Education, Oct June, Saturday, 1902 Dibb | 10 a.m noon | | |
| Hebrew Classes, Oct June, Saturday, 1902 Dibb | 2-5 p.m. | Islamic | (*) |
| Religious School, Sept June, Sunday, 1902 Dibb | 9 - 11 a.m. | | |
| Jewish Classes (when Rabbi is here). | | Jumaa Prayer, Friday (1002 Blandy) | l p.m |
| Four years and up: Friday, 1902 Dibb | 5 - 7 p.m. | vaniaa (1a)(1, 11aa) (1002 Diana)) | 1 p.m |
| Sunday, 1902 Dibb | 9-11 a.m. | | e |
| | | | |



March 6, 1997

The Decessor THE ROCKETEER



Incredible! Easter **Bunny Makes** "Star Quality " Appearances

JUST FOR TEENS

Easter is a magical time for kids of all ages. MWR begins its festivities with a teen (ages 12 and up) skate and hunt party complete with skating, music and a flashlight Easter egg hunt on March 28 from 8:00 p.m. to 10:00 p.m. Bring your skates and a flashlight! Fees: Military-50¢, DoD-\$1 and Community-\$2. If you need skates, we have em for only 50¢ more. For details, call 939-2909.

MEET THE EASTER BUNNY

Visit the Easter bunny at Solar Park for a fantasy morning filled with games, face painting, and of course Easter egg hunts for ages 2-12 years on Saturday, March 29. Two to 5 year olds hunt at 9:30 a.m., ages 6-8 years, hunt at 10:15 a.m. and 9-12 year olds begin their quest for goodies at 11:00 a.m. Fees: Military-25¢ and DoD and Community pay 50¢ per person. For details, call 939-3097.

DIVE FOR GOODIES

What a unique and fun event for swimmers up to 13 years of age. Dive for Easter goodies at the Indoor Pool on Saturday, March 29 from 1:00 p.m. to 5:00 p.m. Fees: Military-\$1, DoD-\$1.50 and Community-\$2.00. For details, call 939-2334.

EASTER BRUNCH

Easter is never complete without a Brunch featuring honey glazed ham, eggs benedict, fresh fruits,



Viva Las Vegas

Active duty military! You asked for it and now you have it! An exciting overnight Vegas trip is April 4 and 5. Stay at Circus Circus for a night of shows, food and fun. Fee is \$74.52 and must be paid before March 10. For details, call Charmaine at 927-4386. Hurry space is limited.

Feeling out of Step?

Dance lessons feature instruction for the Two Step, Line Dancing, Swim, Waltz and even the Cha-Cha. Hey! You don't even need a partner. Customers under 18 years must be accompanied by an adult. Lessons are March 3, 10, 17, 25 and April 7, 14 & 21 at the Wreck Center. That's not all . . . it's FREE when you call 939-8660.

How to Catch Your **Rainbow of** Treasures

Don't miss the first annual indoor swap meet at the Wreck Center on Sunday, March 16 from 1:00 p.m. to 5:00 p.m. Get an eight foot table and two chairs for only \$10 for military, \$15 for DoD and \$20 for Community. Free iced tea and coffee for all. Vendors, call 939-8660 to reserve your table.

To Delay is the **Enemy of Your Game**

FREE BOWLING

Get a strike! When a Red Head Pin is showing, you get a FREE game of bowling! Mondays, 11 a.m. to 4 p.m. Tuesdays, 5 p.m. to 8 p.m. Non-Flex Fridays, 11 a.m. to 4 p.m

AFTER SCHOOL SPRING SPECIAL

Hey kids! Stop at Hall lanes for fries, medium soda and 2 games of bowling for only \$3 for military or \$4 for DoD/Community. Tuesdays & Thursdays, 2:30 p.m. to 4:30 p.m.

FLEX APPEAL

Get three games of bowling for the price of two, from 12 noon to 4 p.m.

SUPER SATURDAYS

3 Games, shoe rental and even lunch (Cold sandwich, chips & drink. No substitutions please) for only \$7 for military and \$10 for DoD.

TWILIGHT SAVINGS

Bowl on Saturdays from 5 p.m. to 9 p.m. Military pay 75¢ per game and DoD pay only \$1 per game. Offer doesn't include shoe rental

For exciting details, call 939-3471.

To People Who Want to Carry Extra Weight

Watch weight go up before your very eyes on Saturday, April 12 at the Sports and Fitness Complex Weight Room. Join the bench press and power lifting contest today! Entry deadline is April 9. Begin your training now. Event is open to all men and women 18 years and up. Awards presented to top three finishers. FREE specially designed t-shirts for all participants. For details, call Loy at 939-2841.

How You Can Become an Artist **Overnight**

MASTERPIECE IN A DAY WITH DON!

Renown artist, Don Banfield, teaches an all day oil painting workshop. Your theme is Killer Whales in Northwest Waters. Class is March 22, 9:00 a.m. to 4:30 p.m. at the Craftech Center. Fee: \$35 per person. Bring your own tools.

EGGS MADE TO ORDER

Make specialty panoramic eggs in one session at Craftech. Class teaches a simple and dynamic method that everyone can do. Pick a time/s!

March 2, 2:00-4:00 p.m March 5, 6:00 p.m.-8:00 p.m

March 6, 1:00-3:00 p.m.

Includes all supplies for Military-\$12, DoD-\$14 and Community-\$16

FOR YOUR MAGNUM OPUS, CALL 939-3252.

New! Tee Times for **Military Service**

Active duty military receive advanced weekend tee times by calling Wednesday mornings at 7:00 a.m. Retired military call on Wednesdays at noon and all others call on Thursday prior to 7:00 a.m. To get your tee time, call 939-2990

Steps to Improve Your Relationships

Ballroom dancing is the hottest form of entertainment to come to China Lake. You could even become the next Ginger Rogers or Fred Astaire of dance. Lessons are available at the Youth Center on Tuesdays from 6:30 p.m. to 8:30 p.m. A social venue for meeting people who love to dance . Partner not required. Call Donald Daniel, Instructor, at 927-1882 or the Sports and Fitness Complex at 939-2334.

PJ's With an Attitude

Teen Center hosts a spring break pajama lock-in party on April 1 from 6:30 p.m. to April 2 at 7:00 a.m. For 6th through 12th graders. Lots of activities are planned. Fees are Military-\$8, DoD-\$10 and Community-\$12. Reservations required by calling 927-8336 before March 27.

Hey Military, Go Ahead-Indulge Yourself!

CBS studio gives prizes to you for winning when you hear your name and Come on down on March 19. Van leaves the CBQ parking lot at 5:30 a.m. For Active Duty Military and their family members over 18 years of age. Space is limited. Priority is given to first come-first served basis. Fee: \$5 per person (Includes transportation only). Reservations requested by March 14

Attend a FREE live taping of the Crook & Chase Show at CBS studios on March 21. Leave from the CBQ parking lot at 6:00 a.m. Trip is for Active Duty Military and their family members over 18 years. Bring your sack lunch or money for a hot lunch. Reservations requested by March 14. Space limited

Call Charmaine at 927-4386.

March 6, 1997

POLARIZERS from Page

subsurface defects in silicon and gallium-arsenide semiconductor wafers." Leonard is also developing a market for the translational stages - the computer-controlled apparatus used to move the study sample - that he developed for the ATCI.

Blazek, China Lake's primary contact for the CRADA, came to China Lake in 1963 from the University of Michigan after earning his bachelor of science degree in engineering physics (he later received a master of science degree in electrical engineering from the University of California, Santa Barbara). For the past 25 years he has been involved in microelectronics and failure analysis Blazek holds several patents and is a long-time member of the IEEE Photolithography Committee. "Advanced lithography techniques are one of the keys to being able to make our wiregrid polarizers so small," he says.

Leonard is no stranger to the field of optics and in particular to the specialized discipline of polarization science. In the 25 years since receiving his doctorate in plasma physics from the University of Michigan - he also holds a master of science degree in nuclear engineering and a bachelor of science degree in mathematics and science engineering - he has worked with industry and government in the research and development of optical systems. Leonard is primary author of two optical-industry standards: Bidirectional Reflectance Distribution Function (BRDF) Standard (ASTM E1392), which governs light scatter for DOD space-based optical systems, and Test Methods for Measuring Contrast of a Linear Polarizer (ASTM F1763).

Both Blazek and Leonard credit the support people who nursed the CRADA from an idea into a reality. Bill Webster and the staff of the Technology Transfer Office worked with Mel Sliwka in the Intellectual Property Division to ensure that the CRADA complied with relevant Federal and Navy regulations. "These people make you feel as if they enjoy working with you setting up the CRADA," commented Leonard. "Martha Harrington was especially helpful."

With the existing and growing markets for polarizers and the expanding role of the ATCI, Blazek and Leonard are optimistic about the future of the instrument. They foresee a time when an ATCI variant may drop directly into a production-line environment. That would provide an increased market for LRC products as well as higher quality in optical components for government systems. Mutual benefits such as these are making CRADAs an increasingly attractive arrangement for China Lakers and their industry partners, large and small.

WSL from Page 14

The goal of the test was to enable direct comparisons between the standard static tests, conducted for many years, and fully dynamic tests. The helicopter was required to be operating in a hovering mode while a gun was precisely aimed and fired at a small aimpoint on one of the rotor blades.

This required innovation on the part of the engineering staff and the WSL team to design, test and implement a laser controlled aiming and automatic firing system, explained Tim Horton, head of the Survivability Division The system was successful in hitting the various aimpoints of interest 13 out of 16 shots, with one shot being declared a "non-shot." The team included the on-site support contractors, Management Assistance Corporation of America and Systems International.

Sports: Sign up before March 21 for Captain's acquetball. That's the name of the

R game. Mark your calendars now and get signed up before the March 21 deadline for the first event in the 1997 Captain's Cup competition.

On March 24, Morale, Welfare and Recreation is hosting a command Captain's Cup racquetball competition. The format will include a ladder-style tournament that will allow China Lake's three commands (NAWS, WTS and VX-9) to enter a maximum of eight players per division. The divisions are as follows: singles A, singles B and doubles open.

If you would like to represent your command, please sign-up at the MWR Sports and Fitness Complex by Friday, March 21.

Competition will extend through May 17. Awards will be presented to the first and second place command finishes and individual first place trophies will be awarded in each division.

Also in the month of March is a 5K breakfast run/walk. This is event is cosponsored by MWR and the Chief Petty Officer Association. The chiefs will be in rare form, said Michelle Archuleta, MWR sports director. "They have offered to cook breakfast for all participants who enter the 5K walk/run held at Solar Park." This event will take place on March 29 at 9 a.m.

CPOA members and the MWR staff would like to invite all active duty military and their family members to participate in 5K run/walk is to extend the commands esprit de corps to include the family,' explained Archuleta. There is no cost for active duty and family members who participate. Non-military guests or spectators will be asked to contribute \$2. The menu will include scrambled eggs,

this first-time event. "The purpose of the

Cup

sausage, bacon, pancakes, coffee and juice.

Family members can acquire participation points for their active duty spouse's or parent's command as long as they complete the 5K course.

For more information contact Archuleta at the MWR Sports and Fitness Complex at 939-0754, or sign up directly at the gym's counter.



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March 6, 1997

Bluejackets of the Year

Navy since 1981.

Steiert attended Yeoman "A" School at Naval Technical Training Center, Meridian, Miss. She reported to Rota, Spain, in 1982 where she was responsible for service records, processing request chits and enlisted performance evaluations. In November 1983, without any on-

Tenn

Upon completion he received orders to Okinawa, Japan, where he served until March 1988. While in Japan, Barfield was assigned to the Weapons Department, Magazine Branch, performing duties that included the issuing and receiving of munitions. He advanced to AO3 in 1987. After his tour overseas Barfield separated from active duty and returned to Texas where he joined Naval Reserve LPH-10 Tripoli 1010 at the Navy and Marine Corps Reserve Center San



viation Machinist's Mate Richard J. Hatfield arrived at China Lake by way of Greenwood, S.C., where he was born, and Midland, Texas, where he attended school. He joined the Navy in 1987, and attended recruit training at Great Lakes, Ill. He graduated from AD "A" school at Naval Technical Training Center, Millington, Tenn.

Final candidates profiled before award dinner Saturday, March 15

AZ1 Angela L. Steiert

C econd time candidate for Bluejacket of the Year, Petty Officer First Class Angela L. Steiert of Air Test and Evaluation Squadron Nine (VX-9), has been in the

A native of Tacoma, Wash., she attended recruit training in Orlando, Fla., after high school graduation.

the-job training, she converted to AZAN. Steiert transferred to Aircraft Intermediate Maintenance Department, Naval Air Station Alameda, Calif., and in 1984 qualified as a work center and production control supervisor and was AO1 John W. Barfield

Sailor of the Year for the Naval Weapons Test Squadron, Aviation Ordnanceman First Class John W. Barfield is a candidate for Senior Bluejacket of the Year.

Barfield was raised in San Antonio, Texas. He completed basic training at Recruit Training Command, Great Lakes, Ill., in 1985. Following recruit training, Airman Recruit Barfield reported to Aviation Ordnance "A" school at Naval Air Technical Training Center Millington,

AD3 Richard J. Hatfield

His first assignment was with Fleet Squadron Five, Naval Air Station, Cubi Point, Republic of the Philippines. In 1989 he transferred to Helicopter Mine Countermeasurers 12 NAS Norfolk. During this tour he graduated from two schools - Power Plants Organization and Rotors and Related Systems.

assigned as logs and records manager.

She was promoted to Aviation Maintenance Administrationman (AZ) Three in November 1984. One year later she advanced to A72

From Alameda, she reported to NATTC Millington, Tenn., and completed Data Analysis School in October 1987. Then she reported to Light Helicopter Antisubmarine Squadron 47, at NAS North Island, Calif., where her maintenance programs ranked in the top 10 of 162 commands and one of nine Light Airborne Multi-Purpose System units assigned to COMNAVAIRPAC. In June 1989 she advanced to AZ1.

Steiert transferred to NAS Bermuda in 1990 and then attended Law Enforcement School at Lackland AFB, Texas. She was assigned as the Administrative Division officer, and eventually physical security/crime prevention coordinator. There she was

Antonio, After seven months, Barfield returned to active duty and attended additional training at RTC Orlando, Fla.

He then received orders to Strike Fighter Squadron 15, Naval Air Station Cecil Field, Fla., where he served for four years. He was assigned to the Avionics Armament Division, Ordnance Branch, performing organizational maintenance and loading and downloading of conventional weapons on F/A-18 aircraft. After advancing to AO2 in December 1989, he was assigned as the day shift supervisor.

During this assignment he was awarded the Navy Commendation Medal for demonstrating exemplary leadership during Operation Desert Storm aboard the USS Theodore Roosevelt.

In November 1992, Barfield returned overseas for a three-year assignment to NAS Sigonella, Italy. There he was responsible for the maintenance and renovation of pre-positioned war reserve munitions and ammunition basic stock level allowances at three NATO ammuni-

In January 1990, Hatfield reported to Helicopter Mine Countermeasurers Squadron Fifteen NAS Alameda. He was assigned to the Aircraft Maintenance Division and was responsible for performing maintenance on the MH-53 aircraft. He was advanced to third class petty officer in 1991.

He joined Air Test and Evaluation Squadron Nine (VX-9) in May 1994. His billets have included Hover Branch as a power plants technician and the assistant training coordinator.

He was selected as Vampire of the Month for June and September 1996. Vampire of the Third Quarter and Vampire of the Year for 1996.

Hatfield's awards and medals include

responsible for training Security Department personnel as was the department career counselor.

Petty Officer Steiert reported to then VX-5, China Lake in April 1994 where she works as maintenance admin supervisor

Her awards and medals include five Navy Achievement Medals, two Meritorious Unit Commendation Ribbons, three Good Conduct Medals, National Defense Service Medal, five Overseas Service Ribbons, Navy Expert Pistol Medal, four letters of commendation and four letters of appreciation.

She was also selected Sailor of the Year, Sailor of the Quarter, Sailor of the Month, received a Department of the Navy Honor Certificate, two National University Certificates of Leadership and San Diego County Women's Council Navy League Award. She is an enlisted aviation warfare specialist.

tion depots. In December 1993, Barfield was advanced to AO1. He served as the Stock Control Division leading petty officer

Barfield received his second Navy Commendation Medal in 1995. Additionally, he received three admirals' letters of commendation for performance of demanding duties while serving as LPO. He received another LOC for superior performance as a weapons handler while at Sigonella.

AO1 Barfield reported to NWTS China Lake in January 1996. He is the Ordnance Branch leading petty officer. He supervises 20 personnel of two different ratings performing organizational level maintenance, configurations, loading and downloading of conventional weapons on 16 uniquely configured F/A-18 aircraft.

In September Barfield was awarded the Navy Achievement Medal. He has two Good Conduct Awards. He was selected as Senior Sailor of the Second Ouarter and

Navy Achievement Medal (with gold star), Meritorious Unit Commendation Ribbon (with two Bronze service stars). Navy "E" Ribbon, Good Conduct Medal (with Bronze Service Star), National Defense Service Medal, Navy Overseas Service Ribbon and two letters of appreciation.

Hatfield is a Neighborhood Watch block captain and has volunteered to help with base cleanup efforts. While stationed at Alameda he was an active member of open-house activities during base Fleet Week celebrations.

Petty Officer Hatfield and his wife, Tiara, have two sons, Sean, age 3, and 5month-old Kyle. Mrs. Hatfield is a Seabee reservist.



AZ1 Angela L. Steiert Steiert, and her husband, David, have been married since 1992. They have a son, Cody, and are expecting their second child this summer.



AO1 John W. Barfield

NWTS Sailor of the Year for 1996. Barfield and his wife, Debra, have two sons, Christopher and Sean. She works at the Navy Exchange

This Bluejacket candidate said they enjoy camping as a family and outdoor recreation activities.



AD3 Richard J. Hatfield

APPLE from Page

were exchanged between China Lake and Apple, and productive doors of opportunity were opened. In China Lake, Apple found a partner who welcomed the opportunity to experiment with its products as well as the impetus to create more innovative products based on realistic, projected needs. For example, when Apple decided to change one of its sets of read-only memory (ROM) chips by combining the functions of five chips into one, engineers at China Lake evaluated the newly designed, compact chip and quickly presented Apple with a "problem set" for the new chip. Apple responded by fixing the problems and redesigning the chip before its commercial release.

Early on in the first CRADA Apple assisted Pulau Electronics (China Lake's computer service provider) in monitoring, upgrading and troubleshooting network problems involving Apple equipment - this groundwork now ensures peace-of-mind for current and future Apple users at China Lake. Apple also provided beta and seed software for a variety of uses, including PowerTalk/PowerShare, QuickTime VR, video teleconferencing and remote access applications. QuickTime VR, a three-dimensional, virtual reality technology, has since been used to photograph China Lake's petroglyphs (ancient Indian drawings) for archival purposes to assist in the preservation of these archeological treasures.

Recent Apple projects, such as AppleTalk Service for Windows, Open Doc, Open Transport and User Authentication, have reaped the benefits of close interaction resulting from the CRADA relationship.

From China Lake's point of view, major products resulting from the first successful cooperative agreement include the development of several computer-based tools for military applications. The Analyst's Workbench (AWB) and the High-Speed Antiradiation Missile

THE ROCKETEER

(HARM) Configuration Management Trainer, a groundbased training tool for F/A-18 pilots, number among these accomplishments. Also noteworthy is the redesign and expansion of the capabilities of the AppleTalk Phase II communications networking software to accommodate over 4,000 users (the original networking design was viable for only 265 connections). With the two organizations working together, the problems in a networking project of this magnitude were identified early-on by China Lake scientists and engineers, and solutions were worked out by both parties before AppleTalk Phase II was commercially released. The final network conversion proceeded smoothly.

The recently signed second agreement paves the way for the continuance of the productive, mutually beneficial working relationship. Building on the expanded network design, the development of AppleShare 5.0, which will connect all NAWCWPNS and NAVAIR TEAM sites using Transmission Control Protocol/Internet Protocol (TCP/IP) and includes a built-in web server and electronic mail system, is under way. Apple will also be addressing the NAWCWPNS requirement to move to Windows NT file and print servers by providing continued interoperability between operating systems. NAW-CWPNS Computer Scientist Mark Kolstoe attests to the suitability of the NAWCWPNS multi-site environment for network development, saying, "If a model of computer has ever been made, we have at least one of them on our network. If we can build a stable networking environment that works here, it'll work anywhere."

By the end of this month, NAWCWPNS China Lake will be established as an Apple software support site "mirror." The "mirror" status provides China Lake with almost instant (nightly) access to new software releases and the same level-of-access privileges as the Apple corporate servers themselves. As the U.S. software distribu-



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DEAL-NAWCWPNS Commander RAdm. Jack Chenevey and Apple America's Senior Vice President Robin Abrams finalize the signing with a handshake.

tion site, China Lake will have access to Apple Computer, Inc.'s master server and the ability to provide newly released software to all .mil and .gov addresses without competition from the rest of the world. A World Wide Web interface is planned using file transfer protocol (FTP) that will make software downloads as easy as a "point and click." Additionally, with the proposed development of more software tools similar to the HARM CMT, and an emphasis on controlled access and secure Apple/UNIX design features, this CRADA may open a window for Apple into the virtual battlefield simulation arena.

If readers know of additional technical areas where cooperation between Apple and NAWCWPNS would be beneficial, contact Apple representative Monika Mohler at (714) 499-0393 or mohler.m@applelink.apple.com, or NAWCWPNS representative Chuck Jones at 939-1318.

Understanding, taking the time to learn about one another and not prejudging were the messages emphasized during the play, "The Melting Pot," performed by the Naval Air Weapons Station China Lake Ethnic Observance Committee last Friday at the Wreck Center. The play focused on students attending a multi-cultural history class in the college at Oxnard. During the class, students were given the assignment to choose a classmate, who was different from themselves, to interview and to give a report on that person. Students learned that their fellow classmates were human beings, who laughed, cried and wanted to be loved and accepted just like they did, despite being of a different race or having a different background or culture.



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Black History Month ends with 'The Melting Pot' at the Wreck Center

By Peggy Shoaf

This point was emphasized by the guest speaker, Evangelist Jacquelin Davis, at the conclusion of the play when she noted, "Our similarities are much more than our differences."

The play, written by Lowell Pumphrey and produced and directed by CTA1 Wendy Murrain, was the conclusion to Black History Month activities for 1997. The master of ceremonies was Colden Nutt.

Capt. Stan Douglass, NAWS China Lake commanding officer, opened the luncheon event by noting the importance of Black History Month, which serves as a tool to educate the public and to recognize the accomplishments of African Americans.



Photo by Peggy Shoa

LEARNING ABOUT ONE ANOTHER can be the passport to understanding one another, as illustrated in the play, "The Melting Pot," performed last Friday by the Naval Air Weapons Station China Lake Ethnic Observance ommittee. In the picture above, Javon Jenkins (played by ABH3 Shawn Perkins) is telling the class what he learned about fellow classmate Ming Lee Chang (played by Charmaine Haaland). Performers include (I to r) AZ3 Debra Thomas, AMEAN Stephen Richardson, James Archuleta, Dawn Hillary, Perkins, Haaland, AN Brandy Hallas and DP3 Teresa Landers. Performers not pictured include Lawarence A. Harvey, AKAA Evelyn Rodriguez, MSSA Monica Serna and LN1 Fayne Overton

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TAC-PC BPA

TAC-JW BPA

GSA Schedule

Air Force Workstations

March 6, 1997

WSL's Cobra helicopter team receives OSD award for live fire testing

urvivability Divisions' AH-1 Cobra helicopter team members joined RAdm. Jack Chenevey, NAWCWP-NS commander, at the Weapons Survivability Lab Thursday, Feb. 20, at the AH-IS Cobra helicopter test pad. Chenevey was on hand to present unusual looking awards: 13" x 22" wooden plaques covered with the front page of the August 22, 1996, issue of - The Rocketeer.

These specially-made plaques from Office of the Secretary of Defense were presented originally in January at an American Defense Preparedness Association-sponsored Live Fire Test Conference at Lawrence Livermore National Laboratory by James F. O'Bryon, deputy director of the OSD Live-Fire Test Office. "The complexity and success of this test rivals any of this nature," said O'Bryon. "The 'can do' attitude on the part of the test support crew was truly a marvel considering the challenges they were faced with."

Jay Kovar, WSL manager, and Norm Campbell, Management Assistance Corporation of America's on-site support contractor lead, accepted the team award on behalf on the group.

Al Werner, head of the Systems Vulnerability Branch, accepted a letter of appreciation from O'Bryon along with his award. Werner is the Navy deputy test director for the Joint Live Fire Program; the vulnerability co-chair of the Joint Technical Coordinating Group on aircraft survivability; and joint strike fighter vulnerability integrated product team leader

Live fire testing of the AH-1 Cobra helicopter was conducted by the Survivability Division's Systems Vulnerability Branch at WSL during the summer of 1996. As reported in The Rocketeer, this represented numerous first-of-a-kind challenges and was in fact a first-of-a-kind test, firing live munitions at an operating helicopter rotor system in a fully controlled environment.

Please see WSL, Page 16



COBRA TEAM—Weapons Survivability Lab team members recently accepted a special OSD award. In front of the helicopter are [I to r] Al Hill; Louis Conrad; Michael Gallagher; Grayson Goodrich; Tony Tainatongo; Judy Pommerenke; Gina Kauppi; Bob Gould; Jack Thompson; Norm Cambell; RAdm. Jack Chenevey, NAWCWPNS commander; Jay Kovar, WSL facility manager; Al Wearner, head of the Systems Vulnerability Branch; Don Watke; Richard Weggesser; Jim Dillon; Wes Witt; Gary Burgner; Ed Shaffer; Chris Fischer; Lisa French; Vickie Swinford; Al Andrews; Cliff Lawson, TID writer of the original article; Kaj Best; Art Rivera; Werner Weinstock; Dan Stafford; Frank Crotteau; Steve Freeman; Tosh Nakashima; Jony Homer; Bob Ambre; Dick Ply; Mikal Gray; and Marty Krammer and Hardy Tyson in the back row sitting on the AH-IS helo suspension platform. Not pictured: Dan Zurn; Robert Bartz; Karl Olmstead; Ray Wetzle; Lonnie Brockwell; Albert Bermudez; Sid Cavalliere; Jim Tucker; John Hutmacher; Gary Meyers; and Jean Pringle.







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projects

receive.

the fleet.





Paul Homer retires after 35 years Second highest civilian service award presented at farewell party

By Steve Boster

aul Homer proved he can sit back and take the roasting that goes with retirement after a long career as well, or at least almost as well, as he could (and did) dish it out over the years. In one evening, Homer became an admiral, won a major Navy award, listened to 10-year-old jokes and heard a review of his many unique and obscure

Ending a 35-year career at China Lake, starting when it was still the Naval Ordnance Test Station, Homer closed out his tenure by receiving the Navy Superior Civilian Service Award, the second highest honor a civilian employee can

Captain Doug Henry, Naval Air Warfare Center Weapons Division vice commander, made the presentation at a farewell for Homer held last Friday at the Kerr McGee Center. Henry said, "You have made significant, sustained and outstanding technical and managerial contributions to the Naval Air Systems Command during your career, and have become recognized as an international expert on weapons effectiveness. Your efforts in guiding technology and development in the areas of electronic warfare and missile and free-fall weapons systems are directly responsible for many of the outstanding weapons systems now in use in

With the award presented, the last serious business was put aside. Now it was time for many old friends and colleagues to have their last shot at one of China Lake's oldest junior professionals. Sterling Haaland, later described as "the last person to hire Paul," was master of ceremonies. He

set a three-minute time limit on the each of the 29 presenters, but was unable to retain control since folks just ignored his "bubble gun" and spray string

Homer, a native of Hemstead County, Ariz., was one of the last China Lakers with a degree from the New Mexico Institute of Mining and Technology. Born on Feb. 28, 1938, he picked his birthday as the official retirement day.

One of the last civilian employees to move off-Station, the command made sure he was retired for good when he got an armed escort off the base at the close of business Friday.

Among the special presentations was the Code 472 plaque, presented by Karen Higgins, his successor as head of the Weapons/Targets Department. Higgins cited Homer's "uncanny memory for obscure programs or useless data."

Visiting from the Albuquerque detachment, Cdr. Jack Stewart brought with him a proclamation from the governor of New Mexico, commissioning Homer as an Admiral in the Rio Grande Navy

Scott O'Neil and Dick Mello thought it was a costume party and came dressed as the Desiccated Purple Sage and Dust Devil, respectively

Milt Burford handed out the first-ever Corporate Operations plaque to Homer, and Ron Derr reviewed Paul's many patent applications for items such as a nuclear hand grenade, solar-power night vision goggles and a stealth blimp

The final blow came from Burrell Hays, who recounted many old jokes, then said it was pay-back time because all those jokes had been told by Homer or Dillard Bullard more than 10 years ago when Hays retired.

It was a more subdued than usual Paul Homer who took the microphone for final words. He said, "I'm really over-



Photo by Tim Tyson, TIE

NAVY SUPERIOR Civilian Service Award, was presented to Paul Homer at his retirement party Feb 28. Above, Homer and his wife, Patricia, show off prestigious award.

whelmed, it's a tremendous night. I'm truly honored."

Wrapping up the night, Homer thanked those who had hired him and guided him over the years, including Bill Porter, Burt Galloway, Peggy Rogers, Bob Hillyer, Hays and Haaland. The party, the largest since Porter's farewell a few years ago, was a chance for many former China Lakers who had been mentored by Paul to honor a man representing the golden era of China Lake.

Financial systems project team receives NAVAIR Special Act Award

By Karen Buehler

f conducting day-to-day business by commuting and communicating with employees across four NAWCWPNS sites seems tough, imagine putting a common automated financial system in place at nine NAWC sites as distant as Patuxent River on the east coast and Point Mugu on the west coast.

Now set up a team of employees from strikingly different business cultures in various states of political and organizational change, and coordinate all project planning and decisions among these key players. Then determine joint requirements, develop interfaces and put the new system in place within a nearly impossible time frame. That was the challenge presented to the NAVAIR common financial management system expanded team, and for their success in implementing the Navy Industrial Fund Financial Management and Accounting System (NIFMAS) across all nine NAWC sites, the 27-member cross divisional team was recently awarded the Naval Air System Command Special Act Award.

Three major subteams formed the overall NAVAIR team, each with a distinct vet closely related charter. The Interim NAWC Financial Operations

Support (INFOS) Program Office, headed by Nancy Hodge, provided NAVAIR Headquarters oversight coordination of the project, ensuring that common business practices, consistent software processes, configuration control, funding responsibility and integrated project management were in place.

The NAWCAD team, led by Rich Haggarty, reengineered the NIFMAS software and completed initial implementation at Patuxent River on Sept. 30,

1994. He then led the effort to expand the deployment to the remaining AD sites by September 1995. Developing divisionspecific interfaces to both DoD and Weapons Division feeder systems, and achieving Initial Operational Capability (IOC) of NIFMAS at west coast sites by Sept. 30, 1995, was the charter of the NAWCWPNS team, led by Project Manager Jay Crawford and Technical Manager Kathy Finch. The Aircraft Division team advised and supported the

Weapons Division team in customizing and refining the software to meet Weapons Division requirements.

In nominating the team for this award, Scott O'Neil (national 7.2 competency lead) commended the team for first-time installation of a major software application within NAVAIR command community. "Although the original implementation schedule was two years from receipt of the common software, the actual

Continued on next page

SPECIAL ACT AWARD—Members of the financial system team are (back row Ir) Don French, Larry Floro, Jerry Macy, Scott O'Neil, (third row Ir) Cheryl Volden, Mary Plauson, Lil Michau, Gail Rutherford, Tom Howe, Roy Dyarman, Harry Stevens, Pam Poppen Smith, Darrin Boston, (second row I-r) Mary Lindsey, Kathy Finch, Terry Wojciehowski, Dot Leuallen, Tammy Morrison, Pam Mathes, Nancy Hodge, Robert Olsen and (front) Hope Fielder



area?

iobs

March 6, 1997



you're a supervisor committed to the safety of your employees, but there's only so much you can do to protect them from on-the-job risks. Sometimes habits, attitudes, or behaviors might be putting your workers in danger. Assess safety practices

Being aware of problem areas is the first step. Try to eliminate unsafe work practices by regularly monitoring your employees' equipment, work habits, and their work areas. Draw up a checklist so you don't overlook anything as you walk around the worksite

•Are employees in the right work

•Are they paying attention to their

·Are employees using proper personal protective equipment

•Is machinery working properly?

•Are there noticeable hazards in the work area?

Involve your workers

Share the responsibility for safety with your workers - they're the ones directly affected by unsafe work practices. Bring up your safety concerns and issues in meetings and informal discussions with workers. Develop a system

Cleaning up unsafe acts — help workers change bad habits

> workers can use to report dangerous conditions as they notice them

Examine the information

Get all the information you can about close calls or unsafe acts by interviewing those involved. Be a receptive listener as you and your employees examine why such incidents occurred. Don't assume that employees were negligent.

After you and your employees understand all the causes, develop agreements as to how their actions will be corrected. They'll probably be motivated to change if they can suggest corrective measures you find acceptable. Have a schedule or plan in place to follow-up on their progress.

Provide training

Your role is to provide your workers with proper training if they need to strengthen their safety skills. Use a checklist and a safe job analysis form to explain each job's tasks. A safe job analysis form also lists job hazards and what kind of personal protective equipment to wear. Post these forms around the worksites for convenient referral.

Hold brief talks about safe work practices on a weekly or monthly basis with small work groups.

NAWC Range

Employment

Gould receives an R&E Award

n Monday, Feb. 10, Richard A. Gould, head of the Advanced Systems Technology Office, received a Research and Engineering Excellence Award from his competency leader Sterling Haaland.

According to Gould's nomination letter, he has consistently supported his sponsor in an exceptional manner. The sponsor recently acknowledged his appreciation for Gould's support in a letter sent in October 1996 in which the sponsor acknowledged the extraordinary efforts by Gould in responding to Congressional legislative strictures requiring a major change in program execution methodology. The task undertaken was recognized as "formidable" by the sponsor and he expressed appreciation for the "determination, enthusiasm and professionalism" exhibited by Gould

The above expression of appreciation is consistent with the sponsor's continuous expressions of satisfaction with the NAWCWPNS Project Office said Haaland. "Gould is recognized as providing extremely valuable support for the program," he added. "The sponsor's satisfaction with Gould's support has been concretely evidenced by their continued tasking and funding of the NAWCWPNS office during the recent budget cuts and program restructuring.'



R&E EXCELLENCE—A happy Richard Gould recently received a Research and Engineering Excellence Award from Sterling Haaland, R&E competency leader

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March 6, 1997

said.

According to the award letter from AIR-7.0, "This system provides to NAVAIR and division managers a tool to produce common and consistent financial data and reports with which to manage and make decisions about how we conduct business. Its implementation is considered a significant milestone in our continuing move toward common tools, processes and management information." The special act award, a "Together Everyone Achieves More" paperweight and a \$5,000 bonus split equally among recipients, was presented to NAWCWP-NS core team members by O'Neil and Jerry Macy, NAWCWPNS Comptroller, on Oct. 31. NAWCWPNS recipients were: Nancy Hodge, Darrin Boston, Dot Leuallen, Pam Mathes, Lil Michau and Pam Poppen Smith of the INFOS Project Office; and Jay Crawford, Kathy Finch, Roy Dyarman, Larry Floro, Hope Fielder, Mary Lindsey, Tammy Morrison, Mary Plauson, Gail Rutherford and Cheryl Volden of the NAWCWD implementation team.

A parallel presentation to NAWCAD team members is scheduled in the near future.

Local auction held on March 11

Local Auction 44-7502 will be conducted by the Defense Reutilization and Marketing Office at China Lake on Tuesday, March 11.

Fax bids and bids dropped off at the sale site will be accepted until 1 p.m. March 10. All bids after 1 p.m. will be considered non-responsive.

Items will be on display for inspection March 5, 6 and 10 from 7:30 a.m. through 3 p.m., and March 11 from 7:30 through 9:30 a.m. A complete list, as well as sales terms and conditions can be seen at the DRMO in Building 1073. More than 250 items will be offered. Registration begins March 5 and contin-

ues until the last item is sold. Mailed bids will not be accepted. Items purchased may be removed on the sale date provided full payment is made.

Deposits are not required. Payment must be in cash or a guaranteed instrument.Visa and Mastercard will also be accepted. Purchasers will have until March 20 to pay for and remove items. Prospective bidders without access

badges must stop at the Main Gate Visitors Center and obtain a pass before coming aboard.

For further details, contact Phyllis at the DRMO, Building 1073, (619) 939-2502/2538.

Delays, detours in housing areas as major construction continues

rews began installing new water mains Feb. 24 around the SOOs on both Essex Circle and Lexington. Now that all of the JOQs and the Sangamon SSOs have been demolished and the land leveled, irrigation and planting continues in this area.

Gas and water mains will also be installed at the intersection of Leyte and Kearsarge. Detours will be in place in this area through March 17.

Detours will also be in place at Knox and Rowe from March 10 to 24. This intersection is currently undergoing beautification treatment. Construction includes handicapped access curbs, planters, neighborhood signage and pavement. Through-traffic needs to find the most convenient alternate route. Every effort will be made to allow local residents to access their driveways.

Rowe residents will be restricted from

their driveways during this period. Work has already begun at this intersection for new handicapped access curbs, planters, neighborhood signage and pavement. Detours will be required for through-traffic on some days, although every effort will be made to maintain access to local residents' driveways.

An alternative Vieweg School dropoff is available at the newly paved Stroop Avenue walkway, 400 Stroop, just east of Vieweg Circle. Please refrain from executing U-turns along Stroop when dropping off or picking up children.

Final preparation is under way to complete the paving of the Capehart B Area trails network. The paving of all trails should be completed in March.

This work is part of the Pathways. Sewers, Fences and Playgrounds Project. Please direct your questions to David Orland at the Housing Office, 939-0006.

Not much time to get out of a fire

How much time do you have to get out of a fire? Not as much as you think. Real fires are hot, smoky and dark. You may have only a very few minutes to safely escape from fire.

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out safely if you've planned ahead. Develop a fire escape plan and practice it with the whole family.





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166MHz Intel Pentium processor with 1.6GB hard disk drive & a super 15" flat-screen Multi-Sync (NEC OEM) moni-Sync (NEC OEM) moni-tor for only \$2,019.

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TARIF software improvement groups lead the way in process improvement

t a recent meeting of the Combat Environment Simulation Division, the Tactical Air Ranges A Integration Facility (TARIF) software improvement working groups were recognized for their definition of two key process areas (KPAs) - software requirements management and software configuration management.

Carl Hall, software process improvement office director, and Ed Witzel, division head, presented the team's recognition plaque with two KPA plates. Hall noted they are currently defining their software project management process and on Feb. 28 began defining the software quality assurance process for TARIF. During March, a TARIF action initiation team will begin work on the remaining KPA for a level two organization, software subcontract management.

TARIF was established in November 1988. Prior to this time, software and software upgrades were developed by Cubic Corporation, primarily as a by-product of building and installing new Navy Tactical Aircrew Combat Training Systems (TACTS) and the Air Force equivalent, the Measurement Debriefing System and its predecessor Air Combat Maneuvering System. "However, once the production of new ranges was completed," said Witzel, "much of the software development and integration took place at the operational ranges. This was not a good environment for disciplined software development.

During the first few years of TARIF's existence, the focus was on establishing a new, operational TACTS range. "Software development did take place without the pressure of operational range scheduling," said Witzel. "However, the software developers owned the development process, and it varied between individuals. Product was produced and integrated, but each range was different and costly tailoring was required. With a light workload, a developer could spend time at the range correcting problems that surfaced "



TARIF TEAM-Ed Witzel, head of the Combat Environment Simulation Division (left), accepts a plaque from Car Hall, SPIO director, for software process improvements. Team members include (back row I-r) Chuck Morrow, Joe Hewlett, John Smith, Dave Jester, Jim Dorrell, Zane Crapo, Naomi Norris, Jay Chun and Dave Baur.

With increased workload and the inclusion of Air Force ranges, it became evident that a laissez-faire configuration management practice was no longer acceptable. The TARIF journey to improved configuration management actually began when the division embraced total quality leadership. Two process improvement teams were established - project planning and control and a configuration management process improvement working group. "Unfortunately, said Witzel, "clearly defined goals were not established and the schedule was open-ended.'

When RAdm. Bill Newman, former NAWCWPNS commander, established the software process improvement ini-

tiative in May 1993, TARIF was a prime candidate and ready to participate. Under the Software Engineering Institute Capability Maturity Model (CMM), TARIF was a solid Level 1. The first step on the road to Level 2 was the requirements management key process area. Since that time, two additional KPAs have been started or completed.

John Smith, TARIF manager, said there is a definite sense within the group, that the resulting processes are essential to the success of the organization. He said TARIF personnel are looking forward to completing each of the steps leading to CMM Level 2 this year.

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Session 2: 1:00 pm

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answers.

One issue we are clearly struggling with today is defining the right level of interaction among competency managers, integrated program teams and program managers. I think it's fair to say that the concept of product-focused teams is understood and being implemented with varying degrees of success throughout the organization. For the most part, we understand our new roles and responsibilities. What is much more elusive to us is the ability to "practice what we preach" - to learn how to interact with one another in a way that achieves the best possible results.

March 6, 1997

THE ROCKETEER

Program teams and competencies— **Partners for success**

Editor's Note: Readers are encouraged to send e-mail or written comments about the following article to the NAWCWPNS Public Affairs Office, Code 750000D. All comments will be forwarded to NAVAIR Headquarters.

By VAdm. John A. Lockard NAVAIR Commande

ver the last few years, we've invested a lot of time and effort reshaping ourselves to fit the requirements of a very different world. On paper, it's easy to see that our transition has progressed at a deliberate pace. The majority of team assignments have been made, roles and responsibilities have been defined, and the basic operating principles are in place and generally understood.

We now have a solid framework to build upon - but the process of learning to operate effectively within this framework is just beginning. With the magnitude of external forces we continue to face every day, it's hard to find time to confront the tough internal issues. At the same time, we know they won't resolve themselves. We must be honest about the difficulties we're facing and work together to find the right

Obviously, there is no magic formula that can be applied to every situation, as many factors (personalities, management styles, program structures, physical separation, etc.) will continue to influence our daily interaction. The one universal variable however, is the importance of regular, meaningful communication - simply talking to each other - keeping each member of the "extended program team" connected and informed. Building and maintaining that dialogue and trust will take some hard work. But over time, the synergy it brings is absolutely critical to the long-term success of our programs.

Exploring roles and responsibilities Whether you are a competency manager, a program manager or an IPT member, your roles and responsibilities have

changed as a result of our organizational transformation — in some cases a great deal. Naturally, the behaviors and expectations associated with your position will have to change as well. Traditional management styles (checking, approving, directing), hierarchical reporting relationships and supporting decision processes are neither appropriate nor effective in our new organization. Improving communication with each other and using our skills for process improvement must be our common focus

The competency manager

As a competency manager, your role has shifted from direct oversight and control, to support of people and processes. Although you may not be as visibly linked to the day-to-day activities of individual programs, you are ultimately responsible for those who are - your people, the team members who work program issues every

day. You are a coach, mentor and technical advisor, a resource provider, skilled negotiator and arbitrator in times of conflict. You research lessons

learned and ensure they are available to be applied across programs. You construct a network of technical expertise from which our team members can draw.

No one could possibly "fill these shoes" from behind a desk. You've got to be assertive, show interest, stay visible - get involved and "make the rounds" on a regular basis. Talk to your people face to face; attend program reviews; visit program managers and team leaders. Hold periodic competency staff meetings to share experiences and provide information - and keep them open to program representatives to build trust. You must create a desire within your people and the program managers to keep you in the loop — to seek your advice.

This kind of "casual contact" is difficult to maintain when your people are collocated with the IPT and no longer with the competency. But regular, meaningful contact is much more effective than calling people into your office once a week to "report" on their progress. This kind of contact results in leadership versus management and insight versus intrusion.

Maintaining insight into program issues is not only within your boundaries, it is to be expected; the intent is not to remove decision authority or empowerment from teams, but to support that empowerment through awareness and leadership. This awareness will enable you to better prepare your people, forecast demand for resources, apply lessons learned across IPTs and assist programs in times of special need. As you demonstrate value to your people and to the programs, I assure you that your involvement will not only be welcome, it will be invited. That's leadership and it builds trust

The program manager

As a program manager, your core responsibilities - to deliver your product(s) meeting program cost, schedule and performance goals - remain largely unchanged. But your role in our new organizational construct has changed a great deal. In addition to being a strong leader, you must be a motivator, advisor and a skilled communicator. Working with your leadership team, you forge a bond of trust which enables your IPTs to manage programs with confidence. You provide general direction and the proper framework to enable teams to make educated and supportable decisions

In order for this kind of decision-making to work, you must encourage the com-

Your involvement, persistence, commitment and hard work will get us there.

petencies to reach out to your team members. This contact is not an intrusion: it's value added to your team. Remember, your resources extend beyond the scope of the IPT.

Accountability should drive you to want the best minds you can muster to solve problems. Seeking the views of senior competency members is not giving up to protecting and sustaining the health of your program.

You must extend this mind-set to your IPT leads - encourage them to get the "grayheads" involved when problems surpass the technical experience of your team. Equally important, is establishing mechanisms for involving competency managers on a regular basis - invite them to program reviews, decision briefings and VTCs: include them on e-mail distributions; find out what their concerns are. Only through participation will they understand the scope of the program - allowing them to affect the outcome of issues early on, and provide technical and strategic support when "spikes" in the program are unavoidable. Build trust!

The IPT member

As a member of an IPT, you have been given a "flight clearance" of sorts. Your competency has prepared you (with training, common processes, specifications and performance norms) to make informed decisions as a member of a self-directed team. However, this flight clearance is not a license for unrestricted flight - unlimited empowerment. When you reach the edge of your envelope, you're expected to come back to the competency for guidance. Even great team members sometimes work problems too long without seeking addi-

tional help. Good intentions aside, we can lose sight of the urgency and long-term implications of the problem. Conflict is also a natural occurrence. The answer is not always obvious. This leads to sound technical debate. Although the technical knowledge of each individual should be respected by the group, consensus is not always possible. In these cases, you need to reach out to the competency for advice or resolution

And don't forget the success stories! We need to do a better job of documenting lessons learned so we can apply what works across programs. Strong team loyalty is important; just remember your ties to the competency. This network of support and trust will guide you throughout your career, from one team assignment to the next. You always want that valuable information network at your disposal.

Focusing our attention

One of our strong attributes is that we do a great job of pulling together when the need arises. We must make this the norm rather than the exception. We must build stronger relationships through communication, value-added participation and mutual support. We must build trust. I expect our competency managers to initiate communication with their people on a regular basis - at least every other week is a good start. As long as this contact is meaningful and supportive, it cannot be overdone. I expect our program leadership to recognize the value of this contact, and demonstrate their support by encouraging competency participation. And I expect team members to keep their competency managers informed, and tap into that resource when necessary

Getting a handle on communication will bolster our ability to build strong, well defined teams throughout our organization. In order for our IPTs, including their fleet support teams to operate as intended (selfdirected but totally tied to program leadership, product and customer focused) our program managers must be great leaders and define a clear team structure from top to bottom; and our site and competency leadership must ensure these relationships are in place and operating as intended. Communication with common understanding is the glue we need to stay truly connected TEAM-wide

Some of our programs are already demonstrating the power of effective communication and "total team" involvement. This is where we need to be - across the board. Your involvement, persistence, commitment and hard work will get us there.

The success of our business depends on it. Our customers in the Fleet deserve nothing less.

March 6, 1997

LONG-TERM OFF-CENTER ASSIGNMENTS

The following is a 1-year NSTEP assignment in Washington, D.C., beginning in August 1997. Only DP-3s and DP-4s in series 801, 830, 855, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Staff Assistant, Office of the Chief of Naval Operations, Strike Warfare Branch (N880D6). This position supports the office in developing, reviewing, or revising operational requirements and the Navy's long-term plans for all Navy and Marine air-launched strike weapons and ordnance. The primary duty for this position is to provide technical assistance to the integration team in N880C/D. The purpose of the team is to work issues that cross aircraft and weapon boundaries. Examples of such programs are GPS targeting and TAMPS. In addition, the incumbent will continue to define the Navy neck-down strategy and identify shortfalls. For each shortfall, he/she will define alternative methods of meeting the warfighting need and thereby help redefine the strategy in a way that is cost effective and provides the necessary capability to the Fleet. In this capacity, the incumbent also gives general engineering support to all requirements officers on technical issues. The incumbent assists in reviewing government and industrial technology base efforts and developments and proposed application of new technologies. Specifically, the incumbent will organize and direct the Advanced Technology Demonstration (ATD) rating process within N880C/D and ensure proposals that have greatest benefit to Naval aviation programs in N880C/D are well represented among N880 priorities. In addition, the incumbent will provide technical liaison between OPNAV and NAWCWPNS as required.

The objectives of the assignment are to expand the incumbent's knowledge and understanding of the Navy's Programming, Planning and Budgeting System (PPBS) and to provide experience in various areas of new technology. In addition, the incumbent will gain expanded knowledge of the Navy's organization and how it works to define and procure weapons and ordnance systems to meet various mission phases. A security clearance at the Secret level is required.

Applicants must include a letter of endorsement from the applicant's department stating that it is willing to provide overhead funding to support the position.

For further information about the position, call the present incumbent, Wayne Willhite, at DSN 224-3161 or (703) 614-3161, or Frank Markarian at 939-3241.

Apply by submitting a current SF-171, OF-612, or resume (see OF-510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by COB Friday, 28 March.

The following is a 1-year assignment in Washington, D.C., beginning in August 1997. Only DP-3s and DP-4s in series 801, 830, 855, 856, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Technical Advisor, Office of the Chief of Naval Operations (N911). Participant will be assigned a variety of duties to assist the Navy Science & Technology (S&T) Program. This includes involvement with S&T requirements development and the selection of Advanced Technology Demonstration projects. The person selected will have direct interface with senior personnel in other DOD agencies, OPNAV, all SYSCOMS, ONR, and industry.

In addition, the incumbent will participate in strategic planning through activities such as the Technology Initiatives Game and the Technology Round Tables and will assist in managing the execution of high pay-off/high risk research and development (R&D) projects that support air, surface, and subsurface platforms in priority warfare areas. This includes the selection process for new fiscal year starts and support of Navy proposals in multiagency competition. This assignment requires a highly motivated senior-level scientist/engineer/analyst/manager with excellent interpersonal and communications skills and who has familiariarity with S&T programs, systems design methodology, fleet operations, and the research, development, and acquisition process. Security clearance at the Secret level is essential.

For more information, contact the present incumbent, Phil Dixon, at (703) 601-1796, or Frank Markarian at 939-3241.

Apply by submitting a current SF-171, OF-612, or resume (see OF-510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by COB Friday, 28 March.

The following is a 1-year NSTEP assignment to the Naval Aviation Science and Technology Office (NAVSTO) in the NAVAIR 4.0T competency, located in the Washington, D.C., area beginning in August 1997. Only scientists and engineers at the DP-3 and DP-4 levels with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Staff Assistant, Naval Aviation Science and Technology Office (NAVSTO). Applicants must have a broad technical engineering and management background with both acquisition and Science and Technology (S&T) programs, and be familiar with SYSCOMS, OPNAV, ONR, and other Navy Laboratory/Center communities. The incumbent will work directly with and provide support to the Director and Chief Scientist/Technologist on special S&T studies and will interface with ASN, ONR, NRL, and other Navy warfare centers on technology base program execution and evaluation. The incumbent will assist the Director and Chief Scientist/Technologist in providing a focal point and leadership for science and technology for NAVAIR. A security clearance at the Secret level is required.

Job relevant criteria include the abilities to provide scientific, technical, and professional engineering advice and guidance on substantive technical aspects of the overall S&T program; analyze resource support, including staffing, funding, and capital investment required to carry out an S&T program fully responsive to NAVAIR/NAWC requirements; work with technology base program managers in the Aircraft and Weapons Divisions to ensure NAWC S&T program interests are fully represented in Washington; and conduct special studies covering future technology base planning and resource requirements for the Chief Scientist/Technologist.

Applications must include a letter of endorsement from the applicant's department stating that the department is willing to provide overhead funding to support the position.

For further information about the assignment, contact the present incumbent, Bob McGahern, at DSN 664-2237 (ext. 6339) or (703) 604-2237 (ext. 6339), or Frank Markarian at 939-3241

Apply by submitting a current SF-171, OF-612, or resume (see OF-510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by Friday, 28 March 1997.

The following is a 1-year NSTEP assignment in Washington, DC, beginning in August 1997. Only DP-3s and DP-4s in series 801, 830, 855, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Staff Assistant, Office of the Deputy Director, Air Warfare; Office of the Director, Strategic and Tactical Systems; Office of the Under Secretary of Defense, Acquisition and Technology (OUSD(A&T)). The incumbent performs a variety of duties as staff assistant in the Office of the Under Secretary of Defense (OUSD(A&T)), including participating in the planning and analysis of tactical air warfare systems acquisition programs, working with senior staff specialists, and executing the development and procurement of one or more weapon system programs under the oversight of the Office of the Deputy Director (Air Warfare). Candidate will also be involved in all functions of the Office of the Deputy Director (Air Warfare), including preparation of the Defense Guidance, Air Systems studies, issues papers, program milestone reviews, and reports to Congress, as well as participation in Defense Acquisition Executive Summary, OUSD Product Team process including Working Level IPTs (WIPT) and Defense Acquisition Board Reviews.

It is desirable that the candidate have experience in the following areas: planning or reviewing research, development, and acquisition programs for aircraft and weapons systems and mechanisms; budget aspects of programs; writing technical reports, background papers, and correspondence; and contact and interaction with senior civilian and military officials. The incumbent must be able to master complex tasks, be a self-starter, and possess managerial advancement potential. Candidates must possess a Secret clearance or have a current background investigation.

For further information about the position, call the present incumbent, Sol Waters, at DSN 227-1522 or (703) 697-1522, or Frank Markarian at 939-3241.

Apply by submitting a current SF-171, OF-612, or resume (see OF-510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by COB Friday, 28 March.

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 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).

March 6, 1997



Effective 1 Oct 96, the NAWC/NAWS awarded a nonmandatory Sun hardware clones/compatibles and attached peripherals maintenance contract to MFSI, Contract Number N68936-96-D-0375 for China Lake and Point Mugu. The period of performance is 1 Oct 96 to 30 Sep 01. The principal period of maintenance (PPM) is Monday through Friday (excluding Government holidays), 0730 to 1630. On-call customers on the contract with a fixed monthly fee can place a trouble call through the 800 number. Per-call coverage customers must place a trouble call through the Customer Support Center (CSC); (805) 989-8083 (DSN 351-8083) for Point Mugu. and (619) 939-1200 (DSN 437-1200) for China Lake Trouble calls through the CSC will be electronically transferred by a warranted Government Ordering Officer to the contractor at 1100 and 1600. Response time between receipt of the trouble call and the service technician beginning work on the repair shall be no greater than 6 hours.

Per-call (time and material hourly rate) customers will be subject to \$48/hr (2-hr minimum) plus parts replaced. A 10% material-handling charge will be applied to parts/materials in addition to a 13% administrative fee for the Code 721200D service center costs. On-call (fixed insufficient memory messages, unable to load software an 13% surcharge for the Code 721200D service center costs. Any calls placed outside the PPM will be under the Per-call provisions of the contract, which is \$58/hr (2-hr minimum) plus parts replaced. A 10% material handling charge will be applied to parts/materials in addition to a 13% administrative fee for the Code 721200D service center costs. To add/delete or modify inventory to this contract or ask

(DSN 437-3864).

as backup.

APPLE INFORMATION TECHNOLOGY HARDWARE MAINTENANCE CONTRACT

Effective 1 Oct 96, the NAWC/NAWS awarded a trative fee for the Code 721200D service center costs. To 721200D service center costs. To place a trouble call at nonmandatory Apple hardware clones/compatibles and place a trouble call at China Lake, call (619) 939-1200 China Lake, call (619) 939-1200 Customer Support attached peripherals maintenance contract to Digital Center. At Point Mugu, call (805) 989-8083 PM Customer Customer Support Center. At Point Mugu, call (805) 989-Support Corporation (DSC), Contract Number N68936-8083 PM Customer Support Center. Support Center. 96-D-0040 for China Lake and Point Mugu. Upgrades not Our DSC technicians are Brad Bruna, Bobby Kinstle Our Telos technicians are Dave Bull at China Lake and to exceed \$2500 are allowed under this contract to and Micah Hall at China Lake and Bill Thomas at Point Richard Rabino at Point Mugu. increase memory, hard-drive requirements, or for other If you have any questions or problems, call or Mugu maintenance-related problems. If you need a If you have any questions or problems, call or QuickMail Linda McCauley (Apple H/W Contract COR), maintenance-related upgrade, send a QuickMail message QuickMail Linda McCauley (Apple H/W Contract COR), Code 721200D at (619) 939-0614 (DSN 437-0614) or fax to Linda McCauley with the following: a brief description of Code 721200D at (619) 939-0614 (DSN 437-0614) or fax (619) 939-3864 (DSN 437-3864). the problem (i.e., unable to open multiple applications, (619) 939-3864 (DSN 437-3864).

NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

SUN INFORMATION TECHNOLOGY HARDWARE MAINTENANCE CONTRACT

questions or discuss problems, call or QuickMail Linda McCauley (Sun H/W Contract COR), Code 721200D at (619) 939-0614 (DSN 437-0614) or fax (619) 939-3864

Our MFSI technicians are John Markely, Frank Prattini, and Delvin Chicone (Chico) for China Lake and Robert

The Summer term for the University of Tennessee Space Institute (UTSI) master's degree program begins on 5 June. If you are not enrolled in the program, now is the time to complete that process. This master of science degree in aviation systems is offered to individuals who have a bachelor's degree in an engineering. If your bachelor's degree is in another field, you can be admitted on a probationary status. Videotaped courses are available to students enrolled at China Lake and Point Mugu. The tapes can be viewed by students in the comfort of their homes.

UNIVERSITY OF TENNESSEE MASTERS DEGREE PROGRAM

Test pilot school graduates receive 9 to 12 hours credit, enabling a student to complete a master's degree by taking four to five courses and 6 thesis hours to complete degree programs. The following is the tentative summer schedule:

| AS 510 | Special Topics: Introduction to Aircraft Structures. By: Dr. Solies | S |
|--------|---|---|
| AS 504 | Airports and the Community. By: Dr. Hansen | |
| IE 405 | Engineering Economy. By: Dr. Bontadelli (UTK) | |
| EM 536 | Project Management. By: Dr. Claycombe (UTK) | |
| EM 542 | Design of Experiments. By: Dr. Hailey | |

For more information, contact the area representative at (619) 927-8874 or (619) 499-9101. You can also stop by our office in the Family Service Center, Office C, on Tuesdays and Wednesdays from 1030 to 1330.

monthly fee) customers will pay the fixed monthly fee plus due to memory shortage, etc); primary and alternate point of contact name, badge number, phone and code; equipment location bldg. and room number; job order to pay for the service; Model of Mac CPU and serial number; barcode or minor ID number; and any other information needed to log a trouble call. The period of performance is 10 Jan 96 to 9 Jan 01. The principal period of maintenance (PPM) is Monday through Friday (excluding Government holidays), 0700 to 1700. Customers must place a trouble call through the Customer Support Center (CSC): (805) 989-8083 (DSN 351-8083) for Point Mugu and (619) 939-1200 (DSN 437-1200) for China Lake. Trouble calls through the CSC will be electronically transferred by a warranted Government Ordering Officer to the contractor at 1100 and 1600. Response time between Johnson at Point Mugu, with the China Lake technicians receipt of the trouble call and the service technician beginning work on the repair shall be no greater than 4 hours. The labor rate is \$35.25/hr (1-hr minimum) 0700 to 1700 and \$52/hr (1-hr minimum) outside 0700 to 1700, plus cost of parts, 14% material handling charge, and 16% adminis-

TEKTRONIX INFORMATION TECHNOLOGY HARWARE MAINTENANCE CONTRACT

NAWC/NAWS also has a non-mandatory Tektronix hardware and attached peripherals maintenance contract with Telos Corporation (DSC), Contract Number N68936-94-D-0062 for China Lake and Point Mugu. The period of performance is through December 1998. The principal period of maintenance (PPM) is Monday through Friday (excluding Government holidays), 0730 to 1630. Customers must place a trouble call through the Customer Support Center (CSC): (805) 989-8083 (DSN 351-8083) for Point Mugu and (619) 939-1200 (DSN 437-1200) for China Lake. Trouble calls through the CSC will be electronically transferred by a warranted Government Ordering Officer to the contractor at 1100 and 1600. Response time between receipt of the trouble call and the service technician beginning work on the repair shall be no greater than 6 hours. The labor rate is \$40/hr (2-hr minimum), 0700-1700 and \$60/hr (2-hr minimum) outside 0700-1700, plus cost of parts, 10% material handling charge, and 13% administrative fee for the Code

IEEE MEETING

Dr. Will Cronyn from NRaD will speak on the development of the Universal Radar Moving-Target Transponder at a luncheon at El Charro Avita, 1337 N. China Lake Blvd. on Wednesday, 19 March at 1130. The meeting is open to the public, but reservation are requested. For further information or reservations, contact John Veazey at 939-9982 or Jeff Fisher at 927-2699 by 18 March.

CHINA LAKE

RING FOUND

An expensive-looking ladies ring was found at NEX. If this ring belongs to you, call (619) 446-6707 or stop by customer service to identify.

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 program is conducted 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.

1B

2B

NEPA TRAINING AT NAWS

The Environmental Project Office will sponsor two individual, 1-day National Environmental Policy Act (NEPA) overview sessions on 18 and 19 March at the China Lake Training Center. NEPA was enacted by Congress in 1969, mandating federal agencies to develop an environmental evaluation process as part of project planning and decision making. NEPA is meant as a planning tool to help avoid negative impacts to the environment as a result of federal actions. Its requirements apply to federal projects, including new and continuing activities entirely or partly funded, assisted, conducted, regulated, or approved by a federal agency.

These training sessions will be presented by Franklin Quest Consulting-Shipley Associates. The intended audience is facility coordinators and managers, project managers, facility contract specialists and monitors, FES coordinators, architects and engineers, and other responsible officials who need to be aware of NEPA requirements and learn the pertinent NEPA skills.

Each session will provide an overview of the objectives of NEPA, the Council on Environmental Quality implementing regulations, and Navy procedures and an understanding of the purpose and practice of the law as well as applicable sections of OPNAVINST 5090.1B. Participants will learn the relationship environmental analysis to the environmental document. Managerial responsibilities for conducting sufficient analyses and preparing legally defensible documentation will also be reviewed.

To obtain further information or enroll in a session, contact Mona Alkhafi at 939-4477. There is no cost to attendees

RETIREMENTS AND FAREWELLS

SANDI DERR

Sandi Derr, Code 42D000D, is retiring after 23 years of civil service. A retirement dinner will be held in her honor at the Carriage Inn on 14 March. Social hour will begin at 1800, followed by a western barbeque buffet at 1900. The cost is \$16.50 per person. For reservations, presentations, or gift donations, contact Marty Zielke at 939-3303 or Stella Ruiz at 939-3924 by 11 March.

DAVID SCHRINER

David Schriner, Code 526E00D, is retiring after 41 years of combined military and federal service. A retirement cocktail party will be held in his honor at the Carriage Inn on 20 March beginning at 1730. Hors d'oeuvres will be served beginning at 1730, followed by presentations at 1830. The cost is \$10 per person. For reservations or presentations, contact Vanessa Menard at 939-9069 or Cathy Bustos at 939-3338 by 14 March.

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY OFFERS CLASSES AND A DEGREE PROGRAM AT CHINA LAKE

Embry-Riddle Aeronautical University (ERAU) is now taking registrations for its "Spring B" term, which will begin the week of 17 March. This term, the class entitled Aviation Regulation and Organizational Behavior will be offered at the undergraduate level. Aviation Law and Insurance will be offered at the master's degree level.

ERAU offers on-site classes and an on-site coordinator to guide you through your AS, BS, or master's program All programs are open to civilians and military, and welcome military and government tuition assistance.

To register for classes this term, or find out about undergraduate or graduate transfer credit offered for your military training and experience, stop by the Family Service Center Building, Office B, on Monday, Tuesday, or Wednesday between 0900 and 1630 or call 927-3649 or e-mail China_Lake_Center@cts.db.erau.edu for more information

POINT MUGU GENERAL ANNOUNCEMENTS

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there program is located in Bldg. 211 (first floor). is someone you can talk to if you or someone in your family are having difficulties? There is no charge for CEAP services, end of Bldg. 211. All interviews are confi- the bargaining unit employees of NAWCwhich may be used before, during (on dential. For further information, call Paul WPNS Point Mugu is the National

hours. Family members, self-referrals, and Smith at 989-3225. supervisory referrals are welcome. The The CEAP has a separate exterior entrance on the Wood Road gate at the

administrative leave), or after working Sanchez at 989-7708/8161 or Colleen

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive labor representative for

Association of Government Employees (NAGE). The local R12-33 President is Rev. Louis W. Rogers, located in Trailer 10097; he can be reached at 989-1374 or by e-mail at NAG R1233@AOL.com.

Sandy Watson, Code 335000D

transplant

Sandy is caring for her husband, who

is waiting for a kidney and pancreas

March 6, 1997



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

Donna Charles, Code 84D000D Donna is recovering from a medical problem

Lori Watts, Code 543300D Lori is recovering from reconstructive foot surgery.

Carol Jones, Code 220000D Carol has a medical problem.

Nathan "Stu" Hannah, Code 834400D Stu is caring for his wife, who is experiencing kidney failure and diabetes.

Dick Nickles, Code 473330D Dick is recovering from pneumonia and heart failure.

Brenda Allen, Code 473110D Brenda is recovering from major surgery. Chris Sutton, Code 455320D Chris is recovering from a relapse of an autoimmune disease.

Nancy Rodgick, Code 725100D Nancy has a medical problem

Dave Green, Code 455310D Dave is currently being treated for complications of ulcerative colitis.

March 6, 1997

qualify.

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 nade 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

administrative knowledge in solving unprecedented probmajor impact on NAWCWPNS programs and operations.

resource allocation issues and take on corporate writing; ability to deal effectively with a diverse customer tion to the Business Office, Code 76D000E.

considerable creativity, foresight, and technical and Comptroller/Financial Management tasks. A working base; knowledge of affirmative action principles including knowledge of the on-going Competency Aligned a willingness to implement EEO practices; and ability to lems, determining program objectives and requirements, Organization efforts is required, as well as knowledge of meet the mandatory DAWIA requirements for training, organizing projects, developing standards, and guiding the hardware and software development processes; skill in experience, and education for Level IV of the Systems work of others. Formulates, guides, monitors, and directs implementation of software engineering life cycle including Planning, Research, Development, and Engineering analytical studies of systems and system concepts of requirements definition, analysis, design, code, testing, Career Field within 18 months of entering this position. configuration management, guality assurance, verification This position may be filled at either site. Interested Incumbent must have the ability to understand complex and validation; ability to express oneself both orally and in reassignment candidates should send an updated applica-

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 announ 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

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 crosservice agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment, VRA employees, and temporary employees within reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by COMNAVAIR. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, handicapped).

NOTES

1. If selection is made below the full-performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. PROMOTION IS NOT GUARANTEED.

2. First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.

3. Drug Testing Designated Position. An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a DOD testing designated position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/command.

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

NOTE: Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least a 3-year period.

5. Merit Promotion Positions for Point Mugu Site Vacancies. Applicants must meet all eligibility requirements (including, when applicable, time-in-grade and qualification requirements) within30 calendar days of the closing date of the announcement.

GENERAL INFORMATION

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.

INTERMEDIATE SYSTEMS ACQUISITION COURSE (80 hrs.)

12-23 May; Monday-Friday, 0730-1600; Training Center, Point Mugu.

By: Acquisition Management Institute (AMI)

Note 1: This course may be taken to fulfill the ACQ 201 DAWIA course for Level II employees who are in career fields with this requirement or employees requiring this course for certification in a subsidiary career field. Employees taking this course to meet a DAWIA training requirement must also have acquisition experience, education and/or additional training to use the Fulfillment Program for meeting the ACQ 201 requirement. ACQ 201 course competencies listed in the Fulfillment Guide should be referred to. (This guide is available in hard copy from department offices or via Internet address for DAU documents: http://www.acq.osd.mil/dau/daudocs.html)

Note 2: Because of the intensity of the course, outside reading will be required.

The Intermediate Systems Acquisition Course (ISAC) is an integrated course in systems acquisition management. This 2-week course provides a comprehensive overview of the DOD systems acquisition management, technical, and business processes. The course goal is to immerse the students in each process, acquaint them with the specialized terminology, familiarize them with the roles of the primary acquisition players, and demonstrate how it all fits together. The course is structured around three major theme areas, each with a series of supporting topical coverage. They are: acquisition management policy and integration, technical management, and business management.

Point Mugu Deadline: 28 April

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Helen Casteel, Code 733000E. For further information, call 989-3003 (DSN 351-3003).

CIVILIAN PERSONNEL DIVISION NEWS

control minor and capital plant property in the custody of

MOTIVATING EMPLOYEES (8 hrs.)

3 June; Tuesday, 0800-1600; Training Center, Point Mugu.

10 June; Tuesday, 0800-1600; Training Center, China Lake.

By: Marian Lapan, M.A.

This seminar is geared to assist managers and supervisors in the ability to keep employees motivated in a downsizing workforce. Information on motivational theory will be presented, along with practical on-the-iob techniques to sharpen supervisors' skills in this area. Demotivators that stifle employee productivity and brainstorming ways to rid the workplace of them will be discussed, as well as says to identity internal motivators and external rewards that keep employees more involved, enthusiastic, and productive.

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).

Anita Retome, Code 455330E Anita is caring for her daughter, who is under a doctor's care.

concepts.

(DSN 351-3982).

Point Mugu.

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

the Department, and conduct periodic physical inventories. The incumbent will arrange for the storage/disposal of material and equipment, and will review records to determine continued storage/disposal of equipment and material in accordance with prescribed procedures and periodic physical inventories. The incumbent will assist with computer operation and management in the EA-6B Weapon System Support Laboratory (WSSL). The incumbent will periodically be required to start up and/or shut down the entire computer system network in the WSSL. In addition, the incumbent will assist with data backup, managing user accounts and passwords, and preliminary troubleshooting of hardware problems in the WSSL. As needed, the incumbent may be required to learn the use of specialized computer software, such as CAD programs, in Knowledge of Electronic Warfare (EW) avionics laboratory operations and procedures, specifically in the area of Digital Equipment Corporation VAX computers, peripherals, and associated software, as they are applied to the support of EW avionics laboratories. Note 1 applies

REASSIGNMENT/NAWCWPNS

No. 76-003-NR7, Interdisciplinary (Computer Scientist/Electronics Engineer), DP-1550/855-4, Code 76A000D/E-Area of Consideration: NAWCWPNS. Opening Date: 3-6-97. Closing Date: 3-20-97. Permanent Change of Duty Station Authorized: No. Selecting Official: M. K. Dolan, 989-7923 (DSN 351-7923). HRD Contact: Nancy Robinson, 939-8106 (DSN: 437-8106). Summary of Duties: Serves as Project Manager for the NIFMS Project Office for the Comptroller/Financial Management Department. Provides overall direction, coordination, and management of all facets and functions of a major technical program or several closely related programs. The incumbent serves as the single point of contact for all NAWCWPNS, interfacing the single point of contact for all NAWCWPNS, interfacing with headquarters, contractors, and other government activities involved in the program. Is responsible for program organization, product development, program budgets, schedule, reports, and documentation. Implements local policies as they apply to the program. Responsible for the technical and administrative supervision of a small-to-medium workforce, including professional and nonprofessional employees (and/or contractors) in

technical issues. Demonstrates considerable creativity, foresight, and technical and administrative knowledge in solving unprecedented problems, determining program objectives and requirements, organizing projects, developing standards, and guiding the work of others. Formulates, guides, monitors, and directs analytical studies of systems and system concepts of major impact on NAWCWPNS programs and operations. Incumbent must have the ability to understand complex resource allocation issues and take on corporate Comptroller/Financial Management tasks. A working knowledge of the ongoing Competency Aligned Organization efforts is required, as well as knowledge of hardware and software development processes; skill in implementation of software engineering life cycle including requirements definition, analysis, design, code, testing, configuration management, quality assurance, verification support of WSSL operations. Quality-Ranking Factors: and validation; ability to express oneself both orally and in writing; ability to deal effectively with a diverse customer base: knowledge of affirmative action principles including a willingness to implement EEO practices; and ability to meet the mandatory DAWIA requirements for training, experience, and education for Level IV of the Systems Planning, Research, Development, and Engineering Career Field within 18 months of entering this position. This position may be filled at either site. Interested reassignment candidates should send an updated application to the Business Office, Code 76D000E.

No. 76-004-NR7, Program Manager, DP-340-4, Code 76A000D/E-Area of Consideration: NAWCWPNS. Opening Date: 3-6-97. Closing Date: 3-20-97. Permanent Change of Duty Station Authorized: No. Selecting Official: M. K. Dolan, 989-7923 (DSN 351-7923). HRD Contact: Nancy Robinson, 939-8106 (DSN: 437-8106). Summary of Duties: Serves as Project Manager for the NIFMS Project Office for the Comptroller/Financial Management Department. Provides overall direction, coordination, and management of all facets and functions of a major technical program or several closely related programs. The incumbent serves as with headquarters, contractors, and other government activities involved in the program. Is responsible for preparation of all planning documents associated with program organization, product development, program budgets, schedule, reports, and documentation. Implements local policies as they apply to the program. Responsible for the technical and administrative supervision of a small-to-medium workforce, including professional and nonprofessional employees (and/or contractors) in an organizational group or program office whose equipment database, maintaining sufficient records to on one or more NAWCWPNS efforts involving critical efforts involving critical technical issues. Demonstrates

MERIT PROMOTIONS

POINT MUGU/CURRENT APPOINTABLE NAWCWPNS EMPLOYEES AT POINT MUGU

No. 53-03-PDS-97, (1) Program Analyst, GS-343-13, Threat/Target Systems Department, Aerial Target Integrated Project Team, Code 539100E-Area of Consideration: Current appointable NAWCWPNS employees at Point Mugu. Opening Date: 3-6-97. Closing Date: 3-20-97. Selecting Official: Karen Draper, 989-5938. HRD Contact: Pam Stafford, 989-3308. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent is responsible for providing overall coordination, consultation, planning, policy, and assessment related to the business aspects of the Target Augmentation/Auxiliary Systems. Vandal, SSAT, BQM-34S, BQM-74E, AQM-37C, and QF-4 Aerial Target Systems. These efforts include financial analysis, establishing and maintaining close working relationships with sponsors, development activities, and contractor and operational activities. The major areas of workload are: Program Planning, Business Management, Budget Planning and Execution, and Program Coordination. Quality-Ranking Factors: (1) Knowledge of all aspects of financial regulation, policy and procedures, e.g., preparing budgets, collecting financial data, analyzing financial data, and tracking expenditures. (2) Knowledge of the financial tracking systems used by NAVAIR. (3) Knowledge of the Navy acquisition processes and the financial support interrelationships. Note 5 applies.

No. 413-001-GW7, (1) Resources Specialist, GS-0301-7/9, Systems Engineering Department, Platform Simulation and Integration Laboratory Engineering Division. Code 413200E—Area of Consideration: Current appointable NAWCWPNS employees at Point Mugu. Opening Date: 3-6-97. Closing Date: 3-20-97. Selecting Official: Sam Wilson, 989-9427. HRD Contact: Gina Weatherford, 989-3301. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent, at the target level, will be responsible for preparation of all planning documents associated with originating and preparing documentation required for procurement actions and monitoring the procurement process to expedite the acquisition of material and equipment. The incumbent will verify that newly procured equipment and material meets the required specifications. The incumbent will assume responsibility as the equipment and material custodian, manage the Department an organizational group whose work has major impact work has major impact on one or more NAWCWPNS

Lillian Cabello, Code 731000E\ Lillian has medical problems.

529110E

lymphoma.

transplant.

Marion O'Brian, Code 4KL500E

Marion's daughter is undergoing a lung

Teresa Valdez, Dispensary, Port Hueneme (NC-20) Teresa is on extended leave.

POINT MUGU

Vivian Almaguer, Code 836100E Juanita Faye Blunt-Ingorsoll, Code Vivian is on maternity leave. Juanita has been diagnosed with

Francis Martinez, Code 454330E Francis is under a doctor's care.

Lisa Sherwood, Code 314410E Lisa has undergone surgery.

Michael T. Dang, Code 522K00E Michael is under a doctor's care.

Norma Lavin, Code 52911EE Norma is under a doctor's care.

Mikki McCully, Code 454930E Mikki is recovering from major surgery.

EMPLOYEE DEVELOPMENT DIVISION NEWS

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

BUDGET EXECUTION (24 hrs.)

10-12 March; Monday-Wednesday; 0800-1600. Point Mugu. By: Ed Dappen

Monitoring and controlling the use of funds and preparing program and financial plans are integral parts of the Federal budget cycle. As the year progresses, these plans may have to be reformulated based on changing priorities and evaluating one program against another. This course addresses funds control, with an emphasis on revision of financial plans and administrative requirements for reprogramming and realigning available funds. Workshops and case studies will be used extensively to give participants practical experience in the application of

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).

SONET (32 hrs.)

10-13 March: 0800-1600: Training Center, Point Mugu. By: RWM Fiber Optics (Phil Madden)

This course is an introduction to SONET. Topics will include SONET theory, an introduction to SONET, SONET standards, SONET protocol stack, virtual tributaries, channelization, tributary mapping, synchronization, impact on T-1 Networks, impact on Sub T-1 networks, SONET topologies, access node, add/drop multiplexer, digital-loop carrier, digital cross-connect, switch interface, transport multiplexers, regenerators, and SONET CPE.

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

PRODUCT INTEGRITY (40 hrs.) (Formerly titled Manufacturing Engineering)

10-14 March; Monday-Friday, 0800-1600; Training Center, China Lake.

24-28 March; Monday-Friday; 0800-1600; Bldg. 366,

By: NAWCWPNS Instructors

Note: This course is required for SEDP participants. (To schedule course for individual modules, e.g., Q.A. contact the course coordinator.)

This course will provide an overview of speciality engineering areas including, but not limited to, quality assurance, product-assurance analysis, reliability/ maintainability/testability, systems safety, and electromagnetic environment engineering.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call (619) 939-2359 (DSN 437-2359).

ADMINISTRATIVE POLICIES AND PROCEDURES (32 hrs.)

11-12 March; Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: In-house experts

2-3 and 8-10 June; Monday-Tuesday; 0800-1600, Bldg. 366, Point Mugu.

Note: This course is held for 2 days one week and 2 days the following week

This course is mandatory for probationary supervisors. The following topics will be discussed: organizational structure, role of the PMA, staffing and employment, labor/employee relations, training and development, formal and informal complaint process, workers compensation, security, safety, property management level transfer, PARS, demo, awards program, drug-free workplace, etc.

To enroll or to obtain further information, call Lori Ryser-Warrick at 939-2686 (DSN 437-2686).

To enroll, submit an On-Board Training Request to Code 733000E. For more information, contact Marcy Acosta at 989-3992 (DSN 351-3992).

TRAIN THE TRAINER (24 hrs.)

11-13 March; Tuesday-Thursday, 0800-1600; Training Center, China Lake. By: Davis & Associates (Sharon Davis, Instructor)

This course is designed for new instructors or those needing a basic review of instructor techniques. Through practice training and feedback, students get an idea of which instructor techniques work best for them. A very informal, creative, supportive, and light environment creates a safety net for those whose first problem is their own doubts.

Participants gain confidence as they learn the skills of working with visual aids, designing course materials that work by creating the "hook" that lures their students into participating in workshops and discussions, and by learning how to give fellow students constructive feedback to help them grow

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

SOFTWARE QUALITY ASSURANCE (16 hrs.)

13-14 March; Thursday-Friday, 0800-1600; Training Center, China Lake. By: TeraQuest (Pam Case)

Intended Audience: This course is useful for members of an organization that is developing or evolving key activities that need to be accomplished, and the its Software Quality Assurance (SQA) process. Candidates include software quality engineers, software developers, software testers, and software project managers.

The workshop begins with a discussion of the reasons for SQA and techniques for performing it effectively in a discussions cover alternate ways to organize for SQA, the development teams, skills and abilities for quality

CSUC COMPUTER SCIENCE ADVISING

Dr. Orlando Madrigal of California State University, Chico (CSUC) will be at China Lake on 14 March to advise current and prospective students in the external degree programs offered by the school in computer science. The programs lead to bachelor's and master's degrees. To make an appointment with Dr. Madrigal, contact Debbie at (916) 898-6105.

CSUB ADVISING

Advice counselors for the California State University, Bakersfield (CSUB) programs at China Lake (bachelor's degree in business administration and master's in administration) will be available at China Lake on 17 March. To make an appointment, call (805) 664-3396

HOME STUDY COURSE PACKETS AVAILABLE

The following home study course packets are now available at the China Lake and Point Mugu Learning Centers for individuals to check out: (1) complete packages on Microsoft Certified System Engineer with MCSE study guides, video series, audio cassettes, and MCSE test preparation software (Beach Font Quizzar); (2) TestOut! Novels 4.1 CNE Certification with CNE-4 study guide, video series, audio series, assessment software, MicroHouse technical library demo, Network support encyclopedia NSEPro, and NetWare 4.1 twouser Version CD-ROM; and (3) UNIX System for Users with videotapes, course book, skills analysis book, textbook, reference book, and course disk.

process necessary. Material is drawn from the SEI CMM and software development standards, as well as industry experience with varied approaches to quality assurance. In the course exercises, students document a preferred process for SQA in their organization. They also develop draft artifacts, such as SQA plan templates and software CMM level 2 organization. This workshop explores the test plan templates. Topics include, but are not limited concepts of SQA, examining the roles and activities for all to, problems addressed by SQA, software guality in the members of the software development effort, as well as for development life cycle, definitions and purposes of SQA, independent quality assurance engineers. Classroom SQA guidance in the CMM, roles and responsibilities for

ON-BOARD TRAINING COURSE SCHEDULE

March 6, 1997

assurance, activities of quality assurance, testing activities of quality assurance, methods and tools for SQA, alternate organization structures, SQA policies, standards for SQA, and developing the process and supporting materials for SQA.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Renee Riga, Code 45000D, (619) 939-7092 (DSN 437-7092).

MULTIMODE RADAR (8 hrs.)

19 March; Wednesday, 0800-1600; Training Center, Point Mugu. By West Coast University (Mr. Schmedel)

This 1-day basic survey presents a comprehensive examination of multimode radar as applied to military aircraft operations. A foundation for system design and test will be established by examining all the primary functions of multimode radar in a short time. In the course, we will discuss operations in low, medium, and high PRFs for the basic radar measurements of target azimuth, elevation, range and doppler. Ambiguities in range and doppler will be considered in each of these modes. The effects of scintillation, clutter, and stealth surface designs on target detection will be presented. Operational mode ideas of track while scan, ground mapping, and aircraft true-ground speed measurement techniques will be described. Functional techniques used in the design of multimode such as binary Barker codes with pulse compression, active phased array antennas, Kalman filters, and target recognition will be described. The course will be valuable to those engineers and managers involved in radar system selection or evaluation and in design of WE systems applied to detection of multimode radar threats. Handouts include a set of lecture notes.

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).

DESIGNER/2000 SYSTEM MODELING AND TOOLS (40 hrs.)

24-28 March; Monday-Friday, 0800-1600; Training Center, Bldg.. 366, PC Lab, Point Mugu. By: Oracle Corp.

Targeted Audience: Business analysts, designers/ developers, managers, and system analysts.

Prerequisites: Introduction to Oracle: SQL and PL/SQL Using Procedure Builder, Doc. Code 10101, Develop Complex Data Models and Design Databases, Doc Code 12101.

Note: Enroll only if you have met the prerequisites.

This course will guide participants in applying the systems analysis methodology to developing relational database systems. Using a practical case study, participants analyze business information requirements based on functions. With this information, participants will use Designer/2000 facilities to create a model of business functions and use the Dataflow Diagrammer, Matrix Diagrammer, and Repository Object Navigator to consolidate and cross-reference the functions. Participants will populate the data repository using the Systems Modeler and Repository Object Navigator. The resulting graphical diagram of business processes will become a blueprint for the relational database. Topics include Designer/2000 Repository Architecture, Perform Data and Business Direction Models, Support Systems Analysis Using Designer/2000, and Reverse-Engineering a Database Design.

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).

CONTRACT MANAGEMENT FOR NAVAIR ACQUISI-**TION WORKFORCE PERSONNEL (40 hrs.)**

24-28 March; Monday-Friday, 0800-1600; Training Center, China Lake.

This 5-day course is designed to acquaint technical personnel with the DOD acquisition process and to emphasize the importance of engineers, quality personnel, job order number when registering. specification writers, and requirements determinators in procurement and contract administration. This course reinforces the role of technical personnel before and after

CSUB SPRING COURSES

The following courses are being offered this spring 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, call Cecil Webb at 939-0878. Classes will be held at the Training Center, 1610 to 2110, on the days indicated. Each course is five quarter units.

Core Courses

MGMT302: Introduction to Operations Management, Mondays, 7 April-9 June (26 May class will meet on 27 May)

PSYCH602: Seminar in Organizational Psychology, Thursdays, 3 April-5 June

Elective Course

ADM577: Special Topic: Managerial Skills, Wednesdays, 2 April-11 June

To obtain further information, contact Cecil Webb at 939-0878

NIFMAS TRAINING

FUNDING OVERVIEW/NIFMAS REPORTS AND QUERIES

12 March; Wednesday, 0800-1600; Training Center (Mac Lab), Point Mugu

- 1 April; Tuesday, 0800-1600; Training Center (Mac Lab), Point Mugu
- 7 April; Monday, 0800-1600; Training Center (PC Lab), Point Mugu
- 11 April; Friday, 0800-1600; Training Center (Mac Lab), China Lake

Intended Audience: Project management, administrative, and clerical personnel (civilian and military) who nterface with the financial system.

Prerequisite: Participants must have a current user ID and password for the NIFMAS charlie database reports and queries (available through the Help Desk (939-2369) (DSN 437-2369)).

This class is an expanded version of the former half-day class on funding queries and Financial Database Subsystem (FDBRSS) reports and queries. It is intended for personnel who need a hands-on introduction to retrieving financial information from NIFMAS, the Navy Industrial Fund Management Accounting System. Those who have taken the original class may be interested in taking this expanded version as a refresher. It will be presented at a slower pace and will stress the interelationship between selected detail and summary reports. The class will present an introduction to the funding chain and offer a hands-on opportunity to navigate funding query screens to retrieve financial information at the sponsors order, ACRN, customer order, division of customer order, and job order levels. It will also offer hands-on experience in generating and retrieving a selection of commonly used FDBRSS reports and queries, printing, downloading reports to a spreadsheet application, and accessing the Single Financial System (SFS) server. An FDBRSS User's Manual and a Funding Subsystem User's Manual will be given to all participants. Note: Students will need to bring a standard 1-inch, three-ring, loose-leaf binder to enclose training materials.

To enroll or obtain additional information, contact Jim Roberts via QuickMail or call (805) 987-9888, ext. 212, leave your name, code, telephone number, and class preference.

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NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY97 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 and have priority for available billets. Program costs are funded by NAEI. Travel and per-diem expenses of nominees are funded by their 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-Warrick, Program Coordinator, Code 733000D, China Lake, (619) 939-2686 (DSN 437-2686). Note: A DD 1556 is NOT required. Nominations must be submitted to China Lake by the deadline dates listed.

| Deadline Date to 733000D |
|-----------------------------|
| 24 March 97 |
| 29 May 97 |
| 6 June 97 |
| |

the contact is awarded and meets the requirement for certification as a Contracting Officer's Representative. Note: The cost of this class is \$300 per person. Provide a

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Oliver, Code 733000D. For further information, call 939-2468 (DSN 437-2468).

MATERIALS CERAMICS (8 hrs.)

25 March; Tuesday, 0800-1600; Training Center, China Lake. By: Dr. Choi

The class lecture will discuss the relationship between the structure and properties of ceramic engineering materials, characteristics of ceramics, morphology, mechanical properties, processing, applications of

and corrosion.

Intended Audience: Application developers, database Harris To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Marcy Acosta, Code 733000E. administrators, designers/developers, and technical This 1-day course presents an overview of the optical, For further information, call 989-3992 (DSN 351-3992). thermal, and mechanical characteristics of infraredsupport professionals. To enroll or to obtain further information, call Lori Rysertransmitting window and dome materials, with a special Prerequisites: Introduction to Oracle: SQL and section on chemical-vapor-deposited diamond technology. Warrick at 939-2686 (DSN 437-2686). PL/SQL Using Procedure Builder, Doc. Code 10101. This course will introduce participants to Developer/ Other topics include thermal shock response, rain and **POWERPOINT 4.0 FOR WINDOWS 3.1, INTRODUC**particle erosion, protective coatings, antireflection coat-2000 technology and the core set of features common to TION (16 hrs.) ings, and electromagnetic shielding. Single-crystal growth, each of the Developer/2000 components. Participants will 2-3 April; Wednesday-Thursday, 0800-1600; Bldg. ceramic hot pressing, chemical vapor deposition, and learn to navigate through the Developer/2000 interface optical finishing will be described. The latest advances in 366, Room 102, Point Mugu. using features such as the object Navigator and Virtual dome and window design and testing will be discussed. Prerequisite: Students must be able to use a Graphics System (VGS), which includes the Layout Editor The course is directed at engineers, scientists, and Macintosh computer and Menu options. This course describes common managers who need an introduction to properties. This class is designed for people who have little or no elements of the virtual product, such as the PL/SQL performance, and manufacture of windows and domes. experience using PowerPoint 4.0 for Windows. Development Environment, Topics will include Identify To enroll, submit an On-Board Training Request to The textbook, Infrared Window and Dome Materials by Common Developer/2000 Components, Navigate Through Code 733000E. For more information, contact Marcy Daniel C. Harris (SPIE Press, 1992), is included with the Developer/2000 Main Menus and Design Facilities, Control course materials. Acosta at 989-3992 (DSN 351-3992). Developer/2000 Graphical Features with the Layout Editor, To enroll, QuickMail or call Dorothy Wiederhold at Customize the Developer/2000 Working Environment, and 939-2359 (DSN 437-2359) with your name, code, social CONTRACTING OFFICER'S REPRESENTATIVE (COR) Create PL/SQL Program, Units as Part of the Developer/ security number, phone number, and verify that you have **REFRESHER TRAINING (8 hrs.)** 2000 Applications

your supervisor's approval to attend. If you get voice mail, please leave a complete message.

Point Mugu.

This 8-hour course covers recent changes in regula-UNIX: INTRODUCTION (40 hrs.) personal versus nonpersonal services, constructive tions and policy that affect the DOD Acquisition and COR change orders, inherently governmental functions, and 21-25 April; Monday-Friday, 0800-1600; 760 Las NAVAIR COR guidance and policy. processes, specific responsibilities and expectations of the Posas Rd. Suite A-4, Camarillo. By: Technical COR, monitoring contractor's performance involving To enroll at China Lake, submit an On-Board Training **Research Associates** Request (NAWCWPNS 12410/2) to Pat Oliver, Code services as well as task and delivery order contracts, Prerequisites: None, although familiarity with personal versus nonpersonal services, constructive 733000D. For further information, call 939-2468 (DSN concepts of programming would be helpful. change orders, inherently governmental functions, and 437-2468) This course will be a hands-on introduction to UNIX. NAVAIR COR guidance and policy. To enroll at Point Mugu, submit an On-Board Training **MENTORING FOR PERFORMANCE (8 hrs.)** Request (NAWCWPNS 12410/2) to Marcy Acosta, Code 14 April; Monday, 0800-1600; Bldg. 366, Room 104A, file system; running programs; displaying files; file names 733000E. For further information, call 989-3992 Point Mugu. and access permissions; I/O redirection; pipes; pipelines; (DSN 351-3992). filters: software fabrication: UNIX files: file names and This course is designed to provide information on the

(16 hrs.)

Center, China Lake. By: R&B Enterprises This course will help the participant to understand the basic principles of grounding for safety, signal referencing, and EMI suppression and protection. Discussion includes design of structures, systems, and various equipment, review of parts and materials necessary for achieving adequate grounding systems, and shielding applicable to both commercial and military systems and/or equipment. To enroll at China Lake, submit an On-Board Training

Request (NAWCWPNS 12410/2) to Sue Murray, Code 733000D. For further information, call (619) 939-2349 (DSN 437-2349) or Lily Horton at (805) 989-3987 (DSN 351-3987).

ceramics, electromagnetic behavior, thermal properties,

To enroll, QuickMail or call Dorothy Wiederhold at 939-2359 (DSN 437-2359) with your name, code, social security number, and phone number and verify that you have your supervisor's approval to attend. If Voice Mail answers, leave a complete message.

INFRARED WINDOWS AND DOME MATERIALS (8 hrs.) 26 March; Wednesday, 0800-1700; Conference Room B/C, Mich Lab, China Lake. By: Dr. Daniel C.

CONTRACTING OFFICER'S REPRESENTATIVE (COR) **REFRESHER TRAINING (8 hrs.)**

31 March; Monday, 0800-1600; Bldg. 366, Room 100,

Intended Audience: CORs who have not had refresher training in the last 3 years.

1-2 April; Tuesday-Wednesday, 0800-1600; Bldg. 366, Room 104A, Point Mugu.

The goal of this 2-day course is to improve the Statements of Work produced by DOD personnel performance-based manner. Students are given ample opportunity to practice the skills taught.

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).

GROUNDING, BONDING, AND SHIELDING (UPDATED WITH NEW CONTENT) (16 hrs.)

1-2 April; Tuesday-Wednesday, 0800-1600; Training

(16 hrs.)

2-3 April; Wednesday-Thursday, 0800-1600; Training Center, Point Mugu. By: Teri Mahaney

12-13 May; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: Dr. Suzanne Hard

Students will learn the current theories of how the brain "thinks" and experience their unique "thinking" style. They will learn and practice several creative problem-solving exercises to stimulate the thinking process and develop usable skills in everyday working and living.

3 April; Thursday, 0800-1600; Training Center, China Lake.

Intended Audience: CORs who have not had refresher training in the last 3 years.

This 8-hour course covers recent changes in regula tions and policy that affect the DOD Acquisition and COR processes, specific responsibilities and expectations of the COR, monitoring contractor's performance involving services as well as task and delivery order contracts.

mentoring process to managers and supervisors who are, PERFORMANCE-BASED STATEMENT OF WORK or will be, mentoring employees in various NAWCWPNS programs such as Civilian Leadership, Junior Professional Engineering, or other developmental programs. This course will provide tips and strategies for effective mentoring relationship and how to enhance your mentoring participants in achieving their own goals. This course is designed for managers who already have experience in mentoring, but who could benefit from additional information as well as those who have never formally mentored the organization" by sharing their expertise.

> 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).

INVESTING IN THRIFT SAVINGS PLAN (8 hrs.)

15 April; Tuesday, 0800-1600; Training Center, China Lake, By: Charla Green, Consultant

This 1-day course is for all federal employees who are eligible to participate in the Thrift Savings Plan. The information will be especially important to anyone who hopes to retire someday. Course participants will be able importance of the TSP contributions; make appropriate decisions regarding fund allocations; determine how much. when, and where to save for retirement; learn more effective money management techniques; find relatively

CREATIVE THINKING AND PROBLEM SOLVING "painless" ways to save and invest; and develop the skills required to formulate a lifetime financial plan

> To enroll or obtain further information, call Pat Oliver at 939-2468 (DSN 437-2468).

DESIGNER/2000 FOUNDATION (8 hrs.)

21 April; Monday, 0800-1600; Training Center, Point Mugu

28 April; Monday, 0800-1600; Training Center, China Lake.

By: Oracle Corp.

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

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

The course will begin with an introduction to operating systems and will cover the following: Editor; hierarchical links; device special files; directory files; directory commands: cd, mkdir, rmdir; comparing files; creating/ removing files; metacharacters (wild cards); shell variables; shell scripts; asynchronous process creation and control; shell programming loops; variables; test; mentoring, demonstrate how to build a successful others; UNIX language support; UNIX systems administration: and UNIX security issues. The student will be by teaching how to write Statements of Work in a skills, and discuss responsibilities of the program expected to complete several small- to medium-length programming lab assignments that will reemphasize those topics discussed in the lecture.

> To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Mary Glasmann, Code lower-level employees, but are interested in "giving back to 733000E. For further information, call (805) 989-3982 (DSN 351-3982).

FACILITATION SKILLS (8 hrs.)

1 May; Thursday, 0800-1600; Bldg. 366, Room 100, Point Mugu. By: Jerry L. Burk

This 1-day workshop is designed to provide strong participant involvement and practice the application of facilitation skills. Participants will learn to understand facilitation as a change process, to develop skills that promote more effective facilitation and to define the skills required in facilitation for establishing a leadership and motivational climate. The course will address reasons why to: understand the operation of the TSP: recognize the facilitations now more complicated than any time in the past and help participants to learn to work with diverse groups.

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