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THE ROCKETEER

THURSDAY, APRIL 3, 1997

NAVAL AIR WARFARE CENTER WEAPONS DIVISION CHINA LAKE

Vol. 53, No. 7

**Karen Higgins
profiled**

10

**NAWS 1 takes
basketball title**

16

CRADAs and MOU Advance SLAM ER Warhead Program

By Cliff Lawson
TID

On the desert floor east of Salt Wells lies a scattering of gray concrete bunkers and steel-roofed buildings. With a little imagination, one can picture this place more than half a century ago: grim-faced Marine guards scanning the desert horizon while scores of Atomic Energy Commission employees worked furiously round the clock to support the super-secret Manhattan Project.

Today the complex of buildings is still making a contribution to American military preparedness. Here members of the Airframe, Ordnance and Propulsion Division oversee the mixing, casting and scale-up of new propellants and explosives, many of which will eventually be used in Navy rocket motors and warheads. And, as in 1945, teamwork is still the key to success.

Recently, representatives from five commercial vendors gathered at this site for two days. On the first day they watched as Ordnance Systems Division chemists and technicians lined the interiors of four gleaming titanium warheads with a coating of a special wax (polyaliphaticolephin). The next day the guests observed the China Laker as they mixed a 700-pound batch of PBXC-129 (a China Lake-developed explosive) and vacuum/pressure cast the still-wet explosive into the warheads for curing.

Throughout the lining, mixing and casting proceedings, the company representatives listened carefully, questioned frequently and took copious notes. Their intense interest was not surprising. Soon one of the companies may be doing the same job under contract to the Navy.

The warheads are for the Standoff Land Attack Missile (SLAM) Expanded Response (ER), a hardware-and-software upgrade of the Harpoon-derivative SLAM. Between 1997 and 2004, about 700 SLAM ERs will be pro-

duced by McDonnell Douglas. The contracting process for low-rate initial production (LRIP) of 64 units begins in April, and it is the LRIP warhead-loading contract that brought the contractors to China Lake.

The visitors represented Alliant Techsystems, Inc.; Atlantic Research Corp.; Day and Zimmermann, Inc.; Aerojet-General Corp.; and Thiokol Corp. Each of these five organizations has a separate but identical cooperative research and development agreement (CRADA) with NAWCWPNS. In addition, the McAlester Army Ammunition Plant has joined with NAWCWPNS in a memorandum of understanding (MOU) to support the five commercial CRADAs. This unique partnership arrangement emphasizes teamwork and information sharing.

China Lake is experienced in loading SLAM ER warheads and particularly in the mixing and loading of PBXC-129. But as Allen Jones, China Lake's SLAM ER Project manager notes, "We're continually on the lookout for an opportunity to reduce risk and cost. And we can always learn something from other professionals in this business." The CRADA specifically states that each partner will "critically observe the . . . process for loading PBXC-129 into SLAM ER warheads and will be encouraged to point out potential problems and improvements to the process."

At the same time, the industry representatives are gaining insights into China Lake's processes, information that will help the companies if they decide to bid on the SLAM ER LRIP explosive-loading contract — or if they should have any future work involving PBXC-129. Under the terms of the CRADA, all partners will submit written reports of their findings, which will be shared with the other CRADA partners.

Betty Larimer, of Atlantic Research, sees the multiparty CRADA approach as a sensible step. "We're glad to offer our comments and suggestions," she notes. "And it's good to

Please see **SLAM ER**, Page 12

EASY DOES IT— Keeping a close eye on the loading process are (from left) "Ski" Pierczynski, Ed Varnhagen and Jack Waller. The mixing vessel (top) is pressurized with nitrogen, and the warheads are under vacuum to ensure a smooth flow of the PBXC-129.

Fischer is top firing officer

By Kathi Ramont
Staff Writer

"I'm happy to say that during the past 23 of 24 years there has not been a fatality or a serious mishap during ordnance operations," said master of ceremonies Bill Deem during the 1996 Karsten (Kit) Skaar Outstanding Firing Officer Award presentation last Thursday. "The Firing Officers Program remains a vital part of our explosives and ordnance safety program."

Deem, head of the Safety and Physical Security Department, joined Capt. Doug Henry, NAWCWPNS vice commander, and NAWS XO Cdr. Bryan Yri at a ceremony March 27 to present a very surprised David J. Fischer, from the Warhead Test Branch, with the top firing officer's award.

Please see **KIT SKAAR**, Page 14



**April recognizes
very special
people**

CHILD Abuse Prevention Month and Month of the Military Child share same days on the calendar. See stories starting on Page 6.

Photo by Kathi Ramont

Fedcom Computer Center

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Weather



	March 19-25			
	High	Low	Gusts	Humidity
Wed	86	39	12	27-11%
Thurs	91	43	19	33-14%
Fri	85	45	18	30-12%
Sat	83	49	27	27-12%
Sun	79	45	24	76-17%
Mon	84	50	22	57-13%
Tues	79	50	18	28-10%
	March 25 - April 1			
Wed	85	43	24	25-12%
Thurs	85	54	23	41-15%
Fri	80	46	17	56-18%
Sat	74	44	22	20-12%
Sun	80	37	28	59-12%
Mon	73	50	34	61-17%
Tues	59	45	30	32-10%

China Lake Calendar

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

Friday, April 4

- Comedy Spring Fling at Wreck Center, 8:30 p.m.
- Military tickets are free, DoD tickets, \$5. See Page 17.

Sunday, April 6

- Spring forward — Daylight savings time begins.

Thursday, April 12

- National Library Week celebrated at Technical Library.
- Demonstrations at 10 a.m. and 1 p.m. See Page 9.

Sunday, April 27

- Swap Meet at the Wreck Center, 1-5 p.m.

THE ROCKETEER

RAdm. Jack V. Chenevey
NAWCWPNS Commander

Capt. Stanley W. Douglass
NAWS Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

Kathi Ramont
Staff Writer

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

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

This deadline also applies to submittals for the NAWCWPNNS Announcements contained herein; and the PAO Info Line.

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code 750000D, NAWCWPNNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (ISelect CL, HQ zone, NAWSTAFF, MC mailcenter.) Fax information to 939-2796, or call 939-3354. E-mail address is barry.mcdonald@mail.chinalake.navy.mil. THE ROCKETEER office is located in 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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Advertising deadline is noon, the Friday before publication.



Henry's farewell party is April 25

NAWCWPNS Vice Commander Capt. Doug Henry is departing for a position in Washington, D.C., soon. A farewell party will be held in his honor at the Carriage Inn on Friday, April 25.

Social hour, with a no-host bar starts at 6 p.m., followed by a buffet dinner at 7 p.m. Presentations begin at 8 p.m. Tickets are \$17 per person including tax and tip. Dress is desert casual.

To purchase tickets, or make a presentation, contact Ann Wagner or Dea Dettling by QuickMail, or at 939-2201.

Tickets are also available from Marci Burnett or Randi Clark at 939-1468/1472 in Michelson Lab, Room 20105; Ruth Malik at 939-6034 at Pacific Ranges, Room 112; or Jean Winkler at Hangar 3, Room 3201. Or call 939-5405.

Contributions for a gift may also be given to the person selling tickets. Deadline for purchasing tickets is April 23. No tickets will be sold at the door.

Daylight savings time begins April 6

WASHINGTON (NWSA) — Most of the nation will return to daylight saving time at 2 a.m., Sunday, April 6, when clocks will be set ahead one hour. The change will provide an additional hour of daylight in the evening.

Daylight saving time is observed the first Sunday in April to the last Sunday in October. Next fall, the nation will return to standard time on Sunday, Oct. 26.

Arizona, Hawaii, the part of Indiana located in the eastern time zone, Puerto Rico, the Virgin Islands and American Samoa do not observe daylight savings time and personnel serving in those areas will not have to reset their clocks.

Traffic detours continue in housing

Detours will continue at the intersection of Leyte and Kearsarge until tomorrow, April 4, and at Knox and Rowe until Friday, April 11.

Suggested Vieweg School drop-off is at 400 Stroop. Please refrain from executing U-turns along Stroop when dropping-off or picking-up children. Remember: safety first.

Trenching

Trenching for water and gas mains will continue on Kearsarge from Leyte to Bluebridge during the first week of April. The week of April 7, trenching will go west on Kearsarge, from Leyte to Midway, and then north on Midway to Ticonderoga. During the week of April 14, trenching will turn east on Ticonderoga, from Midway to Leyte, and also proceed around Coral Sea Circle.

Green light is given for production of Navy's F/A-18E/F Super Hornet

WASHINGTON (NWSA) — The Department of Defense approved the low-rate initial production (LRIP) of the Navy's F/A-18E/F Super Hornet fighter March 26, giving the Navy the green light to proceed with the fighter.

Plans call for the purchase of 62 Super Hornets over the next three years. The Navy has a requirement for 1,000 aircraft over the duration of the procurement program.

"This is good news and the right answer for our Navy," said Secretary of the Navy John H. Dalton in a speech recently at the Sea-Air-Space symposium. "It is an important milestone in our efforts to get the E and F to the fleet."

The Super Hornet program is a success story: the planes are under weight, under cost and on time. As Chief of Naval Operations Admiral Jay Johnson said, "It is the right plane at the right time to lead naval aviation into the 21st century."

The decision to go forward with the LRIP avoids program disruption and possible nonprogrammed costs that might result from delays or work stoppage.

The FA-18 E/F completed its first carrier launches and landings on board USS John C. Stennis in mid-January. The first Super Hornets are expected to reach the fleet in fiscal year 2000.

NAWS CRIME HOTLINE

927-41925
Anonymous Calls Welcome

Pages From The Past

March 27 & April 3, 1987

Gale Poppen, project manager for the Military Support Program, earned a Commander's Award.

Testing of a naval combat aircraft at NWC, under the Aircraft Phase of the Joint Live Fire (JLF) Program, began with a recently completed test series to determine the ballistic vulnerability of the Marine Corps' AV-8B Harrier aircraft's flight control systems.

March 25 & April 1, 1977

Included on the list of military construction projects to be started in FY79 is a Range Control Center building near the air field. . . A sun-tracking, six-inch reflecting telescope used to investigate the relationship between circum-solar radiation and geographic locations is on Station.

March 31 & April 7, 1967

Is there life on other planets? This question may receive new answers from evidence seen with the eye for the first time with the help of a new kind of electron microscope obtained by the Research Department. . . Ground fire from small arms and light anti-aircraft weapons in the hands of North Vietnamese and Viet Cong troops causes problems for U.S. troops. A possible new scheme of camouflage artwork designed and tested by VX-5 flyers is one response.

March 29 & April 5, 1957

A New Station record, and possibly a world's record, was set on the SNORT track last week when a Sandia Corporation sled zoomed down the 4.1 mile span at a speed of 1,705 miles-per-hour during a super-high "G" test. . . Another NOTS-developed weapon hit the headlines last week when the Navy released information on the five-inch, high-velocity ZUNI aircraft rocket.

March 28 & April 4, 1947

U.S. Army and Navy bases in the Philippine Islands will remain in operation for at least 99 more years according to stipulations in a recently signed base pact between the two nations. . . Marine Barracks, NOTS, passed its first post war Inspector General's inspection with flying colors. . . Local rodeo featured in Hollywood film, "Kid from Gower Gulch."

COMMUNITY EVENTS

A low-cost immunization clinic is scheduled at the Health Department, 250 W. Ridgecrest Blvd. April 7 from 9:30 to 11 a.m. and 1 to 2 p.m. Call 375-5157 for an appointment.

Final concert of the season for the Indian Wells Valley Concert Association will feature the Kingston Trio. Celebrating the association's 50th anniversary, it will be held Monday, April 7, at 7:30 p.m. at the NAWS Auditorium. A limited supply

of unreserved tickets will be available at the box office on concert day.

Jim Nichols and the China Lake Photographic Society will present "Himalayan Odyssey: A Stroll Through the Khumbu," a video documentary of a recent trek to Kala Patar in Nepal. Guests are welcome to attend the presentation on Thursday, April 10, at the Maturango Museum at 7 p.m. For more information contact Helen Jackson at 375-7775.

A Children's Fair, sponsored by the Community Connection for Child Care, will be held at Leroy Jackson Park on Saturday, April 12, from 9 a.m. to noon.

Participants include local child care providers, family service organizations,

Maturango Museum, Ridgecrest Hospital Foundation, Liberty Ambulance, the Kern County and China Lake Fire departments, Bureau of Land Management and the BLM Wild Horse and Burro Facility. The Ridgecrest Police Department will hold bicycle safety checks, and the High Sierra Cyclists will provide a bicycle obstacle course.

Sage Community Health Center will offer free immunizations for children of any age. Bring immunization records. For more information, call 375-3234.

The annual Peter Pinto Memorial Ensemble Concert will be held on Saturday, April 12, at 7:30 p.m. in the Cerro Coso Community College Lecture Center. Tickets at the door are \$5.

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AUTOMOTIVE.....35
MISC. FOR SALE.....40
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1 PERSONALS

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20 RENTALS

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\$395/mo. SPACIOUS DW, 2BR, 2BA, den on 1/2 acre. 446-4810. (4/17)

\$575/mo. SPIFFY 3BR, 2BA, den, N end. 446-4810. (4/17)

\$350. SPIFFY SPACIOUS, 2B R, near base, fenced yard, water pd. No Pets. 446-4810. (4/17)

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25 REAL ESTATE

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50 GARAGE SALES

GETTING MARRIED SALE: Friday/Saturday, April 4-5, 7:30-11:00. 641 W. Joyner. 2 couches, dining room set, end tables, phones, dishes, girls clothes sizes 1-3T some women's clothes, gas grill, kids toys, bike w/ child carrier seat, double bed, stroller, lawn chairs, lamps. (4/17)

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 1996 FORD RANGER 4LT with air, alloys & a Kelley Book over \$13,400. Vin# 82870 NO BULL PRICE \$10,996*	1994 FORD F-150 EDDIE BAUER Luxurious E.B. pkg with only 33,000 miles a book of over \$16,800. Vin# 88894 NO BULL PRICE \$11,894*	1994 FORD F-250 SUPERCAB V8, auto, 4LT with towing pkg & only 36,000 miles. Book over \$21,500. Vin# 40662 NO BULL PRICE \$18,500*	1994 FORD F-350 4x4 with shell, 4LT turbo diesel, 5 speed with huge wheels, carpet kit, WOW! Kelley Book over \$23,800. Vin# 48370 NO BULL PRICE \$19,994*
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Number one enlisted Sailor

Master Chief Petty Officer of the Navy ETCM(SW) John Hagan visits China Lake military

By Kathi Ramont
Staff Writer

During a whirlwind visit to the desert last week, ETCM(SW) John Hagan, master chief petty officer of the Navy, held an all-hands meeting for the military, attended a chiefs-only lunch at the Wreck Center, paid a courtesy visit to NAWC CO Capt. Stan Douglass, visited with personnel at the Naval Weapons Test Squadron and Air Test and Evaluation Nine and toured the petroglyphs.

During the squadron visits, Hagan walked through each work center and spoke to each Sailor, asking them questions about their jobs, their families and careers.

He was also the guest speaker at the Chief Petty Officer's Ball on Saturday night. "Throughout my extensive travels as master chief petty officer of the Navy," Hagan said, "I consistently identify two undeniable facts: first, Sailors are working very hard; and second, they are proud of the work they do as they carry out the nation's commitments. We are the best Navy in the world and intend to always remain so."

Shaping the force

On March 19, Hagan spoke to the members of the Subcommittee on National Security of the House Appropriation Committee on quality of life and military readiness. He had the following to say.

"The Navy is continually called upon to support a variety of operations around the world. It is significant that all this deployment activity and much more occurs while instability is held in check by the forward presence and operation of U.S. naval forces. In a routine year, it puts a significant strain on Sailors, ships, aircraft and equipment. A strain that is necessary in order to be on station and ready when we are needed. Bearing this strain is what Sailors do, and they realize it is why we exist as a force and why we can take pride in our chosen profession.

"Sailors are interested in the future of the Navy. They recognize and welcome challenges associated with meeting the mission, and more and more, they also

recognize the fiscal realities of our day. We are all beginning to understand the need to carefully examine every dollar in the budget. Sailors have weathered the anxieties of force reduction superbly.

"Additional end strength reductions remain in the years just ahead. Today there are 347,525 enlisted Sailors on

"We are the best Navy in the world and intend to always remain so."

—ETCM(SW) John Hagan

Sailors. We can accomplish this reduction without any drastic measures, but I am worried about the residual effects of downsizing, especially in the sea intensive ratings, which have already had upward mobility (advancement) dramatically impacted. Even as we execute the last end strength decrements of the planned drawdown and deal with the toughest of the remaining BRAC 93 and 95 decisions, the rumors of future cuts and BRAC rounds frustrate and dismay many on the deckplates.

"Shaping the future force comes with a variety of potential savings, but also with some costs. Greatly reduced advancement opportunity is currently an important issue for many Sailors. Sailors in some sea intensive ratings and other affected career fields have been feeling the effects for more than four years. Their opportunity for advancement is far too low and advancement planners tell me there is no imminent resolution to the problem. Last year, the opportunity for advancement to senior chief petty officer Navy-wide was 10 percent. This year, it averages 5 percent with some very large ratings advancing zero. All potential initiatives to accelerate resolution of this problem are costly, and we simply do not have money to do the right thing for our Sailors.

"Budget constraints also continue to force us to reduce the number of ships, aircraft and equipment in our fleet. Simple mathematics tells your Sailors that fewer personnel, fewer ships and airplanes available to meet the same operational requirements will have a significant, tangible and intangible human cost. This

cost is measured in long working hours, greater family separation and personal sacrifice.

"The way your Sailors live is a very important factor. Too little attention has been focused on improving living conditions and opportunities for education and recreation, which are, among other factors, important to decisions of Sailors to stay in the Navy. These make a great difference in how

arduous the in-port homeport time is and affect major life decisions including marriages and reenlistment."

On the way to senior enlisted man

Born in Luton, England, Hagan was reared in Asheville, N.C. After high school, he enlisted in the Navy in December 1964. During his early Navy tours, Hagan earned an associates of arts degree. During a tour of sea duty as a maintenance technician at Underwater Demolition Team 21 in Little Creek, Va., he was advanced to chief petty officer and qualified as a naval parachutist. While assigned to a shore tour at Naval and Marine Corps Reserve Center in Louisville, Ky., he was advanced to

senior chief petty officer. While there, he earned his bachelor of business administration degree from McKendree College.

In September, 1980 he qualified as an enlisted surface warfare specialist and was advanced to master chief petty officer. Shortly after reporting to his next assignment at the Naval Air Technical Training Center at Memphis, Tenn., he was selected as the Force Master Chief for the Chief of Naval Technical Training.

In April 1988 Master Chief Hagan reported to pre-commissioning unit Philippine Sea in Norfolk, Va., as the command master chief. He deployed to the Red and Mediterranean seas in support of Operation Desert Shield and Desert Storm. During this tour of duty, he qualified as officer of the deck (underway).

Soon after reporting to Helicopter Anti-Submarine Squadron (Light) 48 at Mayport, Fla., as the command master chief, Hagan was selected as the eighth master chief petty officer of the Navy. He assumed his current position on August 28, 1992. Hagan's personal awards include the Meritorious Service Medal, Navy Commendation Medal, Navy Achievement Medal (with gold star), as well as unit and campaign awards.



MASTER CHIEF—Master Chief of the Navy ETCM(SW) John Hagan (right) and AMH2(AW) Craig J. Gershen chat at the NWTS Hangar 3 last Friday.

Navy Exchange news: credit cards, changes, lodge information, recalls

Navy Exchange's NEXCARD offers many benefits to Sailors, including no minimum purchase amount and low interest rates, but the requirement for making payments on time is still key. One important feature is that customers have 24 months to pay their balance, and the finance charge is calculated on the current account balance, not the highest billed balance.

In addition, the Navy Exchange Command now gives service members 105 days from the time overdue notices are sent until the DD139 (a form requesting pay garnishments) is issued.

Members with delinquent NEXCARD accounts should be counseled to contact NEXCARD (1-800-760-3039) to establish a repayment schedule, preventing automated collection. Once automated collection is initiated, it continues until the debt is collected in full.

ated, it continues until the debt is collected in full.

Changes

NEXCARD is making a few changes to its program. Credit checks will be done on all new NEXCARD applications regardless of rank, pay grade or status. For those NEXCARD holders whose accounts have been closed due to delinquency, a letter will no longer be needed

Please see NEX Page 4

Navy and Marine Corps Achievement Medals go to five NAWS Sailors

NAWS CO Capt. Stan Douglass presented five Navy and Marine Corps Achievement Medals at quarters on Monday, March 10.

ABH3(AW) Brian E. Thomson received an NMCAM from NAWCWPNS Commander RAdm. Jack Chenevey for superior performance of duties while serving as a section leader, Flight Support Division, NAWCWPNS from October to December 1996. "This led to his selection as NAWCWPNS Junior Sailor of the Quarter," read Douglass from the citation.

NAWS Sailor of the Year for 1996, AC1(AW) Mark D. Prestel, was also the NAWCWPNS runner-up for Sailor of the Year. He received an NMCAM (gold star in lieu of third award) from Chenevey for superior performance of duties as air traffic control leading chief and tower chief from January to December 1996. Prestel was senior NAWS candidate for Bluejacket of the Year for 1996.

AZ3 Debra A. Thomas received an NMCAM for professional achievement while serving as administrative clerk,

NAWS from January to December 1996. She was named 1996 Junior Sailor of the Year. "She provided expert administrative support with sharp attention to detail," said Douglass. Thomas was also selected as 1996 Junior Bluejacket of the Year.

For superior achievement while serving as an electronics technician from June 1994 to April 1997, ET3 Scott M. Parkhurst received an NMCAM. Douglass commented, "As a volunteer member of the auxiliary security force you have performed essential duty, and as a volunteer member of the Navy

Balloon Team you have promoted naval aviation in dozens of operations throughout the country."

ET2 James M. Weems received an NMCAM for superior performance while serving as work center supervisor for the tactical air navigation system in the Ground Electronics Maintenance Division.

"Consistently displaying exception technical expertise and dedication," Douglass said, "Petty Officer Weems has participated in complex, high pressure troubleshooting and repair projects."

Recognition

Secretary General of the North Atlantic Treaty Organization awarded ABH2 Brett A. Wilson the NATO Medal for Service for operations in relation to the former Yugoslavia during the period May to November 1994.

IC2 Ruby A. Dison received a letter of commendation from NAWCWPNS Commander RAdm. Jack Chenevey for performance of duties from October to December 1996.



Thomson

Prestel

Thomas

Parkhurst

Weems

NEX from Page 3

from a commanding officer to request the account be re-opened. The account may be re-opened, once paid, based on a new credit check.

Finally, there has been a change in the amount of starter credit for those in pay grades E-7 and above who do not have a credit history. They are: individual in continental United States, \$500; with spousal income, \$600; individual overseas, \$700; with spousal income, \$800.

Lodge directories available

Navy Lodge directories are available at Navy Lodges, bachelor quarters, Navy Exchanges, travel offices, ITT tour offices and Family Service Centers at Navy installations. Or you can call 1-800-NAVY-INN to have a directory sent to you. Or, visit the Navy Exchange system website at 222.navy-nex.com.

NEXQUESTION...please!

Q. One week ago I purchased a suit from an NEX which happens to be quite a distance from where I live. Before I was able to wear the jacket, I discovered

that it had a tear in the lining. What is the Exchange's return policy, and do I have to drive to the store to return the suit?

A. The Navy Exchange return policy states that if you are not completely satisfied with your purchase, you may return it within 30 days for an exchange or a full refund. If you live a distance from the store, you may choose to return your purchase by mail. Please include with your jacket a copy of your receipt along with a brief explanation of why you are returning the merchandise and if you would like to exchange the item or receive a full refund.

Mail order catalog

NEX does not have its own catalog. However, all military exchange customers may use the Exchange Mail Order Catalog produced by the Army and Air Force Exchange Systems. To order the spring/summer issue, call 1-800-527-2345. Cost of the catalog is \$5 and includes an \$8 coupon to be used on your first purchase of \$25 or more.

Tonka Soft Walkin' Wheels recall
Hasbro, in cooperation with the U.S. Consumer Product Safety Commission, is recalling the Tonka Soft Walkin' Wheels model number 90165 made before July 1, 1995. The recall covers products with serial numbers lower than 9528 and products without serial numbers. Call 1-800-524-6107 to arrange for a free replacement, or return to the store where it was purchased for a full refund. Those currently in stock do not pose any hazard.

Car seat recall

In accordance with the requirement of the National Traffic and Motor Vehicle Safety Act, Evenflo Company, Inc., is voluntarily repairing the Champion car seat, model number 224146, because the seat failed an upright crash test. The seats in need of repair were manufactured between June 1 and Nov. 22, 1996. Customers should call Evenflo at 1-800-490-7497 to request a free lock-out device.

Commissary winners



CRUISIN'—Cecile and Bud Biery (he's a former XO of former VX-5) won a Mexican Riviera cruise from the Keebler Sweepstakes featured at the China Lake commissary last December. In January the Bierys visited Cabo San Lucas, Mazatlan and Puerto Vallarta. In another recent commissary contest, sponsored by Gillette, VX-9's AT1 Brian Brecht and his wife, Pamela, were national sweepstakes winners of a 1997 Buick Skylark Limited.

All Faith Chapel Services

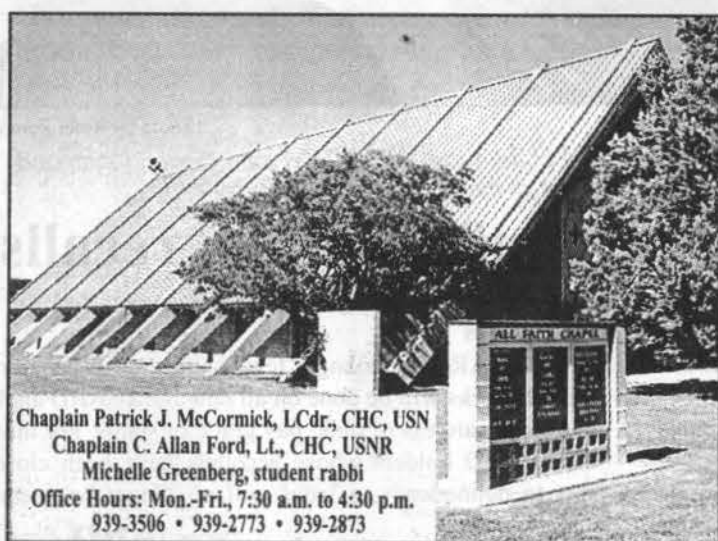
Protestant

Men's Prayer Breakfast, East Wing, Thursday	6:00 a.m.
Sunday School, Sept. - May,	
1008-10 Blandy & 1903-05 Mitscher	9:00 a.m.
Sunday Worship Service, Main Chapel	10:30 a.m.
Bible Study (East Wing), Sept. - June, Wednesday	11:30 a.m.
Youth Ministry, 1907 Mitscher, Sunday	2-3:30 p.m.
Adult Bible Study, East Wing, Thursday	7:00 p.m.
Jewish (375-0385 Messages)	
Weekly Services, Friday, East Wing	7:30 p.m.
Adult Education, Oct. - June, Saturday, 1902 Dibb	10 a.m. - noon
Hebrew Classes, Oct. - June, Saturday, 1902 Dibb	2-5 p.m.
Religious School, Sept. - June, Sunday, 1902 Dibb	9 - 11 a.m.
Jewish Classes (when Rabbi is here).	
Four years and up: Sunday, 1902 Dibb	9-11 a.m.
Friday, 1902 Dibb	5 - 7 p.m.

Roman Catholic

Sunday Mass, Main Chapel	9:00 a.m.
Daily Mass, Blessed Sacrament Chapel	11:35 a.m.
Confessions, Sundays	8:00 - 8:30 a.m.
Confessions, Weekdays	By appointment
Religious Education Classes,	
Sept. - May, Sunday, 1002 Blandy,	
1008-10 Blandy & 1903-05 Mitscher	10:30 a.m.
Islamic	
Jumaa Prayer, Friday (1002 Blandy)	1 p.m.

Equipment for the hearing impaired and nursery are available



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Chaplain C. Allan Ford, Lt., CHC, USNR
Michelle Greenberg, student rabbi
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Leisure Lines

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Steps to Improve Your Relationships

Ballroom dancing is the hottest form of entertainment to come to China Lake. 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.

Discover the Fun that Lies Ahead

Don't miss Hall Lanes' no tap bowling tourney on April 19 at 6:00 p.m. Cash prizes and an 8-9-8 eyes format await! Open to military, retired military, DoD and their eligible family members (18 years and up). Fees are \$15.00 per person or \$20.00 per couple. Call 939-3471 now!

For People Who Want to Carry Extra Weight

WEIGHT LIFTING CONTEST

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.

Amazing Treasures Await at Swap Meet

Looking for a special item for your home, office or family? Then you won't want to miss a special Swap Meet on Sunday, April 27 at the Wreck Center from 1:00 p.m. to 5:00 p.m. Vendors won't want to miss this golden opportunity to sell your treasures. Call 939-8660 to reserve your spot. You get a large table and two chairs for only \$10 for military, \$15 for DoD and \$20 for Community. Setup begins at 12 noon.

Throw Away all Inhibitions

Hey single military! Looking for a great time at reduced savings? Travel to Six Flags Magic Mountain on April 25. Van leaves CBQ parking area at 4:00 p.m. and returns around 4:00 a.m. Cost is only \$23 per person. Fee includes admission and transportation. Bring spending and meal money. Sign-up by April 18. Simply call Charmaine at 927-4386.



World Class Paintings at Prices you CAN Afford

Is your home picture poor? Wait no longer for the special painting you've been looking for. Attend the Art Auction at the Wreck Center on April 16. Preview paintings at 6:00 p.m. Auction begins at 7:00 p.m. Admission is \$2 per person. Complimentary cheese and crackers are served with wine tasting. General public invited! For details, call Charmaine at 927-4386.



When You Care About Your Pet

Military pets are lucky to have a well animal clinic that is just for them at substantial savings to the owner. Isn't it time to take Fido in for his well animal check and shots? Next scheduled clinics are held at Craftech on May 1 and June beginning at 9:00 a.m. Space limited. Sign-up early. For safety, children under 12 are not permitted in the clinic. Call 939-3252 for your appointment today!

"Act Your Age!" Never.

What is age anyway? When exactly are you suppose to stop having fun? Break stereotyped rules! PLAY ADULT HOCKEY. Mixed adult hockey league is now forming for beginning adults (18 years and up). Don't just watch! PLAY. League begins April 14 through May 21 at the Outdoor Rink from 6:30 p.m. to 8:30 p.m. on Mondays and Wednesdays for only \$15 for military, \$20 for DoD and \$25 for all others. Equipment included in fees. See ya' on the rink! Call LuChrisa at 939-6884.

Warning: Hockey Fever Spreads

Sign-up your child in the upcoming hockey clinic, April 14 to April 25, at the Outdoor Rink. Your child learns basic hockey principals and fundamentals needed for regular league play. Five to 8 year olds play on Mondays & Wednesdays from 5:00-6:30 p.m. and ages 9-13 play on Tuesdays and Thursdays from 6:00 -7:30 p.m. Sign-up at the Youth Sports Complex. For details, call LuChrisa at 939-6884.

Secrets of Laughter Unfold Tomorrow

Don't miss the comedy show of the season. It's our Comedy Spring Fling held at the Wreck Center on April 4 at 8:30 p.m. Three live comics thrill you while you enjoy beverage and food specials. After the show, stick around and enjoy the DJ playing your favorite tunes. Advance fees: Military-FREE, retired military and family members (18 years and up)-\$3 and DoD-\$5. At the door: Military-FREE, retired military and family members (18 years and up)-\$5 and DoD-\$6. Call Charmaine at 927-4386.

Who Says You Can Never Go Back?

Not the Wreck Center! Dance to your favorite tunes of the 70s on April 17 during our retro party. Our gig begins at 8:00 p.m. till 1:00 a.m. and is for 18 year olds and up. Don't forget your t-shirt! Wreck Center supplies dye for your original tie dye creation, as well as dance contests and a "Dress Back" contest. Check this out-FREE ADMISSION. For details, call the Wreck Center at 939-8660.

When Only the Best Will Do... x 2

Take your secretary to the Wreck Center for an extraordinary appreciation luncheon on April 23 from 11 a.m. to 1 p.m. Enjoy a pasta bar, salad bar and assorted desserts for only \$7.95 per person or \$9.50 at the door. Be sure to make your reservation by April 21. Call 939-8660.

Or... Send a balloon bouquet of 12 latex and 1 mylar balloon with matching coffee mug for only \$12. Get your order in early. They are going fast. Craftech even delivers these bundles of joy on station (Mainside only). Stop by Craftech today to place your order or use your credit card over the phone. For details, call 939-3252.

To Delay is the Enemy of Your Fun

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. Coupon restrictions apply.

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. 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.

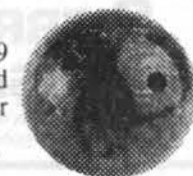
SUPER SATURDAYS

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.

Authorized customers only. For exciting details, call 939-3471.



Captain's Cup

NAWS 1 wins basketball league

By Michelle Archuleta
Sports and Fitness Director

The 1997 Captain's Cup Basketball league ended with an exciting double elimination playoff tournament. The playoffs consisted of the top four teams out of the six-team league.

Seedings were based on the win loss records during league competition from November through February. Team NAWS 1 went into the playoff tournament as the number one seed (10-1).

Team Dust Devil 1 (9-6) followed behind with the second seeding and rounding out third and fourth were teams VX-9 2 (7-6) and Dust Devil 2 (7-7).

After the first round of play, Dust Devil's 1 and 2 went into the back draw each with a loss under their belts. Here they were forced to face each other in the next round of play. This came down to a do-or-die situation with the loser being knocked out of the tournament.

Dust Devil 1 came out flat in the first half scoring only 15 points. They made a gallant effort the second half scoring 29 points, but Dust Devil 2 proved to be more consistent in putting points on the board. It was a battle, but Dust Devil 2 came away the winner by one point 45-44.

VX-9 2 had a tough climb getting

back into the main draw after dropping a game to NAWS 1 in the second round. They eventually ended up in the finals after beating Dust Devil 2, 71-66.

Gregg Currie coach for VX-9 2 knew his team had one more chance to knock off the NAWS 1 team headed up by MAD Staff Sgt. Martin Daugherty. High scores were Currie with 29 points, Daugherty 19 points and Derrick Dison of NAWS 1 scoring 26 points.

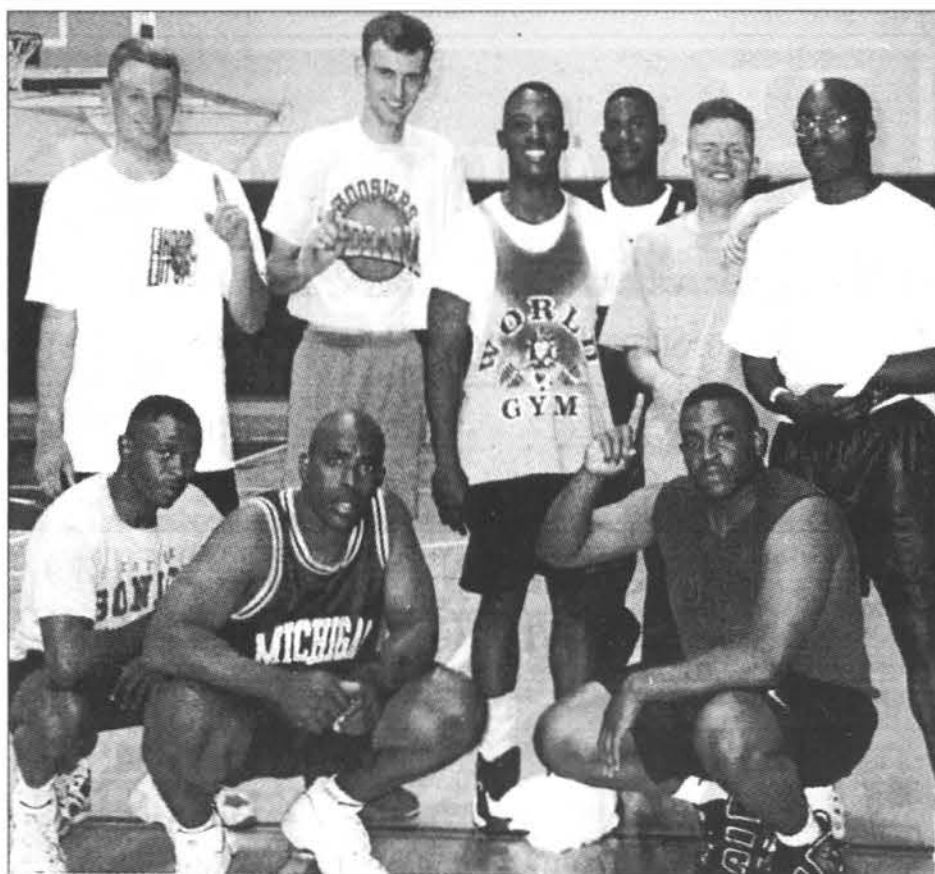
The league had command representation of two teams each from NAWS, VX-9 and WTS. Playing personnel included enlisted personnel, chief petty officers and commanders.

Always, the Captain's Cup basketball league is a fiercely fought battle. Not only are championship and participation points awarded, but more importantly the "all mighty" bragging rights are earned the hard way on the floor. It was an exciting basketball season and up to next February, NAWS 1 has secured their domain.

Future events

Today is the entry deadline for the soccer tournament starting April 14. A second round of soccer games starts May 5; sign up by April 28.

Sign up by April 10 for a golf league starting April 17. Sign up at the gym for all Captain's Cup events.



BASKETBALL LEAGUE—Captain's Cup players are (front row l-r) Shawn Perkins, Michael McKissic, Martin Daugherty. (Back row l-r) Matt Knight, Frank Crosswhite, Derrick Dison, Mathew Skipworth, Joel Warriner and Charles Gaskin.

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Or call the Inspector General at (800) 522-3451

288-6743 (DSN)

(202) 443-6743 (commercial)

Hungarian air force flight tests Hornet

Make a better product and the world will beat a path to your door. Hungary joined Poland, Austria, the Czech Republic and the Philippines as F/A-18 Hornet flight testers at China Lake, when Hungarian air force pilots came to the Station recently. The Hungarians are evaluating the Hornet as a possible solution to modernize. It is considering buying about 30 aircraft in the next two years.

Four Hungarian pilots flew a two-seat U.S. Navy F/A-18D Hornet from the Naval Weapons Test Squadron during a four-day, 12-flight evaluation. Prior to the flights they underwent F/A-18 flight simulator training at McDonnell Douglas in St. Louis.

The flights at China Lake included familiarization, air-to-air intercept, air-to-ground and flight handling quality and performance. They also checked out the high-angle-of-attack capabilities and the on-board electronic and weapon systems, said Bernie Conway of the local McDonnell Douglas office.

"The evaluation was a great success," said Gary Mitchell, vice president and general manager for international F/A-18 programs at McDonnell Douglas. "The aircraft covered the full spectrum of F/A-18 missions and did so flawlessly. This is the kind of performance we've come to expect from the F/A-18."

Family benefits explained by Navy Relief Society



NAVY RELIEF—Deanna Allee, a Navy Marine Corps Relief Society training specialist (seventh from left) and Capt. Stan Douglass, NAWS CO, met with members of the Navy Marine Corps Relief Society on Feb. 6, to present graduation certificates to attendees at a four-day information class on the society. Taught twice a year, this course gives military members correct information on what the NMCRS can and cannot provide. The course addresses financial assistance, including working a budget and off-base resources and the visiting nurse program and layets for newborns. On hand at the presentation were Ruby Dison; Danny Buck; Romeo Lamarca; Christine McCormick; Wesley Huffman; Derek Fagan; Jaime Aveilla; Christopher Monteverde; Nancy McKinney, volunteer chairman; Wendy Case, Sue Gammell, Natasha Dawson; Diane Karefetty, executive director; Jeff Fletcher; Betty Grimard and Trina Gardner.

Navy news available on net at <http://www.navy.mil>

WASHINGTON (NWSA) — The official worldwide web address for the U.S. Navy is now <http://www.navy.mil>. The Navy's home page first went on line in November 1993 as a loosely organized repository of information for Navy professionals.

The web site has since evolved into a powerful vehicle by which the Navy communicates with the Navy family (active duty, reserve, retired and civilian employ-

ees and their families), the public (the taxpayers) and the media.

A recent survey in the Wall Street Journal showed the Navy's home page was the fifth most popular government-operated site on the Internet.

In the past 10 months the Navy's home page has been a focal point for events ranging from the death of the chief of naval operations to the Navy's role in the salvage of TWA Flight 800.

The Navy's home page provides a wealth of information, news, digital images and special features. A comprehensive alphabetical subject index helps visitors easily find what they need in the site's more than 4,100 files.

It is managed by the Navy Office of Information at the Pentagon. Hardware and software support comes from the Naval Computer and Telecommunications Station, Pensacola, Fla.

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April is Month of the Military Child and Child Abuse Prevention Month

By Kathi Ramont
Staff Writer

Family violence, at one time seen as a "family matter," endangers our society as a whole. Often, with professional aid, abusers are able to get help for themselves and their children. In some cases, help for the batterer restores the family unit.

At China Lake there are several avenues of help for those whose families are out of control. Karen GreyEyes from the Family Advocacy Program at the Branch Medical Clinic said that all Department of the Navy personnel must report any incident or suspected incident of child abuse occurring on a military installation to the proper authorities. "All (suspected) cases of military and dependent abuse must come through my office," she said. She handles an average of 30 suspected cases a month.

"The primary intent of the reporting law is to protect the child," she said, "and to provide help for the parents."

GreyEyes said that while China Lake has some outstanding families who are doing everything right, there are many families who would benefit from the parenting classes taught at the Family Service Center. "Early intervention is important," she said. "I work closely with all the commands to help the mili-

tary families."

Consequences of abuse for a military member include captain's mast, the possibility of children being removed from the home and mandatory counseling. "If the abuser is cooperative and assumes responsibility for his or her actions, they probably won't be discharged from the Navy, unless sexual abuse is involved. Then they can be court martialed," she explained.

According to GreyEyes, child neglect includes not having the parenting skills to take proper care of your children and a dirty home. "So many young parents don't know how to properly discipline their children," GreyEyes explained. "Part of my job is to perform a risk assessment of each member of the family. Do they have a prior history of abusive behavior? Were they victimized by their parents? We look at both physical and emotional abuse."

Characteristics of abuse include unexplained bruises, abrupt changes in personality, erratic school attendance, no back-up medical notes for absences supposedly due to illness, chronic lying and unwillingness to talk about home life. Professionals who suspect child abuse are considered by the nature of their professions to have an obligation to report the possible abuse.

Statistics indicate that at least one

time during their adult lives, 50 percent of all women will be physically assaulted by a partner in an intimate relationship. Children who witness family violence, but who are not themselves abused, often display more emotional symptoms than the victims of direct abuse.

Physical abuse occurs when violence is used to control another person. Battering is a pattern of physical assaults, threats or restraints.

Emotional abuse is the mistreatment and control of another person through his or her feelings. It includes insulting, giving orders, or saying things to discredit

or confuse. Gaslighting is a form of emotional abuse where the abuser purposely makes a person feel "crazy" and unable to judge reality by setting up situations and then denying they exist. Children are especially vulnerable to this type of abuse because of their dependence and trust of adult family members.

Sexual abuse is the mistreatment of another person by means of sexual acts, demands or insults.

Children who are victims of direct abuse are found to continue the cycle of

Please see **CHILDREN**, next page

Family support telephone numbers

Family Advocacy Office	939-8010
Child Protective Services Hotline	805-631-6011
Women's Shelter Hotline	375-7525
Women's Center	446-7491
Family Service Center counselor	939-3056
All Faith Chapel	939-3506
China Lake Police (emergency)	911
China Lake Police	939-3323
High Desert Child Abuse Prevention Council Hotline	375-7100

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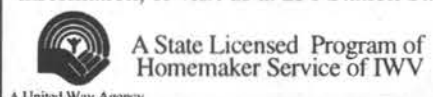
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KIT SKAAR from Page 1

"Consistently you have demonstrated the highest standards of safety, superb dedication, professionalism and resourcefulness," Henry told Fischer. "Your performance of numerous and varied test firings involving support of diagnostic evaluations for development problems have contributed significantly to the Weapons Division's excellent safety record."

Deem explained that firing officers are trained, experienced personnel selected and certified by their department to be responsible for the safe and effective conduct of firing operations in the test areas. Firing operations involve thousands of pounds of explosives, down to gram quantities. Detonations of large amounts of ordnance, firings of large missile motors, down to small cartridges and less. "Good safety principles must be applied in all these firings," he added.

More than 500 personnel have been trained in this safety program since 1973. Approximately half went on to become firing officers. The program is recognized by other Department of Defense organizations, said Deem, and government employees from other organizations have attended China Lake's training classes.

Now a Navy-wide requirement, China Lake's firing officers program was recently incorporated into a section in the Navy's "bible" for explosives safety, the NAVSEA OP 5. All naval activities engaged in intentional ignition of explosives are now required to have firing officers.

"The motivation for this program was a history of severe mishaps during firing operations, which ended in the death of two people in 1972," Deem explained. As a result of those deaths the firing officers program was established by a committee of experienced China Lake personnel under the leadership of Kit Skaar, then head of the Safety Department. The first firing officers awards were presented in 1983 and provide a continuing program on a regular basis of recognition for safe operations while working with ordnance.

Capt. Henry also presented letters of appreciation to Alice

Atwood of the Combustion Research Branch; Garry Clark of the Land Range Ground Operations Section; and Leslie Hunter of the Energetic Materials Branch. "The establishment of special safety processes and the design and development of appropriate environmental safeguards contributes to an excellent safety record," read Henry from the letters.

Atwood, as a firing officer, has supported the Trident Propellant Hazards Test and Analysis Program, Insensitive Munitions Advanced Development Program, Government Assisted Missile Study and Raufoss Multipurpose Ammunition Technology Program.

Clark has supported the Predator, LAV-AD, Phalynx, BOA, HARM, Tomahawk, 120mm and 5" Gun Firings and Shipboard Fire Testing as a firing officer.

Hunter supports the Thermal Research Test Facility for the Airframe, Ordnance and Propulsion Division.

Five year certificates were presented to Henry John Jr. of the Detonation Sciences Section; Lyle Stanley, of the Surface Operations Branch; and Dan Wooldridge of the Energetic Materials Characterization Section.

Ten year certificates went to Larry Boyer and Norman Zwierchowski of the Combustion Research Branch; Tom Gonzales Jr. of the Research Rockets Section, White Sands; Larry Johnson of the Fuze Development Section; Kevin McDonald of the Test Operations Division; and Richard Stalnaker of the Propulsion Research Branch.

A 20-year certificate was presented to Jack Thompson of the Energetic Materials Characterization Section.

Deem added at the end of the presentation, "The training provided to personnel, careful preparation and adherence to operating procedures and overall safety of our firing operations must continue to be done as well as in the past. Safe operations cannot be sacrificed because there at some time may be less time, money, manpower and material."



Photos by Dan O'Connor, TID

FIRING OFFICER AWARD—Capt. Doug Henry, NAWCWPNS vice commander, presented the Kit Skaar Outstanding Firing Officer Award to David J. Fischer (above). Below, recipients of letters of appreciation are (l-r) Leslie Hunter, Garry Clark and Alice Atwood.



CHILDREN from previous page

violence in their adult relationships. Such abuse has been called the most under-reported crime in America. Councils on family violence provide alarming statistics. Seventy percent of all emergency room assault cases are women. Twenty percent of all hospital emergency room visits by women are attributed to beatings. Twenty-five percent of all murders occur in the home and involve family members. Domestic violence exists in one out of every four marriages and cuts across all boundaries of race, ethnicity and social class.

GreyEyes can be reached at the Branch Medical Clinic. "The system works very fast," she said. "Even after

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- Close your eyes and imagine you're hearing what your child is about to hear.
- Press your lips together and count to 10, or better yet, to 20.
- Put your child in a time-out chair.

hours. I work closely with the China Lake Police Department, too."

Other sources of help at China Lake include the Women's Center office located at the Family Service Center at 610 Blandy Ave. The Women's Center teaches conflict resolution classes for teenagers.

Also at the FSC, family counselor Myrna Walters supports the Family Advocacy Program. She says that the biggest problem she sees is family stress, which can be helped with marital counseling. "The best tool we can give a family is a way to communicate," she said. Walters also teaches anger management classes.

(Remember the rule: one time-out minute for each year of age.)

- Phone a friend.
- If someone can watch the children, go outside and take a walk.
- Write for parenting information: Parenting, P.O. Box 2866, Chicago, IL 60690.
- Or call call the Branch Medical Clinic Family Advocacy advisor, Karen GreyEyes, at 939-8010.

ESSM Certificate of Excellence

ACQUISITION REFORM—Paul Escallier, a member of the Evolved Seasparrow Missile (ESSM) Program, received a certificate of excellence on March 17 in recognition of his contributions to acquisition reform within the Navy. Signed by John W. Douglass, assistant secretary of the Navy (Research, Development and Acquisition), the award was originally presented during Acquisition Reform Acceleration Day in Washington, D.C. Escallier was instrumental in defining the role and relationship of the NAWCWPNS ESSM team, the NATO Seasparrow Program Office and development contractor, Hughes Missile Systems. He was specifically identified for his active participation in efforts to streamline the acquisition process by reducing and eliminating unnecessary specifications and standards from the contract.



Paul Escallier

Photo by Kathi Ramont

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Rachel Ann McClellan

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Rachel Ann McClellan
10 December 1976 - 17 March 1997



From Habib at 1-STOP

Manufacturing technology class showcases Weapons Prototype Division capabilities

By Janice Kaspersen
TID

In keeping with the old proverb "Tell me and I forget; show me and I remember; involve me and I understand," members of the Weapons Prototype Division recently presented a manufacturing technology class that involved students from China Lake and Point Mugu in many of the division's cutting-edge capabilities.

Held on March 5 and 6 as part of NAWCWPNS' System Engineering Development Program (SEDP), the class included lectures and a tour of the Machine Shop and its facilities inside Michelson Lab. Chuck Johnson, head of the Weapons Prototype Division, kicked off the class with a discussion of agile manufacturing, the division's guiding philosophy of manufacturing items to customer requirements on demand. Agile manufacturing is made possible by availability of electronic product data; a skilled and versatile work force; and advanced manufacturing technologies, many of which were covered in the class sessions that followed.

Among the capabilities highlighted was rapid-prototyping technology. Two separate pieces of equipment in the Machine Shop break down computer-aided design (CAD) information and build, layer by layer, a paper, wax, or plastic model of a part. (Some students in the photo can be seen holding samples of the paper-laminate objects.) The models are used to perform fit checks, to help engineers make design improvements, or as "show and tell" for Washington sponsors. The models can also be used to make molds for the parts; a casting house covers the part with mold material and burns away the original model, then creates final hardware from the mold.

Another Weapons Prototype Division capability

much in demand is reverse engineering. As SEDP student Gary Meyers describes, "They have a fabulous machine that actually draws the part for them. If someone comes in with a part without a drawing and says 'I need this right away,' they can do it." The coordinate measuring machine (CMM) measures parts with extreme accuracy, allowing division personnel to develop a CAD model and then replicate or fix the broken part. Parts with no associated drawing package or documentation are often found in fielded equipment that may have been produced by a company that has since gone out of business. This capability is also used in foreign material

exploitation and materials analysis.

Tracking the division's many activities is critical to meeting customer requirements. The class included an overview of an in-house-developed system, the Shop Information Management System (SIMS), that is used to track time spent on each project, to schedule projects and equipment maintenance and to speed ordering and procurement of materials.

Students also received demonstrations of laser, electron-beam and robotic welding, and saw how filament-winding is used to create composite components, such as

Please see **CLASS**, next page



MANUFACTURING technology students assemble in the Machine Shop. Left to right, Joseph Herrera, Gary Meyers, Mike Martin, Nhat Tran, Tony Walls, Mark Henderson, Patrick McGarry, Richard Chew and Don Castleberry. Tran and Henderson are holding sample parts created with laminated object manufacturing (LOM) technology.

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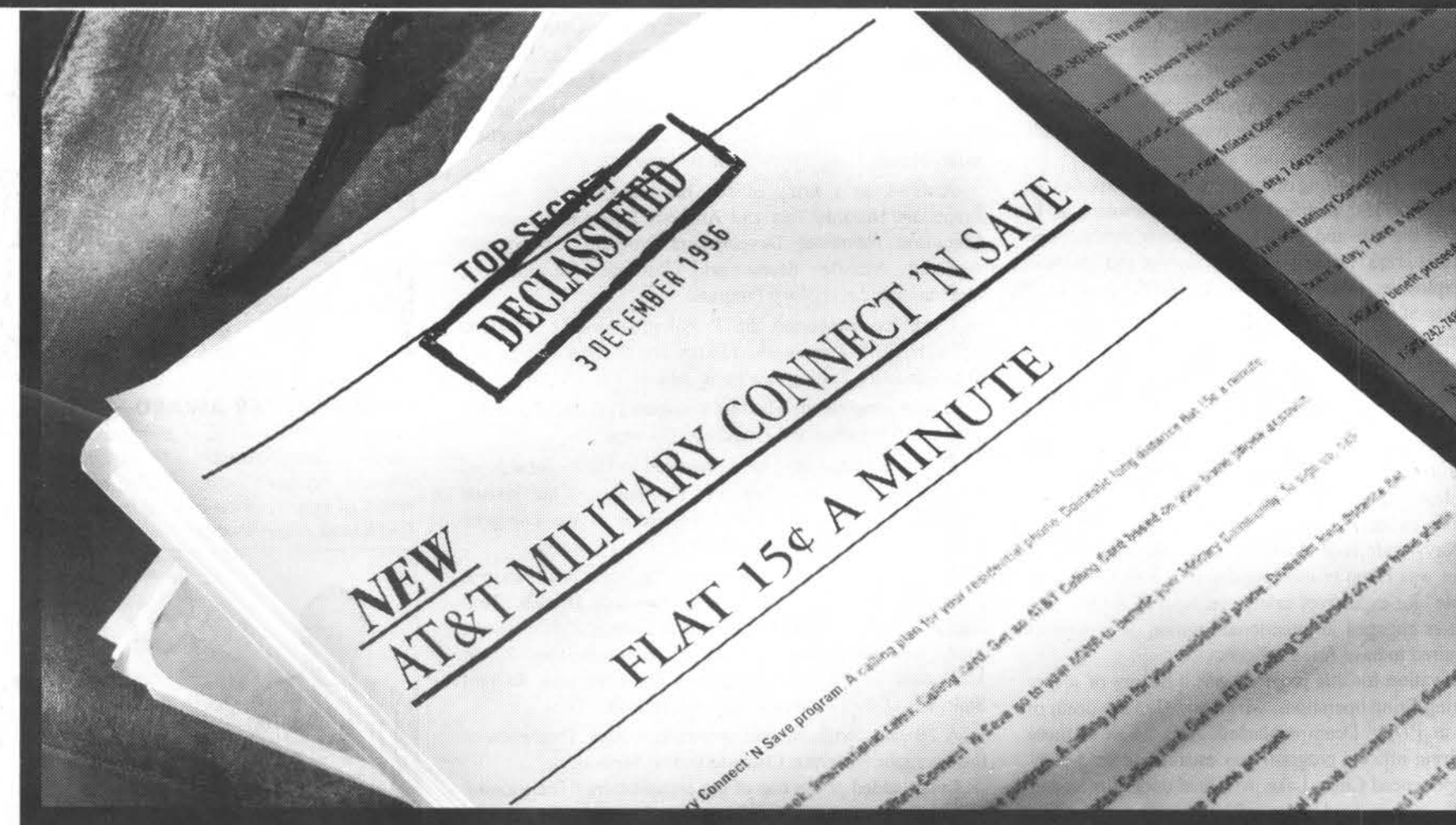
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SLAM ER from Page 1

have this opportunity at such an early stage in the process." Jay Shuler of Thiokol concurs: "It is a positive thing to have all these people interacting like this, even though we are sometimes competitors."

While several of the participants have been involved in CRADAs before, the multiparty arrangement was a first for all of them. For Jim Shertzer of Alliant, it was also his first trip to NAWCWPNS China Lake, which he characterized as "definitely large!"

Not so large, however, are the production capabilities at China Lake's processing facilities. The equipment is designed primarily for developmental work. "At China Lake you load one warhead at a time," says Shertzer, referring to the process in which a vacuum is created inside the warhead to help the explosive mix fill the warhead cavity uniformly. "At Alliant, we might perform that operation in a large vacuum pit with a number of warheads at the same time." Before any loading contracts are bid on, the implication of these different techniques in terms of quality, safety and cost must be analyzed.

How to translate a 50-gallon mix operation at China Lake to a 400- or 600-gallon mixer at a production facility is another issue that the companies must evaluate. Herb Gollmar, the China Lake chemist who formulated PBXC-129, points out that many factors influence the outcome at each stage of explosive scale-up. The explosives mixer, which looks and functions like a large bread-dough mixer, is one example.

"When you mix at the same speed — say, 30 revolutions per minute — in a larger mixer, the outside edges of the mixing paddles move faster," Gollmar explains. "Friction between the paddles and the explosive mix generates more heat than in the smaller mixer, which in turn may affect the properties of the explosive."

Mel Sliwka of China Lake's Intellectual Property Office reviews CRADAs for legal sufficiency. "All parties

agreed to use the same standard CRADA form, so it wasn't necessary to tailor each agreement differently," he said. However, getting to that point was no easy task for China Lake's Technology Transfer Office. Martha Harrington spent about eight months in discussions with the participants to work out an agreement that was acceptable to all.

"The companies' biggest concern was that they have a level playing field," said Harrington. The CRADAs and the MOU that define that playing field were signed by RADM. Jack Chenevey, NAWCWPNS commander, on Jan. 5.

Army involvement was driven in part by the requirements of the Stevenson-Wylder Technology Innovation Act of 1980, which requires the government to transfer technology to the private sector. Like China Lake, the McAlester Army Ammunition Plant is deeply involved in explosives processing and loading. McAlester also has first-hand experience in loading warheads for the current SLAM missile.

Three of the four warheads that were loaded at the recent demonstration were used successfully in SLAM ER Insensitive-Munitions development testing (slow cookoff, fragment impact and bullet impact) at China Lake. The fourth warhead, along with three others loaded during a second demonstration in March, will be used in a sympathetic detonation test scheduled for May. Once qualification is completed, China Lake will award a contract for loading the



WORKING TOGETHER—China Laker and SLAM ER CRADA participants. From left: Carl Wilson and John Gilpin (Day and Zimmermann), Ed Varnhagen, Betty Larimer (Atlantic Research), Jeff Roquemore, Herb Gollmar, Mark Kram (NSWC Yorktown), Jack Waller, Jude Barry (Aerofjet), Tim Mahoney, James Shertzer (Alliant), Allen Jones, Gill Cornell and Jay Shuler (Thiokol).

64 LRIP warheads (the empty warheads will be provided to the winning contractor as government-furnished equipment). It is likely that most of the CRADA partners will bid on that contract. Whichever company carries out the LRIP loading will then be formally qualified to load future SLAM ER warheads.

Tim Mahoney, the process engineer for the SLAM ER and the originator of the multiparty CRADA idea, summed up the significance of the CRADA. "By teaming with industry early and throughout the development stage, we all benefit; industry in understanding new process requirements, and the government in understanding current commercial capabilities. Together we can advance the state of the art and provide quality weapons for the fleet."

CLASS from previous page

rocket-motor tubes and housings, that are lighter and stronger than their metal counterparts. These and other Weapons Prototype Division capabilities are described on the division's World Wide Web page (<http://www.nawcwpns.navy.mil/~protodiv/>).

Although not every student has immediate need of the technologies presented, one student from Point Mugu commented, "This class gave me an opportunity to know what facilities and capabilities we have here at China Lake, so if I need to use them I know who to contact." Several of the 10 students said the tour and demonstrations were the most valuable part of the class. "Where the rubber really hit the road was on the tour," says Mike Martin, an SEDP student and IPT lead. He even suggested combining the demonstrations with the lectures, rather than having one day of each.

Rather than a generic overview of manufacturing technologies available on the market, the lectures and demonstrations were conducted by people who work with these techniques and equipment every day for specific NAWCWPNS projects. Classes taught by NAWCWPNS employees rather than by contractors are becoming more common. Andy Ivanivsky, a coordinator of the SEDP, says that while instructors from outside NAWCWPNS are fine for academic courses, "for what we do here in River City, we need local instructors. They teach the way things really are — what the Station does, what the capabilities are."

As with any SEDP class, students who are not in the SEDP can enroll if space is available. However, if enough interest exists across NAWCWPNS, the Manufacturing Technology class may be offered again independently of the SEDP. Several students said they would recommend the class to co-workers. "This class is a must for all engineers and technicians who deal with making parts," says Gary Meyers. "As an engineer or technician at China Lake you're going to have that requirement at least once in your career."

Tech Library News 'n' Tools

By Pat Backes and Cindy Clark
<http://chlkteclib.chinalake.navy.mil/>

"Special Librarians: Putting Knowledge to Work" is the theme of this year's International Special Librarians Day. Held on Thursday, April 17, during National Library Week, the Technical Library staff will celebrate by demonstrating some of the newer technological tools available.

Two half-hour presentations are scheduled for 10 a.m. and 1 p.m. at the Technical Library, Building 02496, located north of Michelson Laboratory. Starting at the Technical Library Home Page (<http://chlkteclib.chinalake.navy.mil/>) the staff will demonstrate the use of your desktop computer as a virtual library. You will be shown links to on-line resources in chemistry, engineering, physics, Department of Defense sites and other World Wide Web related sites. Popular electronic journals and newspapers found on the Internet will be highlighted as well. Helpful URLs (uniform resource locators) will be shared.

A demonstration will also be given of STILAS (Scientific and Technical Information Library Automation System), the library's on-line catalog, now accessible from your desktop

Tech Library staff demonstrates the "Virtual Library"

computer. Logging onto STILAS allows you to search the Technical Library's collection of books, reports and periodicals. Brochures for accessing STILAS from a Macintosh or PC computer will be one of many valuable resources included in the information packets handed out.

Remember the Technical Library, at Code 4BL000D, is your lifeline to information. The library staff is dedicated to assisting you in meeting your information needs — we will put our knowledge to work for you. Come join us and celebrate International Special Librarians Day. Refreshments will be served. For more information, please call 939-3380/3389.

Spring cleaning contest report

The library staff wishes to thank all the people who cleaned their offices and returned 144 overdue library materials. Point Mugu Technical Library put 38 books back into circulation. China Lake now has 57 books, 16 reports and 33 periodicals back in circulation. The book overdue the longest was copyrighted in 1962. Winners of the ten return categories received library coffee mugs.

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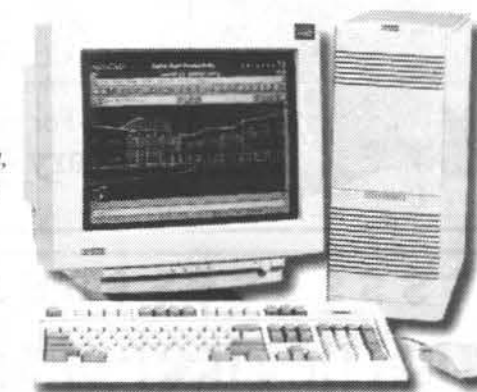
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Air Force Workstations

Profile of new Senior Executive Service member

Karen Higgins motivated by meaningful accomplishments, not power

By Kathi Ramont
Staff Writer

Talk about breaking the glass ceiling — Karen Higgins has shattered it. This former college dropout not only took over as head of the Weapons/Target Department when Paul Homer retired, but she was recently confirmed as a member of the Senior Executive Service.

"In one month (January) I got a new job," she said, "got my SES, finished up my thesis for my Ph.D and became a grandmother of twins. Then I got the flu."

After attending the University of Idaho for a short time, Higgins decided to drop out and work for a few years. "I worked as a secretary and a claims adjuster for an insurance company," she said. "There I found out that I wanted to go back to school."

Higgins holds a bachelor of science degree in math and master's degree in electronic engineering from the University of Idaho. She earned an MBA in executive management from the Claremont Graduate School, from which she is getting her Ph.D in the next few weeks.

"This is very exciting," she said. "This is a job I've wanted for many years. I have a lot of energy to give. I feel that there is so much to be done, and we have so much potential here. We are the national competency for weapons, and I think there is a lot of potential to live up to. So that's what my goals are going to be."

As the new department head, Higgins has already instituted two different levels of leadership teams within the organization to promote communications, sharing of ideas and visions. "This allows everyone to be accountable and responsible and lets them know they can make

decisions. This team approach should allow everyone to share common goals and make everyone more sure of what they are doing," she explained.

Higgins was recruited to the Naval Weapons Center as a junior professional in 1973, starting as a software engineer for various electronic warfare programs. "I was



Karen Higgins

very impressed with the recruiter. I was being wooed by many big corporations — offered a lot more money — only because I was a woman engineer, which was unusual in those days," she said. "But this fellow from NWC brought with him a widget, and he held it out in his hand and talked about how someone had thought about this object, then wrote it down, researched it and then brought it into development. I was very impressed with

hearing that I could work a project through from beginning to end. And I wanted to serve my country. I feel I have something to offer and I wanted to give my energies in a positive way. Power doesn't motivate me. Being able to accomplish something that is meaningful does."

As a JP she worked with HARM and ALR-67 systems. Since then she headed the Missile Software Division, the Software Development Branch, Communication Development Branch and was head of the Sidewinder Technical Office. "I'm a real workaholic," she explained. In January 1994 Higgins became associate to the Intercept Weapons Department. She had only been on the job one month when department head Jon Wunderlich died. "Taking over for him was the hardest thing I've ever done," she said. From 1994 until recently she was head of the Guidance and Control Systems Division.

Over the past 24 years Higgins has been the recipient of the Dr. Manual Garcia Memorial Award, an EEO Recognition Award, Federal Women's Award in both 1977 and 1980, a Technical Director's Award and the Michelson Laboratory Award.

In addition to the twin granddaughters, Higgins and her husband, Tim, have two daughters, Donna and Joanne. Husband Tim, is a self-employed engineering consultant. The company's name is Sigma Technology. He was described by a friend as "a darn good tennis player for a man his age." Higgins laughed and added he is a big sports nut and they both actively support the Burroughs High School sports programs. And if she has free time she likes to play the piano.

"My father always encouraged me to be the best in whatever I chose to do," said Higgins.

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NAWCWPNS

No. 52-005DWE97, Electronics Technician, DP-856-3, Wotdoor RCS Branch, Simulation and Stimulation Division, Pacific Ranges and Facilities Department, Test and Evaluation Competency, Code 526300D—Area of Consideration: NAWCWPNS. Opening Date: 4-3-97. Closing Date: 4-17-97. Selecting Official: Keith Gruhot, (760) 939-6969/6775 (DSN 437-6969/6775). HRD Contact: Diana Eggleton, (760) 939-8111 (DSN 437-8111). Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will perform as a Test/Project Director at the Junction Ranch Radar Cross Section (RCS) Measurement facility. As Test Director, incumbent coordinates all aspects of assigned tests including: deriving customer requirements, creating a test matrix and test plan, selecting radar parameters configuring the Elan RCS instrumentation radar, configuring target support and positioning systems, and ensuring that all needed special test devices are designed, fabricated, and/or purchased. During test operations, the incumbent is the customer interface with all range personnel, answering customer questions and concerns, directing operations during testing, coordinating with target handling and facilities personnel, determining quality of data and performing data validation, and leading data-reduction activities to ensure completeness of data packages. The Test Director remains the customer's range POC after completion of the test. The incumbent must coordinate equipment maintenance and setup, range configuration, and target support fabrication during test preparation periods. The incumbent must document configuration changes, upgrades, and checklists; provide technical support and OUT to the team; and perform as Range Safety Officer as required. As Project Director, the incumbent coordinates all activities concerning assigned projects at Junction Ranch. Employee will generate contract documents and specifications; manage an allotted program budget; perform diagnostic testing; create reports with results and recommendations for improvement; coordinate the implementation of contracted upgrades; ensure contractor compliance, and generate status reports when required. Work schedule is first "40." The selectee must be able to obtain and maintain a Top Secret clearance. Quality-Ranking Factors: Knowledge of RCS measurement techniques; RF energy propagation, scattering matrices, ISAR imaging, outdoor RCS range design and operations theory, Lintek Elan radar systems, RCS data-reduction techniques, analog and digital electronics, and electronic and RF test equipment; ability to generate contract documents and interface with Contracting Officers to obtain necessary purchased materials, equipment, and services; ability to plan, schedule, and budget all necessary tasks; ability to communicate and coordinate the work of personnel at NAWCWPNS. Full performance level DP-3.

Note 3 applies.

No. 41-001-RF7, Interdisciplinary (Supervisory Engineering Technician/Electronics Technician), DP-802/856-3, Code 413100D, Research and Engineering Competency, Systems Engineering Department, Platform Simulation and Integration Laboratory Engineering Division, Carrier Based Tactical Aircraft Laboratory Engineering Branch #1 (F/A-18), China Lake, CA—Area of Consideration: NAWCWPNS. Selecting Official: K. Jutzi, (805) 989-4015. HRD Contact: Bob Fitzpatrick, (760) 939-8117. Opening Date: 3-20-97. Closing Date: 4-17-97. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will serve as the Head of Branch #1 of the Carrier Based Tactical Aircraft Laboratory Engineering competency, Code 413100D. Via a Task Assignment Agreement (TAA), he/she also functions as the Facilities Task Team Lead (TTL) for the F/A-18 Weapon System Support Facility (WSSF). As the Branch Head, performs the full range of supervisory duties associated with personnel resource management and development. These include maintaining the proper mix of knowledge, skills, and abilities within the Branch to meet current and projected needs of customers; preparing Individual Development Plans (IDPs), training plans, and mentoring subordinates; providing special recognition for deserving employees; conducting performance planning, reviews, and assessments, including taking disciplinary action where warranted; ensuring equal opportunity in recruitment, project/task assignments, training, special recognition, and promotion; providing leadership to continually improve processes; implementing safety and security requirements; keeping abreast of Command policies and implementing regulations; and contributing to the management of change within NAWCWPNS and the Naval Air Systems TEAM. As the TTL, serves as a key member of the F/A-18 Integrated Product Team (IPT) and leader of an interdisciplinary technical team tasked to design, develop, modernize, schedule, operate, and maintain laboratory capabilities associated with life-cycle support of the F/A-18 combat system. This includes all platform variants, foreign and

meet current and projected needs of customers; preparing Individual Development Plans (IDPs), training plans, and mentoring subordinates; providing special recognition for deserving employees; conducting performance planning, reviews, and assessments, including taking disciplinary action where warranted; ensuring equal opportunity in recruitment, project/task assignments, training, special recognition, and promotion; providing leadership to continually improve processes; implementing safety and security requirements; keeping abreast of Command policies and implementing regulations; and contributing to the management of change within NAWCWPNS and the Naval Air Systems TEAM. As the TTL, serves as a key member of the F/A-18 Integrated Product Team (IPT) and leader of an interdisciplinary technical team tasked to design, develop, modernize, schedule, operate, and maintain laboratory capabilities associated with life-cycle support of the F/A-18 combat system; this includes all platform variants, foreign and domestic. Duties include regular interaction with the F/A-18 IPT leadership and major Block Leads to keep abreast of program objectives, activities, and events that involve/impact the WSSF complex and to report status; near- and long-term planning and budgeting, which involves identifying, presenting, and defending resource requirements; regular interaction with laboratory user communities to assess their satisfaction with laboratory support and to anticipate/keep abreast of changing user requirements and expectations for weapons, sensors, avionics, and Operational Flight Program (OFF) laboratory integration and test capabilities; clarifying, prioritizing, coordinating, and overseeing the documentation of laboratory development and support requirements; translating requirements for laboratory development or update into implementation plans that include resource requirements; providing training to users on new laboratory capabilities or operational procedures; leading the laboratory technical team in maintaining required operational readiness levels for the laboratory complex consistent with cost and schedule agreements; ensuring that good configuration management practices are followed for all laboratory hardware and software components; and continuously applying new technologies and process improvements to reduce the cost of laboratory operations and sustaining support. Incumbent must be able to obtain and maintain a Top Secret clearance. The full performance level for the position is DP-4. Quality-Ranking Factors: (1) Knowledge of the combat aircraft weapons, sensors, avionics, and OFF development, integration, and test business and the role that platform level simulation, integration, and test laboratories play in that business. (2) Knowledge of the F/A-18 combat system, especially its aircrew controls and displays; sensor, avionics, and armament suites (all variants); data bus structures; and OFF functionality. (3) Ability to lead and/or supervise a large multi-disciplined technical team (25 or more people). (4) Ability to identify, present, and defend resource requirements and effectively manage resources (physical, financial, human). (5) Ability to communicate effectively, both orally and in writing, with all levels of civilian and military personnel on routine, complex, and technical matters pertaining to the job. (6) Ability to apply EEO and affirmative action policy in making recruitment, project/task assignment, training, special recognition, and promotion decisions. (7) Ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research Development, and Engineering Career Field within 18 months of entering the position. Notes 1, 2, 3 and 4 apply.

No. 41-002-RF7, Interdisciplinary (Supervisory Electronics Engineer/Computer Engineer/General Engineer/Physicist/Computer Scientist), DP-855/854/801/1310/1550-3, Code 413100D, Research and Engineering Competency, Systems Engineering Department, Platform Simulation and Integration Laboratory Engineering Division, Carrier Based Tactical Aircraft Laboratory Engineering Branch #1 (F/A-18), China Lake, CA. Area of Consideration: NAWCWPNS. Opening Date: 3-20-97. Closing Date: 4-17-97. Selecting Official: K. Jutzi, (805) 989-4015. HRD Contact: Bob Fitzpatrick, (760) 939-8117. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will serve as the Head of Branch #1 of the Carrier Based Tactical Aircraft Laboratory Engineering competency, Code 413100D. Via a Task Assignment Agreement (TAA), he/she also functions as the Facilities Task Team Lead (TTL) for the F/A-18 Weapon System Support Facility (WSSF). As the Branch Head, performs the full range of supervisory duties associated with personnel resource management and development. These include maintaining the proper mix of knowledge, skills, and abilities within the Branch to meet current and projected needs of customers; preparing Individual Development Plans (IDPs), training plans, and mentoring subordinates; providing special recognition for deserving employees; conducting performance planning, reviews, and assessments, including taking disciplinary action where warranted; ensuring equal opportunity in recruitment, project/task assignments, training, special recognition, and promotion; providing leadership to continually improve processes; implementing safety and security requirements; keeping abreast of Command policies and implementing regulations; and contributing to the management of change within NAWCWPNS and the Naval Air Systems TEAM. As the TTL, serves as a key member of the F/A-18 Integrated Product Team (IPT) and leader of an interdisciplinary technical team tasked to design, develop, modernize, schedule, operate, and maintain laboratory capabilities associated with life-cycle support of the F/A-18 combat system. This includes all platform variants, foreign and

domestic. Duties include regular interaction with the F/A-18 IPT leadership and major Block Leads to keep abreast of program objectives, activities, and events that involve/impact the WSSF complex and to report status; near- and long-term planning and budgeting, which involves identifying, presenting, and defending resource requirements; regular interaction with laboratory user communities to assess their satisfaction with laboratory support and to anticipate/keep abreast of changing user requirements and expectations for weapons, sensors, avionics, and Operational Flight Program (OFF) laboratory integration and test capabilities; clarifying, prioritizing, coordinating, and overseeing the documentation of laboratory development and support requirements; translating requirements for laboratory development or update into implementation plans, that include resource requirements; providing training to users on new laboratory capabilities or operational procedures; leading the laboratory technical team in maintaining required operational readiness levels for the laboratory complex consistent with cost and schedule agreements; ensuring that good configuration management practices are followed for all laboratory hardware and software components; and continuously applying new technologies and process improvements to reduce the cost of laboratory operations and sustaining support. Incumbent must be able to obtain and maintain a Top Secret clearance. The full performance level for the position is DP-4. Quality-Ranking Factors: (1) Knowledge of the combat aircraft weapons, sensors, avionics, and OFF development, integration, and test business, and the role that platform level simulation, integration, and test laboratories play. (2) Knowledge of the F/A-18 combat system, especially its aircrew controls and displays; sensor, avionics, and armament suites (all variants); data bus structures; and OFF functionality. (3) Ability to lead and/or supervise a large multi-disciplined technical team (25 or more people). (4) Ability to identify, present, and defend resource requirements and effectively manage resources (physical, financial, human). (5) Ability to communicate effectively, both orally and in writing, with all levels of civilian and military personnel on routine, complex, and technical matters pertaining to the job. (6) Ability to apply EEO and affirmative action policy in making recruitment, project/task assignment, training, special recognition, and promotion decisions. (7) Ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research Development, and Engineering Career Field within 18 months of entering the position. Notes 1, 2, 3, and 4 apply.

REASSIGNMENT OPPORTUNITY

No. 50-006-JM7, (1) General Engineer or Interdisciplinary Engineer, DP-801-4 or DP-830/855/861-4, Deputy Commander for Test and Evaluation, MRTFB Corporate Office, Code 5F0000E—Area of Consideration: NAWCWPNS. Opening Date: 4-3-97. Closing Date: 4-17-97. Selecting Official: Robert Samchisen, (805) 989-0857 (DSN 351-0857). HRD Contact: Jan Meadows, 989-3261 (DSN 351-3261). Permanent Change of Duty Station Authorized: No. Summary of Duties: The position is located within the Major Range and Test Facility Base (MRTFB) Corporate Office (MCO) on staff to the 5.0 T&E Competency Lead. The position can be physically located at either the Point Mugu or the China Lake site. The MCO performs corporate management functions and interacts with 5.0 Management Boards in recommending and enacting both technical and business policies for the corporate Major Range and Test Facility Base funding at the Weapons Division. This position's assignments will involve duties in two primary areas: (1) Project management of the Improvement and Modernization (I&M) program involving defending and briefing the budget and technical milestones to higher authority; planning and coordinating project requirements with the I&M technical managers; monitoring execution status and recommending acquisition strategies; and (2) Project management and central coordination of the Central Test and Evaluation Investment Program (CTEIP) including reviewing and recommending major new initiatives being requested from the Level II organizations; briefing the proposals to higher authority; monitoring execution and keeping management informed of the latest proposals across the services. The incumbent will provide corporate Weapons Division technical management oversight for all MRTFB organizations utilizing I&M/CTEIP funds and will develop, recommend, and summarize I&M/CTEIP project proposals for senior management review. The position is nonsupervisory and will work directly for the Head of the MCO. Quality-Ranking Factors: (1) Knowledge of Test and Evaluation (T&E) capabilities including ranges, test facilities, targets, and other support systems at the Weapons Division. (2) Demonstrated ability to understand and communicate engineering and technical aspects of ranges, T&E instrumentation capabilities, and modeling and simulation with personnel within the Weapons Division Level II MRTFB organizations and other Navy MRTFB organizations, other services, NAVAIR, OPNAV, and OSD. (3) Experience with procurement policies and funding execution nomenclatures and practices. (4) Knowledge of the DOD MRTFB organizations and MRTFB/customer funding policies regarding I&M and maintenance and operation (M&O). (5) Demonstrated ability to provide overall direction, management, and coordination to teams while acting as an honest broker. Interested reassignment candidates should send an updated application (e.g., resume, OF-612, SF-171, etc.) to Jan Meadows at Code 731000E.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

TRAINING COURSE SCHEDULE

This issue of the NAWC Announcements includes an additional four-page Spring and Summer Training Course Schedule. Please retain this section for further reference.

CALL FOR PRESENTATIONS

An Infrared Focal Plane Array (IRFPA) Information Exchange Meeting will be held at the Mich Lab Management Center on 13 May. The primary purposes of the meeting are to enhance communication between IRFPA users and IRFPA developers and to discuss technical work in IRFPA and related areas. In particular, we hope to uncover future IRFPA needs and opportunities.

Presentations are solicited in the following infrared system areas: future IRFPA requirements, modeling and analysis of IRFPAs, applications that are considering or using IRFPAs, problem areas and limitations with current IRFPAs, potential needs for particular types of IRFPAs, IRFPA/detector development work, and related topics.

We intend to invite representatives from NAWCWD, NAWCAD, NRL, ONR, NRAD, NVEOL, ARPA, Phillips Lab, and NAVAIR. This is a government-only, no-contractor meeting. At least eight of the above organizations have participated in this meeting in previous years. This will be a "national" audience/participation meeting sponsored by ONR through NRL.

Those individuals who wish to give presentations at this meeting should send an abstract or description of the presentation to:

Jerry Dodd
NAWCWPNS (Code 472110D)
1 Administration Circle
China Lake, CA 93555-6100
Fax: (760) 939-4625
E mail: Jerry_Dodd@MLNGW.ChinaLake.Navy.Mil

For more information, contact Jerry Dodd at (760) 939-4559. Abstracts/descriptions are due by 22 April.

TSP INFORMATION

TSP now has a web site. Their address is "www.tsp.gov". They have the current interest rates and downloadable publications and forms.

INTERFUND TRANSFERS: An interfund transfer changes the balance of your TSP account invested in the three TSP funds. An interfund transfer affects only money already in your account; it does not affect the way your future payroll contributions are invested. You can make an interfund transfer in any month you wish, without an annual limit. Interfund transfers can be made by using the THRIFTLINE, (504) 255-8777. For more information on using the THRIFTLINE, call a member of your PMA Team. Ask for a copy of the FACT SHEET - USING THE THRIFTLINE.

LOANS: Legislation signed on 30 September 1996 made several changes to the TSP Program, some of which will be effective later this year and in future years; however, changes to the loan program were effective immediately. There are now two kinds of loans available, general-purpose loans and residential loans. General-purpose loans require no reason or

UNIVERSITY OF TENNESSEE MASTERS DEGREE PROGRAM

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. A master of science degree in aviation systems is offered to individuals who have a bachelor's degree in engineering or science. If your bachelor's degree is in another field, you can be admitted to the program 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.

Test pilot school graduates receive up 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 510A	Special Topics: Introduction to Aircraft Structures. By: Dr. Solies
AS 510B	Special Topics: Meteorology. By: Dr. T. Dwayne McCay
AE 422	Aerodynamics. By: Dr. F. Collins
IE 405	Engineering Economy. By: Dr. Montadelli (UTK)
EM 536	Project Management. By: Dr. Claycombe (UTK)
EM 542	Design of Experiments. By: Dr. Hailey

For more information, text titles, and registration forms, contact the area representative at (760) 927-8874 or (760) 499-9101. You can also stop by our office in the Family Service Center, Office C, on Tuesdays and Wednesdays from 0900 to 1200.

documentation and can be paid back in 1 to 4 years. Residential loans require documentation and can be paid back in 1 to 15 years. For loan forms and information, call your PMA Team. The interest rate for loans approved in March is 6.75%. For funds to be disbursed in April, the complete package must reach the TSP Service Office by 4 April.

CHANGE OF ADDRESS: If you have a new address, now is the time to report it to your payroll support office. That way, your address will be correct before your participant statement is mailed in May.

Note: John Powers at China Lake has retired. The Program Manager for TSP for both sites is now Peggy Topham, who can be reached at Point Mugu, 989-3323, and at China Lake, 939-2574.

HIGH-PERFORMANCE COMPUTING SERVICES AVAILABLE

Airframe, Ordnance, and Propulsion Division announces the availability of the High-Performance Computing Systems. These two systems known as Airpower and Airframe, are available to DOD and contractors. These systems are currently being used by NAWCWPNS for analysis and visualization and are run as a cost center. The Airpower system is a Silicon Graphics Power Challenge with 12-200Mhz R10000 processors, 3Gb of main memory, and 180Gb of disk storage. The Airframe system is a deskside Silicon Graphics Reality Engine 2 with 4-200Mhz R4400 processors, 512Mb of main memory, and 60Gb of disk storage. The usage cost for these two systems is based only on CPU time. The cost is \$23 per CPU hour for Airframe and \$10.50 per CPU hour for Airpower. The Division also has various packages available for use, these include Patran3, SDRC Master Series CAD/CAM, USAERO, VSAERO, Abacus, MSC Aries/Nastran, Nevada, and Sinda. All of these packages, with the

exception of SDRC and Patran3, can be used by any user for the cost of the amount of CPU time. SDRC and Patran3 are charged at the rate of \$20 per hour that a license is checked out.

For further information or to get an user account for either Airframe or Airpower system, contact Dr. Frank Mansfield at 760-939-2627 or email at mansfiel@sgaero6.chinalake.navy.mil or by downloading the information packet ~/pub/HPC_Systems/Operations.ps by anonymous ftp from airframe.chinalake.navy.mil.

GENERIC PRINTER CONTRACT AVAILABLE

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

Contractor: MFS, Inc.
Contract Number: N68936-94-D-0231
Period of Performance: 1 December 1994 - 30 November 1997
Cost: \$27.45 per hour with a 1-hour minimum plus parts/materials and a 10% uplift for material handling

If you want service on this contract, you must contact the Point Mugu Customer Support Center at 989-8083 or the China Lake Customer Support Center at 939-1200 with the following information: model number, serial number, bar code, a brief description of the problem, contact/requester and your code and alternate point of contact, phone number, job order number, and location of the equipment.

Direct questions or problems to Martha Faron, Code 721200D at (760) 939-3395 (DSN 437-3395).

CHINA LAKE GENERAL ANNOUNCEMENTS

BCBS REPRESENTATIVE TO VISIT CHINA LAKE

The Blue Cross/Blue Shield (BCBS) service representative will be at China Lake on Tuesday, **15 April**. At that time, you can obtain answers to questions about your coverage and receive help with any related problems. Be sure to bring all pertinent documentation. The representative will be at the Training Center, Room 203, 0800 to 1100 and 1230 to 1430. If you have any questions, contact Leora Fields at 939-2018.

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.

FINANCIAL COUNSELING FOR EMPLOYEES

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

Your financial situation will be reviewed free of charge by a trained counselor.

Call the Employee Assistance Program Office at 939-3892 to arrange for an appointment.

RETIREMENTS AND FAREWELLS

CHARYLENE PETERSON

Charylene Peterson, Code 720000D, is retiring. A retirement luncheon will be held in her honor at John's Pizza on **23 April** at 1100. For reservations, presentations, or gift donations, contact Tempest Schardt at 939-2373, Dot Leuallen at 939-3050, or Tony Vitale at 939-4677 at China Lake and Rosemarie Tipton at 989-8683 at Point Mugu by **17 April**.

JUDY BAINBRIDGE-MICHENSEN

Judy Bainbridge-Michelsen has left NAWCWPNS and the area to be with her "new" husband. A farewell luncheon will be held in her honor at Santa Fe Grille on **21 April**. A buffet style lunch will be served. The cost is \$8.95 per person. For presentations or reservations, contact call Debbie or Lula at 939-5551 or 939-5578.

CAPT DOUG HENRY

Capt. Doug Henry is leaving China Lake to take a position in Washington D.C. A party will be held in his honor at the Carriage Inn on **25 April**. There will be a social hour, with a no-host bar, at 1800, followed by a buffet dinner at 1900. Presentations will begin at 2000. Dress is desert casual. Tickets are \$17 per person including tax and tip. To purchase tickets or to make a presentation, contact Ann Wagner or Dea Dettling at 939-2201 or via QuickMail (Amin. Bldg.). Tickets may also be purchased from Marci Malik at 939-6034 (Pacific Ranges, Room 112) or Jean Winkler at 939-5405 (Weapons Test Squadron, Hanger 3, Room 3201). Gift contributions may be given to the person selling tickets. Tickets must be purchased by 23 April (no tickets sold at the door).

ROBERT (BOB) M. MCCARTEN

Robert (Bob) M. McCarten, Head, Energetic Materials Branch (473400D), is leaving China Lake after 30 years of service. An informal reception will be held in his honor at the CLPL cafeteria on **24 April** at 1500. Come help us bid him a fond farewell. For presentations or contributions, call Linda at 939-7322 or Cheryl at 939-7415.

SHARON IRVING

Sharon Irving, Code 45E000D, is retiring after 30 years of civil service. A retirement luncheon will be held in her honor at John's Pizza on **29 April** at 1130. Lunch choices include the buffet or from the menu. For reservations, presentations, and/or donations, contact JoAnn Walters at 446-9425 by **17 April**.

DAN GOSS

Dan Goss, Code 473000D, is retiring after over 33 years of federal service. A retirement dinner will be held in his honor at the Carriage Inn on **1 May**. Social hour (no-host bar) will begin at 1800, followed by a western barbeque dinner at 1900, and presentations at 2000. Tickets are \$16 per person. For tickets, gift donations, or presentations, contact Susan Haynes, Terri Weindel at 939-7200, or Barbara Sorges at 939-7486.

JOHN R. (RANDY) PRAZAK

John R. (Randy) Prazak, Code 471110D, is retiring after 31 years of combined military and federal service. A retirement luncheon will be held in his honor at Texas Cattle Company on **1 May** at 1130. For reservations or presentations, contact Dawn Frazier at 939-3087 or Bill Lawson at 939-0179 by **28 April**.

POINT MUGU GENERAL ANNOUNCEMENTS

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive labor representative for the bargaining unit employees of NAWCWPNS Point Mugu is the National Association of Government Employees (NAGE). The local R12-33 President is Rev. Louis W. Rogers, located in Trailer

10097; he can be reached at 989-1374 or by e-mail at NAG R1233@AOL.com.

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if

you or someone in your family are having difficulties? There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 211 (first floor). The CEAP has a

separate exterior entrance on the Wood Road gate at the end of Bldg. 211. All interviews are confidential. For further information, call Paul Sanchez at 989-7708/8161 or Colleen Smith at 989-3225.

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).

MERIT PROMOTIONS

CHINA LAKE ONLY

No. 45-008-PW7, Administrative Officer, DA-0341-03, Avionics Department, Mission and Sensors Systems Division, Code 455000D—Area of Consideration: China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-17-97. **Selecting Official:** Al Sutton, 939-5319. **HRD Contact:** Pat Ward, 939-1346. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent will serve as the Administrative Officer for the Mission and Sensors Systems Division. Direction will be provided to the incumbent by the Division Head as well as branch and section managers. Duties include financial, administrative, and personnel management. Financial duties include providing financial assistance to the branch and section managers and tracking all NIFMAS financial data. Incumbent will review all procurement documentation (LCM and FIPR requirements and sole sources). Administrative duties include acting as division point of contact for space, plant account, safety, and security. Personnel duties include administering Division Performance Review Board, reviewing training requirements, formulating and reviewing all personnel actions, and providing guidance in the areas of performance recognition. **Quality-Ranking Factors:** Knowledge of personnel procedures under the Demonstration Program; good working knowledge of NIFMAS accounting system, procedures, and terminology; knowledge of procurements and their prerequisites (including ADP acquisition); ability to coordinate and provide support to multiple organizations; ability to communicate orally and in writing; ability to work effectively with others; skill in Macintosh-based software (e.g., Excel, Filemaker Pro, etc.). Incumbent must be able to obtain and maintain a Secret clearance. The full performance level is DA-3.

No. 45-009-PW7, Office Manager, DG-303-2, Avionics Department, Software Engineering Division, Software Product Integrity Branch A, Code 457300D—Area of Consideration: China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-17-97. **Selecting Official:** Linda Roush, 927-2102. **HRD Contact:** Becky Reed, 939-2032. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent provides secretarial and administrative support to the Software Product Integrity Branch A Head and other branch and section staff personnel. Incumbent will perform a full range of secretarial and administrative support duties, but are not limited to, receiving calls and visitors; originating and preparing correspondence; reviewing all correspondence to ensure appropriate content, grammar, formatting, etc.; making all travel arrangements; electronically maintaining timecards; assisting in the plant account process; completing computer accreditation (Group Risk Analysis Support Program) (GRASP) using the Macintosh computer and assorted software programs. **Quality-Ranking Factors:** Ability to communicate orally and in writing; ability to plan and coordinate travel arrangements; knowledge of timekeeping procedures; knowledge of Filemaker Pro, Excel, Powerpoint, Meeting Maker, and Microsoft Word; knowledge of ADP security requirements and property management regulations and procedures (GRASP). Incumbent must be able to obtain and maintain a Secret clearance. The full performance level is DG-3.

No. 8J-002-JJ7, Social Services Specialist, DA-101-2, Family Service Center, Code 8J0000D—Area of Consideration: China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-11-97. **Selecting Official:** Jocelyn Harriott, DSN 351-8146. **HRD Contact:** Jean Johanboeke, 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as China Lake Relocation Counselor for the Congressionally-mandated Relocation Assistance Program (RAP), which assists military personnel and their family members with issues associated with relocation between duty assignments, ensures that all RAP functions occur in an appropriate and timely manner, runs on-site loan closet, is responsible for quarterly updates to SITES and maintenance and distribution of welcome-a-board packages. Incumbent must provide accurate and timely data to management (including BUPERS), manage program budget, and schedule and present classes and briefings to various audiences on all aspects of relocation. **Quality-Ranking Factors:** Screen-Out Element: Experience with IBM and Macintosh programs (WordPerfect, Microsoft Word, Filemaker, and Excel); experience in giving presentations and briefings; and ability to manage a program budget. Promotion potential to DA-3, but not guaranteed. **Note 1 applies.**

No. 74-003-NR7, Security Specialist (Personnel Security), DA-080-2, Corporate Operations Competency, Security Department, Security Division, Personnel Security Branch, Code 741200D—Area of Consideration: China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-10-97. **Selecting Official:** John Hammonds, 939-3721. **HRD Contact:** Nancy Robinson, 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent performs a full range of personnel security specialist duties, which includes but is not limited to, initiating and processing personnel security investigations and personnel security clearances; granting interim personnel security clearances and coordinating final clearance with the Department of the Navy Central Adjudication Facility; and initiating local records checks and reviewing the results to determine the individual's eligibility for an interim security clearance and suitability

for serving in a sensitive position. Serves as team leader for the periodic reinvestigations program and for processing security clearance upgrades. Serves as the NAWCWPNS liaison with the Defense Investigative Service. Serves as liaison with state agencies maintaining criminal history repositories and as member of the Child Care Advisory Board. Determines which state criminal history repositories must be checked, initiates required checks, and reviews the results to determine the applicant's trustworthiness as a child care provider. **Quality-Ranking Factor:** Knowledge of IBM-compatible PCs and required software programs, ability to communicate orally and in writing, ability to deal effectively with personnel at all levels, and knowledge of personnel security processes and the Crime Control Act of 1990 as it relates to processing applicants in the child care industry. Selectee must be able to obtain and maintain a Top Secret security clearance. The full performance level of the position is DA-3.

Notes 1 and 3 apply.

No. 72-001-NR7, Senior Office Manager/Executive Office Manager, DG-0303-03/04, Code 720000D, Information Management Department—Area of Consideration: China Lake. **Opening Date:** 4-3-97 **Closing Date:** 4-10-97. **Selecting Official:** Jay F. Crawford, (760) 939-9738. **HRD Contact:** Nancy Robinson, (760) 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent functions as the NAWCWPNS 7.2 Department Office Manager and personal assistant to the Department Head, Deputy Department Head, IM Planning and Project Division Head, and the Customer Services and Operations Division Head. Provides administrative support services for the Head of Staff. Is the key person responsible for originating and processing various administrative actions in addition to performing research and making decisions on more complex administrative issues. Is responsible for documenting department office processes and training other department personnel in each process; reviewing, prioritizing, and coordinating actions coming into the department, directing them to the appropriate manager, and ensuring follow-up to meet deadlines. Effectively relays Department Head's decisions to subordinate organizations, independently coordinates office management support efforts across both sites, and maintains contact with all levels of management and employees within NAWCWPNS as well as other government representatives (e.g., NAVAIR/DOA/GSA) and contractors. In many cases, the person in this position is the first contact for others trying to reach IMD management and employees. **Quality-Ranking Factor:** Knowledge of and proficiency with the Macintosh computer, skill in applying administrative policies and procedures, ability to compose correspondence and/or to prepare nontechnical reports, and ability to interface effectively with personnel at all organizational levels. Full performance level of this position is DG-4.

Note 1 applies.

No. 72-002-NR7, Administrative Officer, DA-341-1/2/3 (Multiple Vacancies), Information Management Department, Code 72D000D. Area of Consideration: China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-17-97. **Selecting Official:** Laura Brown, DSN 351-7575. **HRD Contact:** Nancy Robinson, 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Coordinates short- and long-range financial and administrative requirements of the department and plans for control and utilization of assigned resources in accordance with overall resource management guidelines. Coordinates/originates, as appropriate, responses to requests for data, information, and reports. Ensures that responses are accurate and represent the department's positions and needs. Plans, gathers, and analyzes information concerning project and competency budgets and tracks financial expenditures. Provides advice, policy guidance, and assistance on personnel/training matters. Coordinates the utilization and maintenance of facility and equipment requirements. **Quality-Ranking Factor:** For DA-1: Ability to implement administrative requirements and ability to communicate both orally and in writing. For DA-2/3: Ability to plan, gather, and analyze financial data; knowledge of NAWCWPNS budgeting process (A-11, IT, CPP etc.); ability to implement administrative requirements; and ability to communicate both orally and in writing. Full performance level DA-3. **Note 1 applies.**

No. 8J-003-JJ7, Social Services Representative, DA-187-2, Family Service Center, Code 8J0000D—Area of Consideration: China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-11-97. **Selecting Official:** Jocelyn Harriott, DSN 351-8146. **HRD Contact:** Jean Johanboeke, 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as China Lake's Financial Counselor for the Personal Financial Management Program, which provides military personnel and their family members information on financial education, information services and assistance including, but not limited to, consumer education, advice, assistance on budgeting and debt reduction, retirement planning, and savings and investment counseling. Knowledge of OPNAVINST 1740.5 of 6 Nov 90 and NAVPERINST 1560A and completion of Command Financial Specialist training is desired. Incumbent must provide timely and accurate data to management (including BUPERS) and schedule and present financial seminars to various audiences on all aspects of financial matters. Incumbent will also complete Federal and State Income Tax Returns for the military. **Quality-Ranking Factors:** Experience in giving presentations and brief-

gs; experience with IBM and Macintosh programs (Microsoft Word, Excel, PSMC, Finance, Powerpay, Qolmis); knowledge of and experience with the Family Service Center BUPERS database; ability to counsel and assist clients in financial matters; and ability to manage a program budget. Promotion potential to DA-3, but not guaranteed. **Note 1 applies.**

CHINA LAKE/CURRENT APPOINTABLE NAWCWPNS EMPLOYEES

No. 471-006-GB7, Administrative Assistant, DA-341-1, Systems Engineering Division, Code 471D00D—Area of Consideration: Current appointable NAWCWPNS employees at China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-10-97. **Selecting Official:** Linda Murray, 939-3500. **HRD Contact:** Gail Bigelow, 939-8113. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is involved in coordination of the division's Group Risk Analysis Support Program (GRASP) efforts and the division's Federal Information Processing Resources (FIPR) Plan. The incumbent is the division's Information Systems Security Coordinator (ISSC) and responds for the division on all IS security matters, such as security infractions and violations, and maintains the division's Computer Contingency Plan. This position is also Security Coordinator for the division. The incumbent will support the Head of Staff on various administrative tasks involving financial information, personnel data, plant account, and procurement actions. **Quality-Ranking Factors:** (1) Knowledge of ADP security considerations and GRASP, (2) knowledge of FIPR efforts at China Lake, (3) knowledge of security regulations and processes, (4) knowledge of financial processes and regulations, familiarity with the Single Financial System and NIFMAS, and (5) knowledge of personnel policies and procedures. Promotion potential: DA-3. **Note 1 applies.**

No. 471-007-GB7, Computer Scientist, DP-1550-3, Weapons Software Engineering Branch, Code 471300D —Area of Consideration: Current appointable NAWCWPNS employees at China Lake. **Opening Date:** 4-3-97. **Closing Date:** 4-10-97. **Selecting Official:** Tomma Bersie, 939-1064. **HRD Contact:** Gail Bigelow, 939-8113. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is responsible for planning, developing, and coordinating software and simulation programs for the Tomahawk Cruise Missile Program. This includes debugging, modifications, maintenance, and documentation of a variety of tactical missile simulation programs and software support tools. The incumbent is responsible for operating system software compilers, assemblers, linkers, file management, graphics, and visulation programs. The incumbent applies mathematical and statistical analysis techniques using a variety of computer microprocessors, which support such operating systems as UNIX, VMS, and MS-DOS. **Quality-Ranking Factors:** (1) Knowledge of Tomahawk software, (2) Skills in requirements definition, analysis, design, code and testing; (3) Knowledge of Assembly, FORTRAN, C, C++, and Ada; (4) Knowledge of simulation programs and analysis of simulation data; and (5) Ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development, and Engineering Career Field within 18 months of entering the position. Promotion potential: DP-3. **Note 4 applies.**

POINT MUGU/CURRENT APPOINTABLE NAWCWPNS EMPLOYEES

No. 454-009-GW7, (1) Resources Specialist, GS-301-7/9, Avionics Department, Electronic Warfare Systems Division, Surveillance Systems Branch, Code 454500E—Area of Consideration: Current appointable NAWCWPNS employees at Point Mugu. **Opening Date:** 4-3-97. **Closing Date:** 4-17-97. **Selecting Official:** Dan Moretti, (805) 989-3505. **HRD Contact:** Gina Weatherford, (805) 989-3301. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Assists in the preparation and processing of EA-6B IPT financial documents, including program planning, budget development, and contract and acquisition processing. Manages all personnel actions for Branch and EA-6B IPT. Provides information, interpretation, and application of policies and procedures to Branch Head, Section Heads, and employees with respect to personnel management. Analyzes necessary personnel and related data and presents findings with recommendations to Branch Head for decision. Carries out established personnel functions and practices, administering and keeping employees informed on such programs as Incentive Awards, Demo Project, etc. **Quality-Ranking Factors:** Experience in managing EA-6B IPT project budgets including: establishing DCONS; monitoring and verifying expenditures; developing projections; identifying and researching (using the Single Financial System) problem areas; and recommending and implementing corrective action. Knowledge of EA-6B IPT requirements including required performing cost centers; acquisition vehicles and processes; and financial reporting processes. **Note 1 applies.**

ADMINISTRATIVE POLICIES AND PROCEDURES (32 hrs.)
2-3 and 9-10 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, submit an On-Board Training Request to Code 733000E. For more information, contact Marcy Acosta at 989-3992 (DSN 351-3992).

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 work-force. Information on motivational theory will be presented, along with practical on-the-job 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 ways to identify 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).
To enroll or to obtain further information, call Lori Ryser-Warrick at 939-2686 (DSN 437-2686).

DIGITAL SYSTEMS TROUBLESHOOTING (32 hrs.)
23-26 June; Monday-Thursday, 0800-1600; Training Center, Bldg. 366, Room 100A, Point Mugu. By: Jeff Schwalb - Technology Institute (David Lynch)
Prerequisite: Completion of basic courses in digital electronics or the equivalent work experience.
Intended Audience: Electronic technicians who are required to repair and maintain modern Navy electronic weapons systems.
Troubleshooting modern Naval electronic equipment often appears to be a highly complex task. This course lays the foundation for technicians to first understand the basics of digital systems; and second, how to approach and accurately troubleshoot any digital electronics systems, from the simplest to the most complex. The procedures developed in the course will not only correct systems defects, but the methodical approach developed will save time and, hence, cost in electronic maintenance. The techniques presented during the course are reinforced during the hands-on workshops, in which the student will learn to isolate and replace defective components and verify systems operation. Topics include introduction to digital techniques, lab/workshop; review of troubleshooting and repair tools, lab/workshop; sequential logic circuits lab/workshop; input/output circuits lab/workshop; and system-level analysis and troubleshooting lab/workshop.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Felicia Nickelberry, Code 733000E. For further information, call 989-3980 (DSN 351-3980).

PERSONAL SOFTWARE PROCESS (112 hrs.)
4 Sessions
15-17 July, 28-31 July, 18-21 August, 2-4 September, 0800-1600; Training Center, Room Point Mugu. By: Jeff Schwalb
The Personal Software Process (PSP) is a disciplined, process-oriented approach to software engineering. Its purpose is to help engineers improve their performance by applying to their work the software engineering, quality management, and process management concepts in the Capability Maturity Model (CMM) for software. They learn to use the PSP framework to manage their own processes—improving their productivity, schedule performance, and the quality of the products they produce. This course provides a step-by-step framework that demonstrates the methods of disciplined software engineering. Participants learn how effective the methods can be by using their own data. The course covers the PSP as described in "A Discipline for Software Engineering," by Watts Humphrey. The PSP is a scaled-down version of industrial software processes based on quality management principles and is designed to be used by an individual software engineer.
Prerequisites: You must know a programming language (do not use this course as an opportunity to learn a new language). You must also have a development environment available (a portable computer is recommended) that includes a compiler plus Microsoft Word and Excel.
Cost: Tuition fee is \$150 and includes the cost of the textbook and materials provided throughout the introductory and advanced portions of the class. Include a job order number on the training request to cover this fee.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Renee Riga, Code 4F0000D, (760) 939-7092 (DSN 437-7092). For further information on course content and outline, call Jeff Schwalb at (760) 939-6226 (DSN 437-6226).

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

Applications must be received at the Human Resources Department (HRD) Reception Desk, at any site, no later than 5:00 p.m. on the closing date of the announcement. Applications must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC., THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your application for your own retention before you submit it. (Only applications with original signature and date will be accepted.)
Submit a copy of your latest narrative performance assessment/appraisal of record with any application filed against a vacancy announcement. If the assessment/appraisal does not clearly state the tasks/duties performed, attach a copy of your performance plan.
A supplemental narrative addressing your qualifications to each quality-ranking factor (ORF) is highly recommended. This information will be used to identify highly qualified candidates to be referred for selection. Additional information will not be accepted after the closing date of the announcement.
When multiple-grade levels are advertised, applicants will only be rated for the lowest grade level indicated on their application that will be acceptable and higher grade levels for which they qualify.
Applicants may review the X-118 Qualification Standards at the China Lake Technical Library; at the Point Mugu Directorate/Department Resources Offices; or at any NAWCWPNS Human Resources Department Office.

AREA OF CONSIDERATION INFORMATION

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

NOTES

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

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

GENERAL INFORMATION

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

All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance.
As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.



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 China Lake. Forms are also available electronically by accessing the CL ADMIN server, Forms folder. 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

Stan Wertenberger, Code 528300D

Stan is recovering from extensive back surgery.

Lori Watts, Code 543300D

Lori is recovering from reconstructive foot surgery.

Donna Charles, Code 84D000D

Donna is recovering from a medical problem.

Barbara Hurd, Code 523100D

Barbara suffers from bilateral upper-extremity tendinitis.

Sandy Watson, Code 335000D

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

David Cowan, Code 473420D

David has a medical problem.

Al Dorfman, Code 841300D

Al is recovering from back surgery.

Nancy Rodgick, Code 725100D

Nancy has a medical problem.

POINT MUGU

Juanita Grant, Code 236000E

Juanita is recuperating from knee replacement surgery.

William Yates, Code 471430E

William is recovering from pneumonia.

Janet Alvarez, Code 8F0000E

Janet is under a doctor's care.

Sally Rodriguez, Code 56CD00E

Sally is under a doctor's care.

Michael T. Dang, Code 522K00E

Michael is under a doctor's care.

Anita Retome, Code 455330E

Anita is caring for her daughter, who is under a doctor's care.

Vivian Almaguer, Code 836100E

Vivian is on maternity leave.

Marion O'Brian, Code 4KL500E

Marion is caring for her daughter, who had a lung transplant.

Norma Lavin, Code 52911EE

Norma is under a doctor's care.

Juanita Faye Blunt-Ingorsoll, Code 529110E

Juanita has been diagnosed with lymphoma.

Lillian Cabello, Code 731000E

Lillian has medical problems.

EMPLOYEE DEVELOPMENT DIVISION NEWS

ONBOARD TRAINING COURSE SCHEDULE

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

BASIC NAVAL WRITING (8 hrs.)

8 April; Tuesday, 0800-1600; Training Center, China Lake.
By: JoAnn Griggers

This course will discuss SECNAVINST 5216.5D, which sets new writing standards, and encourages the adoption of the standards by all people employed by the Department of the Navy. The instructor will review those standards, i.e., the use of active versus passive verbs, personal pronouns, short sentences, etc.

This course is for all Center personnel who type, write, or approve naval correspondence.

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

NETWORK MANAGEMENT (32 hrs.)

8-11 April; Tuesday-Friday, 0800-1600; Training Center, Bldg. 366, Room 101A/B, Point Mugu. By: Technology Exchange Company

Course Level: Intermediate

Prerequisite: An understanding of basic network concepts such as OSI, model and network topologies is required.

This course provides you with a working understanding of state-of-the-art network management technologies. Upon completion of this course, you will be able to design, select, evaluate, and implement network management systems. You will gain detailed knowledge of the Internet SNMP management protocol; MIB, the OSI reference model, and emerging standards

(CMIS, CMIP, the MIB, and GDMO); and network management platform technologies. Topics include network management problems, managed network environments, application layer environment, managing internet environments, modeling network data, network management data, user interfaces and standards, research, and products.

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

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

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

Note: This course meets SEDP curriculum requirements. 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.

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

MENTORING FOR PERFORMANCE (8 hrs.)

14 April; Monday, 0800-1600; Bldg. 366, Room 104A, Point Mugu.

This course is designed to provide information on the mentoring process to managers and supervisors who are, or will be, mentoring employees in various NAWCWPNS programs such as

CSUN WRITING EXAM PLANNED

On 15 April a writing proficiency exam will be given to graduate students of California State University, Northridge (CSUN) at China Lake. The exam fee is \$20; checks should be made payable to CSUN. To take the exam, contact Cecil Webb at 939-0878 by 10 April.

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 two-user Version CD-ROM; and (3) UNIX System for Users with videotapes, course book, skills analysis book, textbook, reference book, and course disk.

Civilian Leadership, Junior Professional Engineering, or other developmental programs. This course will provide tips and strategies for effective mentoring, demonstrate how to build a successful mentoring relationship and how to enhance your mentoring skills, and discuss responsibilities of the program 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 lower-level employees, but are interested in "giving back to 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).

FILEMAKER PRO 2.1 FOR MACINTOSH, INTRODUCTION (16 hrs.)

14-15 April; Monday-Tuesday, 0800-1600; Training Center, China Lake.

Prerequisite: Students must be able to use a Macintosh computer.

This class is designed for people who have little or no experience using Filemaker Pro 2.1 for Macintosh.

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

SOFTWARE CONFIGURATION MANAGEMENT (16 hrs.)

14-15 April; Monday-Tuesday, 0800-1600; Training Center, Room 100, Point Mugu.

Intended Audience: Project managers, software managers, senior software staff, and software engineers responsible for the definition, configuration, or implementation of software products.

This course introduces the disciplines and techniques for initiating, evaluating, and controlling change of software products during and after the development process. It identifies the activities required to satisfy the Level 2 key process area of Configuration Management (CM). Participants learn to identify, baseline, and manage Configuration Management Items (CMI); evaluate, execute, and report on configuration changes; and institute version control. Selected CM tools are described and compared. Course topics: CM for Process Improvement, Introduction to CM, Configuration Identification, Aspects of Configuration Control, Automatic Versus Manual Procedures for Version Control, Configuration Auditing, Configuration Accounting and Planning for CM. This course will be taught in terms of SEI's CMM version 1.1.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Renee Riga, Code 4F0000D, (760) 939-7092 (DSN 437-7092).

INVESTING IN THRIFT SAVINGS PLAN (8 hrs.)

15 April; Tuesday, 0800-1600; Training Center, China Lake.

9 May; Friday, 0800-1600; Training Center, Point Mugu.

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 to understand the operation of the TSP; recognize the 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 "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).

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).

WINDOWS '95, INTERMEDIATE (8 hrs.)

16 April; Wednesday, 0800-1600; Training Center, China Lake.

This class is designed for people who want to enhance their knowledge of the Windows '95 operating system.

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

EXCEL 5.0 FOR MACINTOSH, INTRODUCTION (16 hrs.)

16-17 April; Wednesday-Thursday, 0800-1600; Bldg. 366, Room 103, Point Mugu.

Prerequisite: Students must be able to use a Macintosh computer.

This class is designed for people who have little or no experience using Excel 5.0 for Macintosh.

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

MISSILE GUIDANCE AND CONTROL (32 hrs.)

21-24 April; Monday-Thursday, 0800-1630; Training Center, China Lake. By: Evolving Technology

This course provides an overview of the design of tactical guided missiles with the emphasis on modern seeker technology.

NIFMAS TRAINING

FUNDING OVERVIEW/NIFMAS REPORTS AND QUERIES

7 April; Monday, 0800-1600; Training Center (Mac Lab), Point Mugu

15 April; Tuesday, 0800-1630; Training Center (Mac Lab), Point Mugu

29 April; Tuesday, 0800-1630; Training Center (Mac Lab), Point Mugu

13 May; Tuesday, 0800-1630; Training Center (Mac Lab), Point Mugu

20 May; Tuesday, 0800-1630; Training Center (Mac Lab), Point Mugu

Intended Audience: Project management, administrative, and clerical personnel (civilian and military) who interface 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 at 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 interrelationship 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 Cindy Wheeler at (805) 987-9888, ext. 273 or forward a request to Metters NSRI-MI via QuickMail. Leave your name, code, telephone number, and class preference.

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, (760) 939-2686 (DSN 437-2686). **Note:** A DD 1556 is NOT required. Nominations must be submitted to China Lake by the deadline dates listed.

Course Title	Course Dates	Deadline Date to 733000D
Creating and Sustaining the High-Performance Organization	10-15 August	6 June 97
Contemporary Management Issues and Practices	18-29 August 97	29 May 97
The Politics of National Security	24-29 August 97	6 June 97

The course covers design considerations of the autopilots, missile guidance equations, and seeker and track loops, as well as the missile development process. The course addresses the application of modern control systems theory to the problem of accurately controlling and guiding a missile to its target. The course concludes with a presentation of the missile guidance system development process, which covers elements of how these systems come together, from their initial design to their first flight and test plans.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call (760) 939-2359 (DSN 437-2359).

DEVELOPER/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.

Intended Audience: Application developers, database administrators, designers/developers, and technical support professionals.

Prerequisites: Introduction to Oracle: SQL and PL/SQL Using Procedure Builder, Doc. Code 10101.

This course will introduce participants to Developer/2000 technology and the core set of features common to each of the Developer/2000 components. Participants will learn to navigate through the Developer/2000 interface using features such as the object Navigator and Virtual Graphics System (VGS), which includes the Layout Editor and Menu options. This course describes common elements of the virtual product, such as the PL/SQL Development Environment. Topics will include Identify Common Developer/2000 Components, Navigate Through Developer/2000 Main Menus and Design Facilities, Control Developer/2000 Graphical Features with the Layout Editor, Customize the Developer/2000 Working Environment, and Create PL/SQL Program Units as Part of the Developer/2000 Applications.

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

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Sue Murray, Code 733000D. For further information, call (760) 939-2349 (DSN 437-2349).

UNIX: INTRODUCTION (40 hrs.)

21-25 April; Monday-Friday, 0800-1600; 760 Las Posas Rd., Suite A-4, Camarillo, CA. By: Technical Research Associates

Prerequisites: None, although familiarity with concepts of programming would be helpful.

This course will be a hands-on introduction to UNIX. The course will begin with an introduction to operating systems and will cover the following: Editor; hierarchical file system; running programs; displaying files; file names and access permissions; I/O redirection; pipes; pipelines; filters; software fabrication; UNIX files; file names and 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; others; UNIX language support; UNIX systems administration; and UNIX security issues. The student will be 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 Felicia Nickelberry, Code 733000E. For further information, call 989-3980 (DSN 351-3980).

WORD 7.0 FOR WINDOWS, INTRODUCTION (16 hrs.)

29-30 April; Tuesday-Wednesday, 0800-1600; Training Center, China Lake.

Prerequisite: Students must already be able to use the Windows '95 operating system.

This class is designed for people who have little or no experience using Word 7.0 for Windows '95.

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

PRERETIREMENT SEMINAR (16 hrs.)

29-30 April; Tuesday-Wednesday, 0800-1600; TBD, China Lake.

7-8 May; Wednesday-Thursday, 0800-1600; Training Center, Point Mugu.

This seminar is for employees within 5 years of retirement. The seminar covers the Civil Service Retirement System (CSRS) and Federal Employees Retirement Systems (FERS). In addition, related topics (e.g., federal employees health and life insurance programs, Thrift Savings Plan, etc.) will be discussed.

The seminar is intended to help employees understand the retirement system, to decide on the kind of planning that is right for them, and to provide the information necessary to make informed decisions associated with a successful retirement.

To enroll at China Lake, contact Sue Murray at (760) 939-2349 (DSN 437-2349). Leave your name, code, and phone number. To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2) to Felicia Nickelberry, Code 733000E. For further information, call 989-3980 (DSN 351-3980).

CAREER PLANNING WORKSHOP (16 hrs.)

30 April-1 May; Wednesday-Thursday, 0800-1600; Training Center, Point Mugu. By: Suzanne Hard

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

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

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 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 (NAWCWPNS 12410/2) to Marcy Acosta, Code 733000E. For further information, call 989-3992 (DSN 351-3992).

SUPERVISING EMPLOYEE PERFORMANCE (8 hrs.)

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

Learn how to motivate every employee in your organization to achieve his/her maximum potential. This course will show you how to increase productivity through proper feedback and effective reinforcement and build a work environment that encourages people to feel good about themselves while bringing out their best.

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

UNIX SYSTEMS ADMINISTRATION AND ADVANCED UNIX (40 hrs.)

5-9 May; Monday-Friday, 0800-1600; 760 Las Posas Road, Suite A-4, Camarillo, CA. By: Technical Research Associates

This course provides an introduction to UNIX system administration functions and advanced UNIX features, such as system daemons, and the window system. The course covers day-to-day system administration functions, such as setting up and maintaining user accounts, configuration and running of common UNIX services (daemons), providing user accounts, providing and controlling internet services (ftp, web services, telnet), the UNIX file system, and updating the installation system software. Hands-on system administration and daemon configuration exercises on a running UNIX system are provided. The course will contain, but is not limited to, the following topics: Basic System Administration Responsibilities, X Windows, System Programming Utilities, Administration of System Services (daemons), and Internet Services (daemons). The student is expected to complete a number of hands-on exercises in class that reemphasize the class topics.

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

TECHNICAL WRITING (32 hrs.)

6-9 May; Tuesday-Friday, 0800-1600; Training Center, China Lake. By: Communications Skills Company, Inc.

Note: This course is designed for technical personnel in general and is required for personnel entering the SEDP in FY96 and Junior Professional Program personnel hired in FY97. This course will be offered at Point Mugu in September.

This seminar will provide students with the skills and

confidence to prepare technical writing. Through examples and exercises taken from actual writing situations that Navy engineers face, participants learn techniques for analyzing, interpreting, and translating data to produce clear, readable letters and reports.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call (760) 939-2359 (DSN 437-2359).

MATERIALS CERAMICS (8 hrs.)

(Note: date change)

8 May; 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 ceramics, electromagnetic behavior, thermal properties, and corrosion.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call (760) 939-2359 (DSN 437-2359).

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

9 May; Friday, 0730-1630; Training Center, China Lake. By: Bob Huey, Consultant

This course teaches simple and effective techniques to be empowered by stress instead of overpowered by it. You will learning to identify your key stressors induced by events and people. You will also learn to better tolerate the problems induced by events and people. Techniques will be learned and practiced to discover solutions to these problems. We will review stamina techniques and discuss ways for restful sleep, relaxation, exercise, diet and freedom from harmful drugs.

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

EFFECTIVE TECHNICAL PRESENTATIONS/BRIEFINGS (32 hrs.)

12-15 May; Monday-Thursday, 0800-1600; Training Center, China Lake. By: Communications Skills Company, Inc.

Note: This course is designed for technical personnel in general and is required for personnel entering the SEDP in FY96 and Junior Professional Program personnel hired in FY97. This course will be offered at Point Mugu in September.

This course is designed to prepare the participants to meet the special demands of the formal professional presentation or briefing during which a presenter, usually in a large conference room or auditorium setting, addresses a group of fellow professionals to give them detailed information about a problem, proposal, plan, or research project. To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call (760) 939-2359 (DSN 437-2359).

DIGITAL DESIGN TECHNIQUES (32 hrs.)

12-15 May; Monday-Thursday, 0800-1600; Training Center, China Lake. By: Quintech Corp. (Byron Edde)

Prerequisites: Participants should have sufficient technical background to understand the material presented; normally included in this group are technicians and technical trainees.

This course is intended for electronic technical and trainees needing instruction in the fundamentals of digital electronics. It is designed to both prepare them for immediate work on digital systems and to prepare them for system training on specific systems. This teaches course participants the capabilities, functions, and operations of digital circuits and systems as applied to digital systems. The skills taught will prepare participants to operationally diagnose and repair these systems. Topics include, but are not limited to, introduction to digital systems and digital mathematics; number systems; logic operations and functions—combinatorial, logic circuits, and building blocks; using common logic families as examples; MIL-STD-806C symbology and logical diagrams; Boolean algebra and logic reduction; combinatorial and sequential logic; commonly used digital logic families; computer arithmetic, computer logic, and arithmetic functions (the ALU); microprocessors and support chip sets; special considerations for digital circuits; and troubleshooting digital circuits.

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

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/daudaudocs.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 themes, 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).

LEADING TEAMS (8 hrs.)

19 May; Monday, 0800-1600; Training Center, China Lake.

By: Dawn Hodson

Prerequisite: Participants must be team leaders.

This course is designed to teach team leaders how to turn their teams into high-performing groups. Because the level of team performance is directly related to how well the leader develops and powers the group, team leaders need to have a framework for understanding their role and how that role changes over time.

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

LAN DESIGN (DATA NETWORK DESIGN AND PERFORMANCE OPTIMIZATION (32 hrs.)

19-22 May; Monday-Thursday, 0800-1600; China Lake Training Center. By: Learning Tree International

Course Level: Advanced

Intended Audience: Network architects, designers, and managers, or anyone involved in providing network services to their organization.

This course will provide you with the knowledge of variables you must consider during the network design or performance optimization process. This course will provide the participants with sufficient background to identify end-to-end traffic flow requirements and choose the appropriate technology as necessary. Each Lan and Wan technology option will be explained in terms of its bandwidth and delay properties and specific techniques to optimize each technology. This course explains the performance characteristics of both LAN and WAN technologies that are available, but does not cover their detailed operation. This advanced course provides the skills you need to design new, scalable networks or optimize existing networks. Workshops focus on avoiding unscheduled down time, maximizing performance, and planning for future growth. Topics include: the network design process, selecting the appropriate network layout, choosing the appropriate LAN and WAN components, creating a cost-effective design, planning network layer addressing the routing, strategies for fault tolerance, and ongoing operations and management of your network.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Sue Murray, Code 733000D. For further information, call (760) 939-2349 (DSN 437-2349) or Lily Horton at (805) 989-3987 (DSN 351-3987).

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

2-6 June; 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 Felicia Nickelberry, Code 733000E. For further information, call 989-3980 (DSN 351-3980).

Course Title:	Date	Times	Hours	Site	Course Title:	Date	Times	Hours	Site
PROCUREMENT					Threat Simulation Modeling	Jul 15	0800-1600	8	CL
Contracting Officers Representative (COR)	20-22 May	0800-1600	24	PM	Threat Simulation Modeling	Jul 17	0800-1600	8	PM
Contracting Officers Representative (COR)	9-11 Sep	0800-1600	24	CL	MIL-STD-1553 Protocol	Jul 29-31	0800-1630	24	CL
Federal Appropriation Law	May 13-15	0800-1600	24	CL	Avionics Integration	Aug 19-21	0800-1600	24	PM
Task and Delivery Order Contracting	April 14-15	0800-1600	16	CL	Electronic Warfare: ESM/ELINT	Aug 28	0800-1630	8	PM
SAFETY/SECURITY/CPA					Satellite Communications	Sep 16	0800-1600	8	CL
CPR Basic Provider	TBD	0800-1600	8	PM	Satellite Communications	Sep 18	0800-1600	8	PM
SCIENTIFIC/ENGINEERING					SYSTEMS ENGINEERING DEVELOPMENT PROGRAM				
Intro to Program Planning & Control	TBD	0800-1630	8	PM	Technical Writing	May 6-9	0800-1600	32	CL
Missile Guidance and Control	Apr 21-24	0800-1600	32	CL	Effective Technical Presentations	May 12-15	0800-1600	32	CL
Radar (FPS-16)	Apr 29-May 8	0800-1600	56	PM	Technical Writing	Sep 8-11	0800-1600	32	PM
GPS	May 5-7	0800-1600	24	CL	Effective Technical Presentations	Sep 15-18	0800-1600	32	PM
Materials - Ceramics	May 8	0800-1600	8	CL	Navy Systems Acquisition	Sep 23-26	0800-1630	32	PM
GPS	May 12-14	0800-1600	24	PM	TECHNICIAN TRAINING				
Counter-Stealth Radar Fundamentals	May 28	1230-1630	4	PM	Digital Design Techniques	May 12-15	0800-1630	32	CL
Signal Processing with Nonuniform Sampling	May 28	0800-1200	4	PM	Digital Troubleshooting: Basic	Jun 23-26	0800-1630	32	PM
Counter-Stealth Radar Fundamentals	May 29	1230-1630	4	CL	WELLNESS				
Signal Processing with Nonuniform Sampling	May 29	0730-1130	4	CL	Stress and Your Body	May 22	1300-1500	2	PM
MIL-STD-1553 Protocol	Jun 18-20	0800-1630	24	PM					
System Architecture	Jun 24	0800-1600	8	CL					
System Architecture	Jun 26	0800-1600	8	PM					

NAWCWPNS FY97 SPRING/SUMMER COURSE CALENDAR

DIVISION HEAD:	Dr. Ruth Boyle	CL 939-0872 or PM 989-3991
POC CHINA LAKE:	Nancy Saxton	CL 939-3129

EMPLOYEE DEVELOPMENT DIVISION
Code 733000D/E
COMMUNICATION INFORMATION
FAX: Point Mugu 989-9846; China Lake 939-2548
Course Schedule Lines: China Lake 939-2415 Point Mugu 989-7956

ADMINISTRATIVE SUPPORT	TELEPHONE	CONSULTANT TO COMPETENCY	RESPONSIBILITY
Christy De La Rosa	989-3995		Facilities, Budget, Equipment
TEAM 1: Competencies 0.0, 3.0, 7.0			
Bill Bethke (Lead)	989-3998	0.0, 3.0, 4.0, 4.7	Executive/Leadership/Supervisor, CLD, SEMDP
Jim Diderrich	989-3994	7.2, 7.4, 7.5	Computer Education, Safety, Security, CPR, TVIS
Marcy Acosta	989-3992		Computer Education, Executive/Management/Supervisory Support, DAWIA Support
Lori Ryser-Warrick	939-2686		NAEI, FEI, OPM, Brookings
Annette Hernandez	939-0870		Computer Education, Training Database
TEAM 2: Competencies 4.0, 5.0			
Ron Rogers (Lead)	989-3997	4.1, 4.5, 4.6, 4.8, 4J, 4.K, 5.0, 5.3	SEDP, Missile/Rocketeer Insert, JP Training, Career/Retirement Planning, Transition/Resource Center, Engineering, Scientific
Lily Horton	989-3987	5.2, 5.4, 5.6, White Sands	Computer Engineering, Technician Training, EEO
Dorothy Wiederhold	939-2359		TMC/SEC, Engineering, Scientific, Career Planning, Career Transition and Resource Center
Sue Murray	939-2349		Secretarial Certificate, Clerical, New Employee Orientation, Fellowship, CTPC, Retirement, Computer Engineering, Technician Training
Felicia Nickleberry	989-3980		Career Planning, Career Transition and Resource Center, Retirement, Computer Engineering, Technician, Scientific and Engineering

TEAM 3: Competencies 1.0, 2.0, 8.0 (PM)

Nancy Saxton (Lead)	939-3129	1.0, 2.0, 7.0	DAWIA
Helen Casteel	989-3003	8.0 (PM)	DAWIA, Procurement, Trades (NAWS), Communication, Administrative (Personnel, Finance, Equipment)
Pat Oliver	939-2468		DAWIA/Procurement
Pat Nogle	939-3159		Communication, Trades (PW), Safety, Security, CPR, Environmental (Financial, Personnel Equipment), NTU, TVIS
Cecil Webb	939-0878	8.0 (CL)	Academic, Fellowship
Tammy Berry	939-2451		NTU, TVIS, Learning Center, CL Facility, Request 1556s
Randy Platt	939-0868		Division Support

GENERAL INFORMATION

COST: Training offered in the FY97 Schedule is funded by the Command Training Budget and is at no cost to NAWCWPNS organizations.

REGISTRATION PROCEDURES: To enroll in a class, nominations should be submitted to the site where the course is being held. The On-Board Training Request Form (NAWCWPNS 12410/2 is used for submitting nominations and is available at Servmart/Telemart. To enroll in a course, call the phone number listed in the announcement. If there is no phone number listed, submit the On-Board Training Request Form to Code 733000D or E. Nomination forms should be submitted as early as possible to preclude courses from being canceled because of low enrollment. NAWCWPNS employees may attend training at either site, with supervisory approval and on a space-available basis.

CONFIRMATION PROCEDURES: Attendance will be confirmed by the Employee Development Division by returning Copy 2 of the On-Board Training Request Form to the employee. Telephone enrollments will be confirmed at the time the call is placed.

TO CANCEL A COURSE: Employees are asked to call the Employee Development Division immediately upon learning that they cannot attend a course. An early phone call permits another employee to occupy the canceled space.

COURSE HOURS: Unless otherwise stated in the course announcement, classes begin at 0800. Instructors do not wait for those who are late. Alternates will be permitted to attend if an employee has not shown up or called 15 minutes after the class begins unless an employee is on the shuttle from the other site. Employees on the 9-hour work shift are expected to report to their worksite prior to the session or after completion of the session.

ACCOMMODATIONS FOR HANDICAPPED EMPLOYEES: Every effort is made to ensure that all employees are accommodated. Please notify the course point of contact in advance for any special requirements.

40-HOURS OF TRAINING PER EMPLOYEE POLICY: Supervisors must ensure that each employee receives at least 40 hours of training per year.

RETAIN FOR FUTURE USE

NAWCWPNS FY97 SPRING AND SUMMER QUARTERS

Course Title:	Date	Times	Hours	Site	Course Title:	Date	Times	Hours	Site
CAREER DEVELOPMENT					Filemaker Pro 2.1 for Macintosh Introduction	Jun 11-12	0800-1600	16	PM
Career Planning					Filemaker Pro 2.1 for Macintosh Introduction	Jun 25-26	0800-1600	16	PM
Career Planning Workshop	Apr 30-May 1	0800-1630	16	PM	COMPUTER ENGINEERING				
Career Planning Workshop	Sep 16-17	0800-1630	16	CL	Application & Use of MIL-HDBK-237	TBD	TBD	TBD	TBD
Retirement Planning					Application & Use of MIL-STD-464	TBD	TBD	TBD	TBD
Mid-Career Retirement Seminar	TBD	0800-1630	8	PM	Intro to EMI Associated with EDDs, etc.	TBD	TBD	TBD	TBD
Mid-Career Retirement Seminar	TBD	0800-1630	8	CL	Software Development Standards:				
Pre-Retirement Seminar	Apr 29-30	0800-1630	16	CL	J-STD-016 and ISO 12207	TBD	0800-1 600	TBD	PM
Pre-Retirement Seminar	May 7-8	0800-1630	16	PM	Software Risk Management	TBD	TBD	TBD	TBD
					Software Subcontract Management	TBD	TBD	TBD	TBD
					Software Configuration Management	Apr 14-15	0800-1600	16	PM
CLERICAL					Developer/2000 Foundation	Apr 21	0800-1600	8	PM
Official Naval Correspondence	Jul 8	0800-1630	8	PM	UNIX: Introduction	Apr 21-25	0800-1600	40	PM
Official Naval Correspondence	Jul 22	0800-1630	8	CL	Developer/2000 Foundation	Apr 28	0800-1600	8	CL
Basic Naval Writing	Sep 9	0800-1630	8	CL	UNIX System Administrator and Advanced UNIX	May 5-9	0800-1600	40	PM
Basic Naval Writing	Sep 23	0800-1630	8	CL	Designer/2000 System Modeling and Tools	Jun 2-6	0800-1600	40	PM
					Communication Systems and Networking				
COMMUNICATION					Network Management	Apr 8-11	0800-1600	32	CL
Interpersonal Communications	Jun 2-13	0730-1150	16	CL	LAN Design	May 19-22	0800-1600	32	CL
					DAWIA				
COMPUTER EDUCATION					Intermediate Systems Acquisition (ISAC)	May 12-23	0800-1600	80	PM
IBM PC					Advanced Systems Planning, Research, Development, and Engineering (SYS301)	Jul 7-18	0800-1600	80	CL
Windows 95 Introduction	TBD	0800-1600	8	CL	Executive Test & Evaluation (TST 301)	Jul 28-Aug 1	0800-1600	40	PM
Windows 95 Intermediate	Apr 16	0800-1600	8	CL					
Word 7.0 for Windows 95 Introduction	Apr 29-30	0800-1600	16	CL	FINANCIAL				
Excel 5.0 for Windows 3.1 Introduction	Apr 30-May 1	0800-1600	16	PM	Budget Analysis Workshop	Jul 8-10	0800-1600	24	PM
Filemaker Pro 2.1 for Windows 3.1	May 12-13	0800-1600	16	PM					
Excel 5.0 for Windows 3.1 Introduction	May 14-15	0800-1600	16	PM	LEADERSHIP				
Word 6.0 for Windows 3.1 Introduction	May 19-20	0800-1600	16	PM	Mentoring For Performance	Apr 14	0800-1600	8	PM
Excel 5.0 for Windows 3.1 Introduction	Jun 9-10	0800-1600	16	PM	Facilitation Skills	May 1	0800-1600	8	PM
Filemaker Pro 2.1 for Windows 3.1	Jun 11-12	0800-1600	16	PM	Creative Thinking and Problem Solving	May 12-13	0800-1600	16	CL
Windows 3.1 Introduction	Jun 30	0800-1600	8	PM	Leading Teams	May 19	0800-1600	8	CL
Windows 3.1 Introduction	Jul 1	0800-1600	8	PM	Motivating Employees	Jun 3	0800-1600	8	PM
Word 6.0 for Windows 3.1 Introduction	Jul 9-10	0800-1600	16	PM	Managing Diversity (American Heritage Week)	Jun 11	0800-1200	4	PM
Filemaker Pro 2.1 for Windows 3.1	Jul 21-22	0800-1600	16	PM	Managing Diversity (American Heritage Week)	Jun 12	1230-1630	4	CL
Powerpoint 4.0 for Windows 3.1 Introduction	Jul 23-24	0800-1600	16	PM	Supervisory Development				
Macintosh					Supervising Employee Performance	May 5	0800-1600	8	CL
Excel 5.0 for Macintosh Introduction	TBD	0800-1600	16	CL	Admin Policies and Procedures	Jun 2-10	0800-1600	32	PM
Filemaker Pro 2.1 for Macintosh Introduction	Apr 14-15	0800-1600	16	CL					
Excel 5.0 for Macintosh Introduction	Apr 16-17	0800-1600	16	PM					
Filemaker Pro 2.1 for Macintosh Introduction	Apr 30-May	0800-1600	16	PM					
Powerpoint 4.0 for Macintosh Introduction	May 14-15	0800-1600	16	PM					
Macintosh Introduction	Jun 10	0800-1600	8	PM					

RETAIN FOR FUTURE USE