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THE ROCKETEER

THURSDAY, MAY 1, 1997

NAVAL AIR WARFARE CENTER WEAPONS DIVISION CHINA LAKE

Vol. 53, No. 9

SPEDI pact blazes trail

7

Honors for school programs 11

JADS Team reaps kudos for system integration test

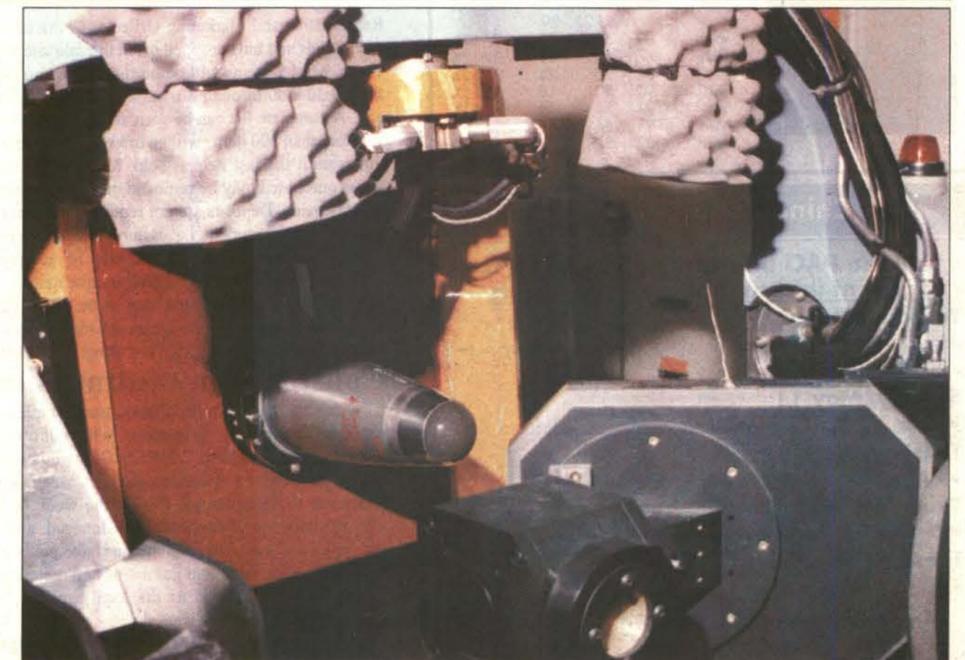
By Cliff Lawson

They thought it was just another meeting at the Administration Building to brief upper management on the Joint Advanced Distributed Simulation (JADS) project. But when several members of the NAWCWPNS JADS team showed up at Sterling Haaland's office recently, they found they were mistaken.

On hand, along with Haaland, were Sandy Rogers, head of the Pacific Ranges and Facilities Department, and Air Force Col. Mark Smith, test director of the JADS Joint Test Force (JTF). The colonel was there to present the team with the JADS JTF plaque that reads, in part, "In recognition and appreciation for the outstanding support of the system integration test."

That support extended over a 10-month period in 1996 when NAWCWPNS participated in the Linked Simulator Phase (LSP) of the five-year JADS project. Smith, commenting on the NAWCWPNS team in the JADS JTF newsletter, said, "Their support, dedication and enthusiasm were all first-class. For those of you who choose to use their services, you'll find a tremendous capability and can-do attitude."

A first-of-its-kind exercise, the JADS LSP involved four NAWCWPNS facilities: the F/A-18 Weapon System Support Facility (WSSF) and the Hardware-in-the-Loop Missile Simulation Lab (SIMLAB) at China Lake and the F-14D Weapon System Integration Center (WSIC) and Battle Management Interoperability Center (BMIC) at Point Mugu. The final stages were controlled from the Test Control and Analysis Center (TCAC) in New Mexico.



TID Photos

SIMLAB SIDEWINDER—Fired from China Lake's F/A-18 WSSF, this AIM-9 missile seeker tracked a maneuvering virtual target at Point Mugu's F-14 WSIC in a JADS system integration test. At bottom left, Col. Mark Smith, JADS test director, gathered with surprised members of the NAWCWPNS JADS Team. Standing, from left: Steve Zissos, Randy Taylor, Smith and Bob Eisenhauer. Seated, Herb Barry, Jim Annos and Eileen Shibley. Not pictured, Brian Krinsley, Dave Tersigni, Mike Campbell, Matt Maxel, Joel Bossoletti, John McHenry, Arnold Moline, Keith Heflin and LCDr. Doug Gallagher.

The primary mission of the test was to replicate, as closely as possible, the parameters from a 1993 live-fire Sidewinder launch. Pilots in the F/A-18 WSSF (shooter) and F-14D WSIC (target) flew the same profiles as the live-fire aircraft. Then the missile data from the SIM-

LAB were compared with the data from the live-fire data. The test was controlled by a test conductor in the BMIC or TCAC. (See additional details of the JADS LSP in *The Rocketeer* of Nov. 14, 1996.)

Although several major facilities at three sites were involved, the project was a single, coordinated team effort. The results of the JADS LSP not only demonstrated interservice coordination, they also showed just how far the integration of Point Mugu and China Lake has come in the past five years. "It's nice to have such a level of cooperation and coordination between the labs here at NAWCWPNS," remarked Brian Krinsley of the F-14D WSIC at Point Mugu.

Eileen Shibley, head of the SIMLAB, shared Krinsley's appreciation of NAWCWPNS' expanding capabilities. "In the modeling and simulation community, a lot of emphasis is placed on tying facilities together," she noted. "We've gone a step beyond merely demonstrating a linking capability — we actually performed complex tests in a linked environment."

Advanced distributed simulation is an exciting new concept that takes advantage of sophisticated computer and networking capabilities to link real and simulated events at different sites throughout the world. The goal is to provide more realistic testing prior to the very expensive task of putting aircraft, people and weapons in the air.

Randy Taylor, NAWCWPNS JADS Project manager, sees a payoff in this effort. "When other labs throughout the world adapt to this type of technology, we may be able to provide more realistic testing and training without as much expense as having all live assets," he commented. "And we can potentially reduce the duplication of efforts across the DoD."



Weather
April 16 - 22
High 87, Low 48, Gusts 13, Humidity 48-14%
Wed 89, Thurs 89, Fri 89, Sat 86, Sun 89, Mon 91, Tues 89
April 23 - 29
Wed 79, Thurs 77, Fri 83, Sat 90, Sun 91, Mon 88, Tues 82

China Lake Calendar
Call the PAO Info Line at 939-0050 for current information on base events
Tuesday, May 6
DRMO auction, 9 a.m., Building 1073; see story this page.
Sunday, May 11
Mother's Day Brunch at Wreck Center; see Page 17.
Tuesday, May 13
AIAA Dinner, Farris' at the Heritage; see Page 11.
Thursday, May 15
VX-9 Change of Command, 2 p.m., Hangar One.
Tuesday, May 20
Land Use Management Plan scoping meeting, 5:30 p.m., at Desert Empire Fairgrounds.

THE ROCKETEER
RAdm. Jack V. Cheney, NAWCWPNS Commander
Capt. Stanley W. Douglass, NAWC Commanding Officer
Steven F. Boster, Public Affairs Officer
Barry McDonald, Editor
Kathi Ramont, Staff Writer
THE ROCKETEER is published by High Desert Newspapers, Inc., a private firm in no way connected with the DoD or U.S. Navy...

Warehouse 41 is open for business

Warehouse 41, Property Management Disposal, has recovered from the wind damage it suffered earlier this year and has reopened for business. Equipment drop off appointments can be made by calling 939-2101 or 939-0828.

Auction at DRMO Tuesday, May 6

Local Auction 41-7503 will be conducted by the Defense Reutilization and Marketing Office at China Lake on Tuesday, May 6. Fax bids and bids dropped off at the sale site will be accepted until 1 p.m. May 5.

More than 200 items will be offered. Registration for this sale continues until the last item is sold. Mailed bids will not be accepted. Items purchased may be removed on the sale date provided full payment is made.

Prospective bidders must stop at the Main Gate Visitors Center and obtain a pass if they do not have badge access.

Construction continues in housing

Water and gas main installation was completed on Blueridge the week of April 21. Trenching will continue up Midway to Ticonderoga and around Coral Sea Circle this week.

Landscaping of the trails is nearing completion with the start of sod laying on last Friday. The hydro-seeded areas are taking root; please keep off these areas to give the new lawns a chance to become established.

The contractor who is currently installing new water and gas piping will conduct street sweeping operations on Fridays, to minimize dust from construction. Please remove vehicles from the street.

For questions please call David Orland at 939-0006.

CLPD's Lt. Al Spaeth passes away

On Friday, April 18, Lieutenant Al Spaeth, 62, of the China Lake Police Division, passed away. A memorial service was held last Wednesday.



Al Spaeth

Spaeth spent his entire career in law enforcement. He retired from the CLPD one week before his passing, after eleven and a half years of service. Prior to coming to China Lake, Lt. Spaeth served as a Riverside County district attorney's investigator and as a member of the Stanton Police Department.

He is survived by his wife, Myrna, of Ridgecrest, three daughters and sons-in-law and five grandchildren.

NAWS CRIME HOTLINE
927-41925
Anonymous Calls Welcome

Pages From The Past

May 2 & 8, 1987

Capping a career of more than 30 years of federal service, Gale G. Poppen was presented the Navy Meritorious Civilian Service Award at his retirement party. Andrew Victor, Insensitive Propulsion Technology manager, is coordinator of the propulsion project of the Insensitive Munitions Advanced Development Program.

May 6, 1977

A Naval Weapons Center exhibit focusing attention on the environmental engineering work being conducted here was among the displays shown during the Institute of Environmental Sciences' 23rd annual technical meeting held at the Marriott Hotel in Los Angeles.

May 5, 1967

The U.S. Naval Ordnance Test Station will participate in the nationwide campaign to provide summer employment to available youths. All sons and daughters of Navy civil service employees or Navy military members are prohibited from employment under the Youth Opportunity Campaign appointment authority.

May 3 & 10, 1957

SNORT (Supersonic Naval Ordnance Research Track) is one of the principal test facilities for research at NOTS and is credited with saving the taxpayers \$25,000,000 in research efforts for aircraft and missile development in national defense work.

May 2 & 9, 1947

As the time of graduation approaches, members at the Class of 1947 of Burroughs high school turn their eyes toward college. There will be 36 members in the graduating class. The Rocket, a weekly newspaper published by Lou Africa, has been sold and the equipment will be removed from this area.

COMMUNITY EVENTS
Sign up Saturday, May 3, from 9 a.m. to 1 p.m., or Tuesday, May 6, from 7 to 9 p.m. for the Sierra Desert Gun Club's hunter education class.

Desert Community Orchestra Association and Cerro Coso Community College will hold their spring concert, "Of Mountains and Canyons," on Saturday, May 3, at 7:30 p.m. in the lecture center.

Boy Scout Troop 41 is sponsoring a car wash to raise money for summer camp and troop expenses on Saturday, May 3, in the parking lot of the All Faith

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Computing Technology's Computer Store
251 Balsam St. 375-5744

Spring with an arts and crafts festival. It will be held in Circle Park, Kernville, from 9 a.m. to 4:30 p.m.

Desert Community Orchestra Association and Cerro Coso Community College will hold their spring concert, "Of Mountains and Canyons," on Saturday, May 3, at 7:30 p.m. in the lecture center.

Boy Scout Troop 41 is sponsoring a car wash to raise money for summer camp and troop expenses on Saturday, May 3, in the parking lot of the All Faith

Chapel. The car wash will run from 8 a.m. to 1 p.m. Donation is \$5 per car and \$7 per truck, which includes vacuuming.

Cerro Coso Community College is sponsoring a lecture by Dr. William Tweed, chief park interpreter of the National Park Service, on Thursday, May 8, from 12:30 to 1:30 p.m. in the college lecture center.

Everyone who is interested in supporting Ridgecrest's youth programs is invited to participate at the Generation X-celent golf tournament on May 10. Play starts at 8 a.m. at the China Lake golf course.

includes green fees and a cart. Please make checks payable to Sage Community Health Clinic, 1041 N. China Lake Blvd., Ridgecrest, no later than May 7.

All proceeds will support the youth programs through Generation X-celent Youth Center. For more information call Tim Clark at 446-7978.

Celebrating its 16th anniversary, the Black Original Social Society (BOSS) will hold its annual Scholarship and Installation Ball on Saturday, May 17, at the VFW Ship #4048 at 117 N. Alvard.

Tickets are \$15 per person and may be obtained from Norman Alexander at 375-5397 or Catherine Rogers at 375-4554.

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

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Retirement

Senior Chief Dennis Harden staying in desert to financially challenge local golfers

By Kathi Ramont
Staff Writer

"Well, it's about time," said retiring OSCS(SW) Dennis Harden last Friday after the awards part of his retirement ceremony ended. "Here it is — another day in paradise. I don't know if I should be happy or sad, so I'll be both." After 22 years of life in the Navy, Harden, the NAWS command career counselor and a Kentucky native, is retiring to a "great little town" — Ridgecrest. After thanking past and present co-workers, especially the troops he has worked with "who made me a success," Harden drew a laugh from the crowd at the Wreck Center when he said he's not going far, just about a mile out the back gate ... so golfers, get your checkbooks out."

Capt. Stan Douglass, NAWS CO, called Harden a "surface warrior" who underwent multiple deployments in the "world's best Navy." Congratulating Harden on his retirement, Douglass spoke of the opportunities still ahead. "When you step through one door, another opens," he said.

Harden enlisted in the Navy in October 1974 and after basic training reported to Pearl Harbor, Hawaii. He served sea duty onboard *USS Benjamin Stoddert*, *USS Davidson* and *USS Brunswick* until 1979, when he reported to *USS Jesse L. Brown*, in Virginia, where he developed a passion for golf.

He went back to sea in 1982 onboard *USS Brumby* and made chief in 1986. When he returned to sea in 1990, it was his most sea-intensive duty, aboard *USNS Leroy Grumman*, where he spent 21 of 24 months away from homeport. He made senior chief in 1990. Before he arrived in China Lake in 1994, he spent a tour as a recruiter in his home state of Kentucky.

Douglass presented the Navy and Marine Corps Commendation Medal to Harden for his "initiative, resourcefulness and untiring dedication to duty," which resulted in the Station receiving the Golden Anchor Award.

He also received a letter of appreciation from the CO, a NAWS plaque, a Dust Devil certificate, the Order of the Purple Sage and a congratulatory letter from the governor of Kentucky and a certificate of appreciation from President Clinton.

May 9 is Military Spouse Appreciation Day

May is a time to celebrate several special occasions, including Memorial Day, Mother's Day and Armed Forces Day. The second Friday in May is Military Spouse Appreciation Day.

On this day we honor the central figure in many Navy members' lives.

It takes a special breed of person to be a military spouse. Like the military member counterpart's, the spouse's life in the Navy is not just a job, but an adventure.

During deployments and other periods of separation, the spouse must be both mother and father to their children. Relocating every few years, he or she must forge new lives for themselves and their families.

Being a military spouse is a tough job. Feelings of isolation and abandonment can be overwhelming, not only for the spouse but for children as well. Yet, they are able to maintain an unprecedented level of commitment and enthusiasm.

MILITARY NEWS



Photo by P. Terry Pascarella, TID

OVER THE SIDE—OSCS(SW) Dennis Harden retired last Friday after 22 years of active-duty service.

MAC Jeff Morgan, president of the Chief Petty Officers Association, presented the traditional flag box to the retiree. He also presented a CPO plaque and read the retirement creed.

After the award Douglass read the transfer to fleet reserve letter. AZ3 Debra Thomas, of NAWS Administration, read the poem, "He Stood the Watch."

Sideboys were Morgan, OSCS(SW/A) Michael Mundt, ETCS(SW) Joseph Tuerk, ACC(AW) Michael Bailey, MSC(SW) Carlton Pederson and PRC(AW)

Patricia Hutchinson. Bell ringer was AKCS(AW) Jimmy Chiu and boatswain's mate was AZ3 Scott Webb.

During his career, Harden also earned the Meritorious Unit Commendation Ribbon, Navy "E" Ribbon, Good Conduct Medal with four bronze stars, Navy Expeditionary Medal, National Defense Service Medal, Southwest Asia Service Medal with one bronze star, Sea Service Deployment Ribbon with five bronze stars and the Kuwaiti Liberation Medal.

Message from the CNO

Chief of Naval Operations Adm. Jay L. Johnson sent the following message to the fleet:

"This year May 9 has been designated as Military Spouse Appreciation Day. Please join me in expressing appreciation to our Navy spouses for the significant role they play in assuring the well-being of our communities, our service members and our families.

"Our spouses provide invaluable perspective and help us successfully balance our lives between work and home, and they unselfishly share their love and support with us and those we care about most. Finally, they remind us of the importance of reaching out to others in times of peace and war, crisis, transition, separation and deployment.

"It is especially important that we acknowledge our spouses' efforts and thank them for their continuous courage, strength, patience, love and support.

"I encourage all commanders and commanding officers to recognize Navy spouses."

The Family Service Center is here for you and wishes to extend its support to all military spouses and, in particular, to Navy spouses.

We salute you, one and all, for your patience, your endurance and your commitment to maintaining a military lifestyle.

Vampires receive achievement, commendation medals at past quarters

Quarters
 Catching up on quarters for personnel at VX-9 this article recognizes the awards and other accomplishments presented at the squadron's last two ceremonies.

February 24
 A gold star in lieu of a second award of the Navy and Marine Corps Achievement Medal was presented to **AK2 Kelly W. Simmons** for service as stock control clerk in the Aviation Stores Division aboard USS America from March 1993 to September 1996. "Displaying superb skills, Petty Officer Simmons analyzed and cleared over 53,000 erroneous transactions from the SUADPS data base, bringing inventory and financial records into balance," wrote VADM. J.J. Mazach, commander, Naval Air Force, U.S. Atlantic Fleet, in the citation.

The NMCAM was also presented to

AE2 Volante C. Gantt for service with Tactical Electronic Warfare Squadron 135 from January 1993 to January 1997. "Petty Officer Gantt supervised over 4,800 manhours of aircraft electrical sys-

the citation. "He was a major contributor to the outstanding results achieved during Commander, Naval Air Force, U.S. Pacific Fleet Aircraft Material Evaluation and Commander, Electronic

November 1995 to November 1996. "During this period Petty Officer Gamm provided stern leadership and guidance that resulted in the work center receiving grades of outstanding on the MCI, ADMAT AME and squadron audits," wrote Cdr. P.C. Pinson, squadron CO, in the citation. "An accomplished leader and technician, Petty Officer Gamm led his work center in the removal and replacement of nine engines. . . (and) he identified 17 tail pipe cracks that prevented the possible loss of command aircraft and crew."

Recognition
 VX-9 CO Capt. Craig F. Weideman recognized **AO3 William A. Ball** as Vampire of the Month for December 1996.

The CO also recognize **AMSAN Bettye C. Sellers** as Plane Captain of the Month for December 1996.

Please see **VX-9 QUARTERS**, Page 5

VX-9 change of command set May 15

Capt. Craig F. Weideman will be relieved as commanding officer of Air Test and Evaluation Squadron Nine (VX-9), on May 15 by Capt. John V. Stivers. A traditional change of command ceremony will start at 2 p.m. in Hangar One, at the NAWs Armitage Field.

Weideman joined the Vampires as their second CO in April 1995. His next tour of duty will be as Deputy, Commander Carrier Air Wing Reserve 20, at Naval Air Station, Atlanta, Ga.

Stivers is reporting directly from establishing the F/A-18E/F Fleet Introduction Team at NAS Lemoore, Calif.

tem maintenance contributing to a 92.5 percent full mission capable rate during two Western Pacific deployments," RADM. Peter A.C. Long, commander, Cruiser-Destroyer Group Five, wrote in

Combat Wing, U.S. Pacific Fleet Material Condition inspections."

AD2 Gerald R. Gamm received the NMCAM for service as power plants assistant supervisor with VAQ-135 from



AK2 Simmons



AE2 Gantt



AD2 Gamm



AO3 Ball



AMSAN Sellers



AECs Washington



Scholarship winner

ACADEMY BOUND—Warren Seal, IWV Navy League president, awarded a \$500 scholarship to Andrew D. DuBois, of Burroughs High School, at the April Navy League meeting. Andrew has been accepted by all four service academies, Navy, Army, Air Force and Coast Guard. While he has a few weeks left before he has to make a decision, his father, David DuBois, an electronics engineer in the Guidance and Control Division, says his son is leaning toward the Air Force.

New hours start today at CL Navy Exchange

Effective today, May 1, the Navy Exchange has new hours of operation.

Main store hours:
 10 a.m. - 6 p.m., Monday-Wednesday
 10 a.m. - 8 p.m., Thursday
 10 a.m. - 6 p.m., Friday
 9 a.m. - 5 p.m., Saturday
 9 a.m. - 2 p.m., Sunday and holidays

Mini-mart hours:
 8 a.m. - 8 p.m., Monday-Friday
 9 a.m. - 5 p.m., Saturday
 9 a.m. - 5 p.m., Sunday and holidays.

All Faith Chapel Services

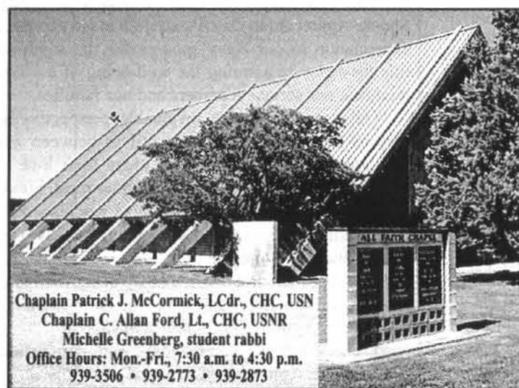
Protestant
 Men's Prayer Breakfast, East Wing, Thursday
 Sunday School, Sept. - May, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
 Sunday Worship Service, Main Chapel 10:30 a.m.
 Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.
 Youth Ministry, 1907 Mitscher, Sunday 2-3:30 p.m.
 Adult Bible 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 Blandly, 1008-10 Blandly & 1903-05 Mitscher 10:30 a.m.

Islamic
 Jumaa Prayer, Friday (1002 Blandly) 12 p.m.

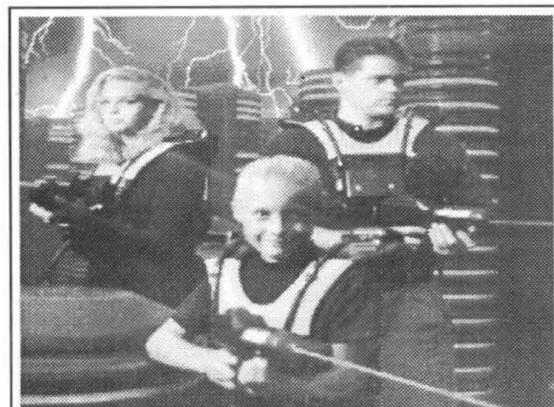
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Naval Air Weapons Station, China Lake, CA



FREE Laser Tag! Military Fun Day

Hey military! Solar Park is the only place to be on May 3. From noon until 4:00 p.m. you'll have a blast (No pun intended) challenging yourself to laser tag. Afterwards you are going to be hungry. So . . . for only \$5.00 per person you'll get a hamburger, baked beans and assorted salads with beverage. For details, call Charmaine at 927-4386 today.

Spring into Laughter

Three top live comics are appearing at the Wreck Center on May 15 at 8:30 p.m. Featured comics are Alonzo Bodden, Terry Dadd and Jaz Kaner. Show contains adult humor. Reservations recommended by May 14. Enjoy beverage specials during show and dance to your favorite tunes with DJ following the laughter. Active duty military are FREE, retired and family members are \$5.00 and DoD/community are \$6.00. Discounted advance sale tickets are available at the Wreck Center. For details, call the Wreck Center at 939-8660.

Discover our Fiesta Frenzy. Ole!

You don't want to miss the Wreck Center's Cinco De Mayo party on Monday, May 5 from 5:00 p.m. to 10:00 p.m. in the Lagoon complete with DJ. Enjoy food, beverages or how about entering the chili cooking contest? Prizes awarded to best cooks. For details, or to enter chili contest, call Colleen at 939-3540.

New! Food Courts

Scrumptious food waits every Tuesday and Thursday at the Wreck Center from 11:00 a.m. to 8:00 p.m. On Mondays, feast on the pasta court and on Thursdays you'll enjoy a taco court with all the extras you have come to expect. That's not all . . . crab fest is May 8 from 5:00 p.m. to 8:00 p.m. Call Colleen at 939-3540.

Invest in Their Future this Summer

When you are ready to get serious about your child's summer fun . . . see Youth Activities, Leaders in Training Program (LIT) 1997. Young adults in seventh through ninth grade meet new friends, work hard, play hard and learn valuable volunteer job experience. Hours worked are exchanged for valuable MWR services and programs like free bowling, swimming, golf and more. Applications are at Youth Activities and must be returned before May 13. For LIT details, call Teresa at 927-8336.

How to Say "I Love You"

Show Mom just how much you love her! Take her to a special Mother's Day Brunch at the Wreck Center on May 11 from 11:00 a.m. to 4:00 p.m. Menu includes prime rib, assorted seafood, pasta, salad & breakfast bars. Treat Mom to scrumptious desserts such as key lime pie, rocky road mousse and more. For details or reservations, call 939-8660.

	Adult (11 and up)	Child (5-10 years)
Military	\$10.95	\$5.95
DoD	\$12.50	\$6.95
Community	\$14.00	\$7.95
Children	FREE	FREE
Under 5 Years		

Who Else Wants a Clean Car?

Don't suffer in a dirty car, van or motor home any longer! Visit the Wreck Center Parking Lot on May 15 from 10:30 a.m. to 2:00 p.m. for a car wash. Enjoy homemade goodies too while we hand pamper your vehicle. Cars are \$3.00 and vans are \$5.00. For details, call Ed Carter at 939-2346.

Ready, Set, Get Wet! Pools Open May 3!

INDOOR POOL

Monday - Friday
 5:00 a.m. - 7:00 a.m. Lap Swim
 10:00 a.m. - 1:00 p.m. Lap Swim
 11:30 a.m. - 12:30 p.m. Aquacise (Shallow area)
 3:00 p.m. - 6:00 p.m. IWV Swim Team
 5:00 p.m. - 5:30 p.m. Swim Lessons
 5:30 p.m. - 6:30 p.m. Aquacise
 6:30 p.m. - 8:00 p.m. Lap/Open Swim

COMMUNITY POOL

Monday-Thursday & Flex Friday
 11:00 a.m. - 1:00 p.m. Lap/Open swim
 3:00 p.m. - 5:00 p.m. Open Swim
 5:00 p.m. - 7:00 p.m. Lap/Open Swim

Saturday, Sunday & Holiday
 11:00 a.m. - 1:00 p.m. Lap/Open Swim
 1:00 p.m. - 5:00 p.m. Open Swim

SOLAR POOL

Monday - Saturday & Holidays
 Available for special events and rentals.

You are What You Eat. What are You?

Find out May 21 at a FREE seminar at the Training Center from 7:00 p.m. to 9:00 p.m. Learn how to make nutritious meals, how to avoid fast foods, find out the best time and how much to eat and more. For details, call Loy at 939-2841. You and your body will be glad you did.

"Mess" with Melissa and Learn to Boil Water

Learn to make appetizers and hors d'oeuvres from the best (Melissa of course) on May 14 at 7:00 p.m. in the Wreck Center Kitchen. Class is for single or active duty military only and reservations are required by May 9. Best part of all. (Guess it depends on how well you do) you get to eat all your fabulous culinary creations. Fee is only \$5.00 per person. Call Charmaine at 927-4386 today!

Not for the Unadventurous

Active Duty Military Programs

UNIVERSAL STUDIOS OR BUST
 Come out and play-if you dare! Travel to the exciting world of Universal Studios on Saturday, May 24 for a fun-filled day of rides, thrills and food. You'll leave from the CBQ parking lot at 6:00 a.m. and return around 11:00 p.m. Fee is \$30.00 per person and covers admission and transportation. Sign-up at ITT in the Wreck Center no later than May 20. For details, call Charmaine at 927-4386.

RENAISSANCE PLEASURE FAIRE

Discover the charms of old and the merriment of today on May 31 from 10:00 a.m. to 6:00 p.m. Travel to Glen Helen Park in San Bernardino, CA. Depart from the CBQ parking lot at 7:30 a.m. and return around 9:00 p.m. Reservations are needed by May 27. Fee is \$18.50 per person and includes admission. Sign-up at ITT in the Wreck Center. Call Charmaine at 927-4386.

KERN RIVER WHITE WATER RAFTING

Travel down the exciting Kern River on June 14, July 12 or August 9. Trip is for active duty military. Brave souls leave the CBQ parking lot at 9:00 a.m. Sign-up at ITT in the Wreck by Tuesday prior to trip date. For details, call Charmaine at 927-4386.

BASEBALL TRIP

Discover America's favorite past time-baseball. Travel to see fierce competition between the JetHawks and the Rancho Cucamonga Quakes on Saturday, June 7. Game time is 7:15 p.m. in Lancaster, CA. Fee is \$5.00 per person plus ticket fee. You leave from the CBQ parking lot at 5:00 p.m. You'll want to bring money for souvenirs and snacks. Sign-up at ITT in the Wreck Center. For details, call Charmaine at 927-4386.

Burdick's cost-saving techniques earn NMCSA

By Kathi Ramont
Staff Writer

"I was flabbergasted," said a surprised Dave Burdick. "I knew something was up when I saw my wife at the division meeting, but I really didn't expect to get an award." Sterling Haaland, NAW-CWPNS executive director, was also at the meeting to present the Navy Meritorious Civilian Service Award to Burdick.

"He's a proactive and innovative technically-involved technical manager," said Haaland. "Dr. David L. Burdick has pushed to develop technology that reduces the cost of weapons." Burdick, a physicist, is head of the Technology Coordination Office.

For the past five years, Burdick has been the manager in charge of guidance and control (G&C) technology in the Air Launched Weaponry Technology Block sponsored by the Office of Naval Research. He is responsible for planning and guiding the Navy's exploratory development efforts in weapon and missile guidance and control technology, which has had a budget as large as \$5 million.

"Dave has been instrumental in assembling and directing a balanced program that addresses the Navy's current and future needs in the area of weapon guidance," said Karen Higgins, head of the Weapons/Target Department in the nomination letter. Technologies developed under his guidance have transitioned to advanced technology demonstrations that will have direct impact on the now-emerging next generation of short range air-to-air missiles, Higgins explained.

According to the nomination, Burdick has made significant technical and managerial accomplishments and

contributions across a wide spectrum of laser, electro-optics, microelectronics and air-launched weapons projects in the 25 years he has worked at China Lake. "His spectrum of efforts span initial work as a laboratory research scientist involved in basic research into the solid state physics properties of advanced solid state materials for potential weapon application for detection of infrared radiation, to his present position of technically managing exploratory development of weapons G&C technology," Higgins explained. She said this technology will impact the next generation of air launched weapons.

For several years Burdick supervised the China Lake Microelectronics Laboratory, which designed and devel-



CAREFUL—Jo Burdick, pinned the Navy Meritorious Civilian Service Award on her husband, Dave, head of the Technology Coordination Office, at a recent ceremony.

oped unique hybrid integrated microcircuits critical to the success of weapons programs. He then worked to develop an electro-optic weapon fuze (target detection) system.

Burdick has chaired the G&C subpanel of the Joint Directors of Laboratories, which is a tri-service group focused on reducing duplication of weapon technology development efforts and promotes joint development efforts. He is the Navy's representative on the G&C and fuzing subgroup of the Technical Coordinating Program between the U.S., Great Britain, Canada and Australia, and has traveled internationally while promoting joint international study efforts of topics such as guidance integrated fuzing, wavelet signal processing and artificial neural networks.

"His in-depth understanding of the combined and related problems of weapon G&C and weapon fuzing make him a truly unique and valued Navy resource," said former Weapons/Target Department head Paul Homer. "Burdick is the Navy's leading expert in weapons G&C technology currently under development."

Burdick later expressed appreciation for his co-workers. "I'd like to recognize the very talented bunch of people who make this place work. Especially the technical managers, Craig Porter, Larry Stevens, Wayne Tanaka, Scott Fuller and Stacey Howard . . . and Al Lopez and Tom Loftus, who drive the program," he said. "These are the people who do the same sort of work that I do. The technical managers are the heart of the whole thing. The quality of our programs overall is derived from their efforts."

"China Lake has been singularly blessed with these S&T types."

Weight lift contest shows off human strength

Most lifters have to go out of town to participate in this type of event, but not this time. On April 10 an event of human strength was conducted at the NAW Sports and Fitness Complex. Seventeen competitors participated in either the bench press or the power lift contest (bench, squat and dead lift). Both men and women were put into 11 different weight classes.

The overall winner in the women's division was Kelly Hastings. The overall winner in the men's division was Ron Seeny. Second overall men's division winner was David

DeSantis, who lifted/pushed a total of 1,075 pounds.

With volunteers to help with spotting, record-keeping and judging this was really a team effort, said event coordinator Loy Vincent. "Special kudos go out to Bill Weiss (state certified referee) for his outstanding officiating and to Calvin Martin, Joe Martin and Marco Agricoli for their spotting attentiveness." Still camera shots and video tapes were taken by Calvin Tozel; stats and record keeping were done by Jennifer Garrett and Shawn Brown.

The next contest will be held Saturday, Sept. 27.

			Bench	Squat	Dead Lift
Kelly Hastings	Gold medal	open weight class	215	135	215
Debit Nicholson	Gold medal	open weight class	100 (bench press only)		
Ron Seeny	Gold medal	148 weight class	290	290	440
David DeSantis	Gold medal	165 weight class	350	300	425
Troy Couron	Gold medal	165 weight class	250 (bench press only)		
Abe Long	Gold medal	181 weight class	410	240	515
Charlie Cruz	Gold medal	181 weight class	300 (bench press only)		
Jason Spaeth	Gold medal	220 weight class	300	300	410
Daniel Smith III	Gold medal	242 weight class	435 (bench press only)		
John Seals	Gold medal	SHW weight class	325 (bench press only)		
George Reeder	Silver medal	165 weight class	265	225	275
Jason Perez	Silver medal	181 weight class	275	225	275
Bill Stiles	Silver medal	220 weight class	200	245	375
Preston Smith	Bronze medal	220 weight class	150	180	250



WINNERS—Ron Seeny (above) and Kelly Hastings at recent weightlifting contest at the fitness center.



June 7, 14, 'B' Mountain bicycle challenge isn't for the couch potato

It's time for mountain bikers to gear up for the "B" Mountain challenge, said event coordinators recently. Morale Welfare and Recreation is offering this grueling bike race to all who are looking to improve their mental and physical stamina. The race will be held over two days, June 7 and 14. It is customary for riders to

be timed individually as they race to the top of "B" Mountain. Male and female Top Rider Awards will be presented on the last day. The best overall finish will determine the winner.

For those not familiar with the challenge, the following can be expected, said Michelle Archuleta, MWR sports and fit-

ness director. "The course traverses 2.2 miles of winding dirt roads with a total climb of 1,000 feet. The trail begins with a gentle climb that quickly turns into a challenging steep grade. The tight switch backs near the top will test the skills of even the best of riders."

Riders can expect times ranging from 15

to 30 minutes for each of the individual climbs.

Information can be picked up at the gym, or by calling 939-0754. Registration takes place the evening of each event at 6 p.m. in front of the gym. Racing starts at 6:45 p.m. Cost is \$3 for military; \$4 for DoD and \$5 for community members.

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For more information contact
Cary Dabbs at 446-1910

New Computer Store

The **New Computer Store** will have many new services & improved regular services.

- **New Comm. Center** has handled 12,355 calls in its first month! (That's only 2 calls per employee per hour.) We have simplified it a lot (less system, more person and it's getting lot better reception. We welcome Camye Long (back) aboard. Camye was an office then a tech employee here until about a year and a half ago. We're pleased to have her back to run our new Communications Center. Camye will take good care of you; call then press 0.
- **New & improved professional sales group** with a new Sales Manager and dedicated (assigned to you) technical-sales folk for corporate buyers (now). **Curt is the new manager.**
- **Microsoft CERTIFIED PROFESSIONAL Product Specialist** • Multiple Microsoft Certified Professionals, Solution Provider, Educational Dealer—we're your connection to Microsoft (all: now).
- **National Testing Center (FAA, FCC, Microsoft, Corel, SCO, HP, IPC, Adobe, Banyan, Oracle, Novell, and lots more)**
- **Rental/leasing to ownership:** rent for a day or lease to ownership (now).
- **New multiple-computer classroom** for both popular-appeal courses such as surfing the Internet & professional courses such as Word, Win, 95, (May).
- **New pick-up facility** with immediate access to the sales force (very soon).

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SPORTS

Trap and Skeet Club celebrates grand reopening with big bangs

By Mary-Deirdre Coraggio
China Lake Trap and Skeet Club

China Lake's Trap and Skeet Club (CLTSC) celebrated its grand reopening with an all-club shoot Saturday, April 12. Club members had spent several days prior to the event sprucing up the range facilities with a spring cleaning. In honor of the reopening members began the day by lining up at the firing line and took aim for the ceremonial throwing of the first clay target.

The CLTSC reopened after a six-month closure that was the final effect of the defense drawdown on non-profit recreation activities which the Navy is no longer funded to support. The CLTSC was first notified of its impending loss of MWR support in 1989. Through the tireless effort of Lee Hardt, former club president, and the continuing support of NAWS CO Capt. Stan Douglass and NAWS

Public Works Officer Capt. Bill Ostag, CLTSC has privatized and now operates the trap and skeet ranges under license from NAWS.

"It's good for both the base and the club that we are able to keep the range running," said LCdr. Bill Hamilton, CLTSC president. "The club could not have financially afforded the capital investment that would have been required to build a range elsewhere. The club now maintains the facilities and provides a recreational activity for military and civilian personnel at no cost to the base. The Navy's capital investment of many years ago does not go wasted, and its personnel can continue to participate in a sport they love."

The event gave former members a time to renew their memberships and perspective members a chance to check out the facilities and join the club. Future club plans include installing lighting for night shoots, improving the comfort station facilities, obtaining a club house and host-



Photo by Mike Coraggio

PULL!—Joe Kitchens readies for skeet shot as Jim Kalbfleisch scores and LCdr. Bill Hamilton pulls the target.

ing scheduled club shoots.

Robert McWhorter, treasurer, pointed out another important change for the club, "CLTSC is now an affiliate club of the National Skeet Shooting Association (NSSA). This makes CLTSC the only registered skeet site in the Indian Wells Valley. As soon as the club has a registered referee in its membership we will be able to hold competition shoots."

This means that shooters interested in NSSA competition matches will be able to complete their ratings locally. This is significant, because in order to compete you must have 200 refereed targets in each caliber or gauge in which you wish to qualify

(.410, 28, 20, 12) and be classified as specific level shooter (i.e. AAA, AA, A, B, C, D).

Club membership is open to all military and DoD civilian current and retired employees and DoD contract employees. Membership fees are \$15 per single or \$20 per family.

Shooting rates per round are: E1-E-9, \$2; WO and above, \$2.25; civilian member, \$2.50; guests, \$3; and youth (under 18), \$2.

Range hours are Tuesday evenings, 5:30 to 7, and Saturday, 8 a.m. to 12 p.m. Anyone wishing more information can contact Bill Hamilton at 499-1447.



PARTNERSHIP—Capt. Max F. Baumgartner, Steve Lyda, former head of the SPEDI project, and RAdm. Jack Chenevey sign a partnership agreement that uses the Internet as a primary enabling technology with vendor databases.

SPEDI agreement charts new territory

By Carla Gerrard
Contracts Competency Administrator

Beginning a new era of cooperation between two naval activities in developing highly capable electronic, catalog-based commodity management, by using the Internet as a primary enabling technology with vendor data bases, a partnership agreement was signed Feb. 19. The agreement was signed by RAdm. Jack Chenevey, NAWCWPNS commander, and Capt. Max F. Baumgartner, commanding officer of Fleet and Industrial Supply Center (FISC), whose commands will jointly use and manage the system.

Small Procurement Electronic Data Interchange (SPEDI), in operation for almost seven years at China Lake, is used to buy items within the small purchase threshold. Steve Lyda led the initial SPEDI Program in 1989 and was chartered to investigate procurement initiatives leading to increased productivity. The system supports more than 350,000 line items, and this agreement opens the door for FISC to provide a highly effective means for providing better service.

It features on-line catalog shopping, electronic data interchange functionality, bar-coding and a client-server architecture with an easy-to-use graphic user interface.

SPEDI is a complete process that focuses on what is important to the end users while incorporating electronic commerce tools and smart application tools. The goal of SPEDI is to make the buying process simple, accurate, timely and auditable using cost-effective and host-portable application tools.

The SPEDI process incorporates three key functions: delegation of controlled, limited small-procurement authority to the buying customer; award of long-term systems contracts for commodity classes of supplies and materials; and use of computer technology to provide communication, control and accountability. The communication piece uses EC tools such as on-line catalogs, EDI and bar-coding to track purchases. The control piece includes automated procurement authority, funds val-

idation, material monitoring and delivery stage tracking.

FISC's mission of providing quality supplies and logistics services in the southwestern region and CINCPACFLT theater of operations is highly complementary with that of NAWCWPNS.

While the overall partnership will offer unique possibilities for cooperation in logistics management as the Navy advances toward regionalization in the management of its mission, the SPEDI project will focus initially on alliance with the Contracts Competency at NAWCWPNS and will provide access to benchmark technology and interweave into direct vendor delivery methods and processes at FISC.

This effort will tie in closely with FISC's "One Touch Supply" metaphor for all customers and partners. Equally important, the collaboration of SPEDI acquisition programs will capitalize on opportunities for cost avoidance and efficiency as the Weapons Division and FISC move forward into broader use of internet/intranet business practices.

A site configuration survey in San Diego will be conducted to determine and identify software and hardware compatibilities and an implementation schedule. An implementation team, headed by the project leads from both organizations, will be moving forward to bring SPEDI into broad geographic use as soon as practical.

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After 40 years Richard Hoery just keeps on working

By Kathi Ramont
Staff Writer

After 20 years in the Marine Corps, two years working for private industry and 20 years working as a civilian for the military, Richard Hoery recently received a 40-year federal service pin from NAWCWPNS Commander RAdm. Jack Chenevey. Hoery said he has no plans to quit working just yet. "As long as I'm happy on the job and having a good time, I'll stick around," he said.

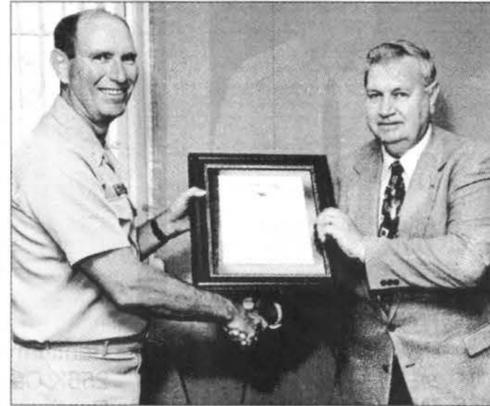
During his years as a Marine, Hoery served in several logistics billets, including Colorado, Washington, D.C., and Viet Nam. He retired from the Corps with the rank of Gunnery Sgt. in 1973.

After the military he moved to Oregon where he operated heavy equipment for a lumber company for a year, then completed the machinist apprentice training program at the Bremerton Navy shipyard. He then worked in Tacoma, Wash., on a Boeing Aircraft Co. contract to update the overhead crane systems. Moving on, in 1980 and 1981 he worked as a machinist field service representative to various companies throughout Washington and Oregon.

But in the summer of 1981 he moved to Temecula, Calif., to work as a production machinist. Still on the move, he went

back to Washington where he worked as a journeyman machinist at the Naval Undersea Warfare Engineering Station, Keyport. In April 1982 Hoery transferred to the Naval Weapons Center. His first job was as an experimental propellants and explosives machinist for the Ordnance Processing Branch. He was reassigned to duties as an engineering technician in 1985.

Initially Hoery worked as a processing technician on programs such as the Tomahawk gas generator program. He helped develop a propellant to replace the propriety propellant of the manufacturer. He also worked on the Tiger Motor Program, for which he helped design a new ignition system; the Skipper program, where he modified existing Shrike rocket motors to adapt them to the Skipper motor configuration; Javelin III; BOA; Quarter Scale; IMAD; SRAW; PDMS; Hull Evaluation; JH Propellants; and many other programs.



SERVICE—RAdm. Jack Chenevey, NAWCWPNS commander, recently presented a 40-year certificate and pin to Richard Hoery, who says he has no plans to retire soon.

Currently he is managing the Propellant Sensitivity Study Program for Phillips Laboratory at Edwards Air Force Base and the propellant study for NASDA. He also manages air force programs for Kirtland AFB. The latest was the repair of Sergeant Rocket motors for use as space launch vehicles.

He completed the Technical Manager Certificate Program in 1994 and the Systems Engineering Certificate in 1995.

Hoery and his wife, Edith, live in Inyokern.

American Heritage Celebration honors cultural differences

Maximizing the similarities and minimizing the differences is the theme for an American Heritage Celebration June 10 to 12 at both Weapons Division sites. It honors the diverse cultures and ethnic groups that collectively make up the nation and NAWCWPNS' work force. A focus of AHC is to provide education and information about issues, customs, contributions and history of African Americans, Hispanics, Native Americans and Asian Pacific Islanders.

A variety of ethnic cuisines, displays and entertainment will be offered at China Lake on June 12, from 11 a.m. to 1 p.m. at Solar Park.

Cultural diversity training is also planned for China Lake on June 12 from 12:30 to 4:30 p.m. at the Training Center, Building 947.

According to RAdm. Jack Chenevey, NAWCWPNS commander, all employees are invited to participate. Supervisors are encouraged to support attendance and participation.

For more information please contact Jeanie Salyer at China Lake at 927-3701. For events planned at Point Mugu, contact Veronica Vasquez at DSN 351-3254.

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Security refresher has gone on-line

According to Linda Hall of the Security Department, NAWCWPNS employees who hold a clearance need an annual security refresher. Tasked with developing a method using e-mail for meeting the annual security refresher training requirement, the Security Department has developed a briefing that is available on their intranet web site. It contains general security topics of command interest and provides updated information concerning changes in security policy and procedure.

Instead of a one-hour annual refresher briefing, the electronic version will be provided quarterly, requiring approximately 15 minutes. To access the web page, an internet protocol address and a web browser are required. For those who do not have access to an appropriately configured computer, please contact your security coordinator on how to fulfill this security requirement.

An electronic record will be created using badge numbers. To obtain full credit for attendance, all four quarterly increments must be reviewed. Supervisors and managers will be notified of those who have not attended. Contact Hall at 939-0985 for questions about content and Dave Moore at 927-8478 for technical support.

Catching up

Maxwell winner of 1995 Value Engineering Award

By Kathi Ramont
Staff Writer

Way back in July of 1996, DoD's 1995 Value Engineering Achievement Awards were presented during a Pentagon ceremony. China Lake's Darrell Maxwell, head of the F/A-18 Weapons System Support Activity, was one winner of a "special" award. He leads the F/A-18 integrated product team for software and avionics.

"Your special recognition is warranted for your innovative application of value engineering to software," said Deputy Secretary of Defense Dr. John White in a congratulatory letter.

As F/A-18 program manager, Maxwell established the IPT in 1992 to improve the software change process and accelerate upgrades to the fleet operators. The team was composed of the support activity, Hughes Aircraft Company and McDonnell Douglas Aircraft company.

Using a functional requirements document, this team initiated a series of improvements to the upgrade process. The goal was to improve the product's quality while reducing the time, labor and flight hours necessary for the upgrade's development and testing.

Early involvement of the test teams in the design process and the use of a requirements document to control requirements resulted in savings of \$65 million.

According to White, this was made possible by establishing well-defined entry and exit criteria for each phase of the development and test process; maintaining strict control of all system upgrade requirements against the document throughout the development and test process; and eliminating all duplicate testing between the contractor's and government's test and evaluation facilities.

Overall, an approximate 30 percent reduction in cost and time in the areas of design, test planning analysis, and flight test hours was achieved over the previous upgrade of a comparable level of complexity and scope. "These savings were based on a comparison of the development cost with that of the previous block upgrade, which was of similar complexity and scope," explained Maxwell.

Value engineering is a systematic functional analysis leading to actions or recommendations to improve the value of systems, equipment, facilities, services and supplies. Its objectives are to improve quality and to reduce cost. The

awards are intended to recognize significant achievements in value engineering during the previous fiscal year and to further the use of value engineering by DoD personnel and its contractors.

During the 1995 fiscal year, 4,305 in-house value engineering proposals were accepted with a reported savings of \$638 million. Another 191 contractor-initiated value engineering change proposals were accepted with an additional savings of \$95 million.

This award program is an acknowledgement of exemplary achievements and encourages additional projects to improve in-house and contractor productivity, said White. An award winner from each DoD component was eligible for selection in the following seven categories: program management; individual/team; procurement/contract administration; value engineering professional; field command; installation; and contractor. Additional special awards were given to recognize innovative applications or approaches that expanded the traditional scope of value engineering use.

Presentations were made by DoD's Director of Test, Systems Engineering and Evaluation John A. Burt. Burt is a former Naval Weapons Center comman-

Final in SES series

Sandy Rogers sees opportunities, exciting times

By Kathi Ramont
Staff Writer

There's the possibility to accomplish something here," said Sandy Rogers, head of the Pacific Ranges and Facilities Department, who was recently promoted to the Senior Executive Service. "We are living with a lot of pressures to support our customers and with the commercial activities studies, but I think it's an exciting time."

Rogers joins Karen Higgins and Paul McQuaide as the newest SESers at NAWCWPNS. "RADM. Chenevey warned us that this is a difficult and challenging time," he said.

A native of San Diego, Calif., Rogers received his bachelor's degree in physics from Pomona College and master's in physics from North Carolina State University at Raleigh.

He began work at the then Naval Ordnance Test Station in 1963 as a physicist in the Aviation Ordnance Department. After more schooling and several other jobs, in late 1978 Rogers accepted a year-long assignment at the Pentagon. Then, after his tour there, Rogers left civil service for Johns Hopkins University Applied Physics Laboratory. There he worked in the field of surface ship combat system engineering. He returned to the then Naval Weapons Center in 1984 as the Sparrow Program manager. In 1987 he was selected as associate



Sandy Rogers

department head, then acting department head, in the Intercept Weapons Department.

In December 1993, Rogers moved to the Weapons Engineering and Logistics Department, which he headed for almost a year. Then, when the competency aligned organization stood up in October 1994, Rogers became leader of the I.O Program Management Competency.

Now, as head of the Pacific Ranges and Facilities Department, he runs the department that operates and maintains the test ranges and facilities at China Lake and

Point Mugu, as well as the Navy detachment at White Sands Missile Range. "It's a big department with more than a thousand people," he explained. "I consider it a challenge and an opportunity to do things to better serve our fleet customers. I feel we have a coherent, cohesive group and I encourage teamwork across the three sites. And we've made considerable progress in the area of working together."

Rogers spends every other week at the two main sites. "We're getting over the 'us and them' idea," he said. "I hate to over generalize, but I really feel that by letting problems be worked at the branch and division level, the spirit of teamwork is a success. I feel that NAWCWPNS is exceedingly fortunate with the current leadership. In particular, the admiral, Sterling Haaland (executive director) and Steve Mendonca (test and evaluation competency leader), who have set goals and are not afraid to grapple with the hard issues," he said. Rogers is very aware of who his customer is — the fleet. He said that while he pays close attention to burnout issues, working overtime and weekends is part of the job.

His numerous awards include the Michelson Laboratory Award, L.T.E. Thompson Award and the Navy Meritorious Civilian Service Award.

Rogers and his wife, Fran, have three grown children, Eliot, Philip and James.

Rogers smiled and added a final comment, "I always remember, 'The person who gives up last, wins.'"

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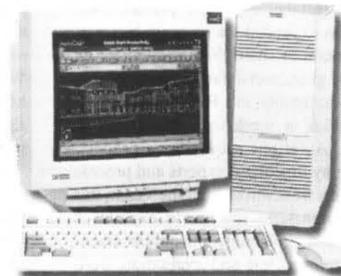
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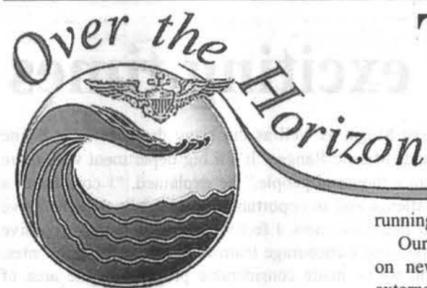
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By VAdm. John A. Lockard
NAVAIR Commander

Nothing is more critical to the long-term success of this organization than our people. They apply their knowledge and experience every day, solving tough problems, creating innovative process and product improvements, and providing the expert advice our leaders rely on to make the right decisions for our TEAM and our Navy. We're asking a lot from our people these days, and still, they continue to get the job done with outstanding customer satisfaction. Now more than ever, we need to reward their hard work and commitment with quality training and development opportunities. With the right preparation, we'll be in a much better position to manage our workload and cope with change in a way that gets positive results.

I firmly believe that training is one of the most important investments we can make. Most private companies boast about the amount of money and time they invest in training. It gives them a competitive edge in today's high-tech environment, and enables them to attract and retain the best and brightest. We must take on the same attitude. If necessary, we will forego investment in other areas to ensure we have adequate dollars for training. I realize finding the funds to support this goal can be difficult — but if it comes down to a trade-off between the bottom line and developing our people, we must favor the individual every time. The needs of our organization relative to skills and capabilities will be met if we pay attention to our people. If we make it a priority to invest in training that adds value and improves performance, the pay off will be worth far more than the dollars invested.

Training is especially crucial now, for several reasons. We have fewer people to do the same amount of work — and due to the nature of our business, workload and team membership are often highly transitional. To keep pace, people need to be highly trained, multiskilled and flexible. With the increased emphasis on doing work in teams, we need more than technical and professional expertise. We need skills in leadership, communication, team building and group dynamics, and an appreciation for the experience each team member brings to the table. We must also find ways to train new employees in the processes unique to our organization, so they can "hit the ground

Training our people — Investing in our future

running" with a degree of confidence.

Our people need access to information on new initiatives, policies and other externally driven forces, to understand the impact these changes have on our business, and to make the appropriate adjustments. Acquisition reform and affordable readiness are prime examples — both great ideas, but the only way we'll get measurable results is if we train our people in the application of new acquisition and logistics technologies, tools and processes.

Training that gets results

The requirement for 40 hours of annual training remains in effect for all TEAM employees. However, this is only a numerical goal. The real focus is on what makes up the 40 hours, and what we get out of them. Our goal must be getting the most relevant, value-added training possible — training which enhances personal and professional worth, improves our ability to accomplish the mission, and allows our organization to improve over time. Remember, "40 hours" is only a minimum requirement. In many cases, much more is necessary and should be encouraged.

We must adopt a more targeted, outcome-based approach to training — a strategy that addresses both the professional goals and interests of our people, and the skills and capabilities our future workload will demand. Our objective is to develop a continuum of core skills for the career path — a "road map" that outlines the technical, professional, process, and self-development skills required at each level of the career, for all positions.

This process must be driven by the competencies, with input from our customers, program managers, supervisors and employees, to ensure our training is relevant — and addresses the gaps between existing capabilities and future requirements. Working with the competencies, our training departments will assist in developing curricula, identifying training sources and evaluating the results. Giving some real structure to this process will improve our ability to better target our training opportunities, and get the best results over time.

Developing overall competency training goals is only the beginning. The individual supervisors must take the lead in ensuring these goals are properly executed. To be effective, we need a more interactive process between supervisors and employees. Supervisors must get to know their people better — understand where they need to improve, where their interests lie and where their talents can be best applied. Employees need to think about their own career goals, and solicit the support and guidance of their super-

visors to make it happen.

Finding quality training takes research, planning and creativity. There are many different sources to choose from — all producing equally positive results if selected with realistic goals in mind. Examples include college and correspondence courses, mandatory training, cross training, rotational assignments, on-the-job training, manufacturer training, conferences and seminars, shadowing, mentoring, in-house instruction, and video and CD-ROM courses. Another great opportunity is SECNAV's new Civilian Leadership Development Framework, a self-paced program for professional growth that concentrates on everything from basic communication skills to supervisory, managerial and executive skills. The program, which kicks off TEAM-wide in May, is open to all employees at all grade levels.

In-house training can be especially rewarding. It requires minimum dollar investment, but offers tremendous value due to its immediate relevance. In-house training allows us to learn from each other, trade war stories, solve common problems, and tap the technical and process knowledge of our most experienced people. We often learn infinitely more in this kind of setting than by going to class for two or three days — particularly in the technical and process areas.

We're doing a good deal of in-house training throughout the TEAM. Tom Lawrence (AIR-4.3.2) offers "stick and rudder" classes to give new aeromechanics engineers a basic understanding of the factors influencing flight performance. Tom has expanded his program by inviting experts to share their knowledge on landing gear, metal fatigue inspections, carrier suitability, etc. Rick Martin (AIR-1.1) holds a week-long class on the Naval Aviation acquisition process. Taught by functional experts and process managers from throughout the TEAM, this class emphasizes real world experience in acquisition planning and policy, acquisition reform, test and evaluation, budgeting, contracting, cost estimating and configuration management, among other areas. Capt. Steve Gibson and Bob Kennedy in AIR-3.1 started an in-house program to keep their APML's (who are co-located with program teams) aware of competency issues. This has evolved into monthly training sessions on a broad range of topics—such as reducing the cost of in-service support, technical directive lessons learned, alternative weapon system support strategies, innovative analysis and decision support tools, and proven support contract approaches. In the depots, we've designated some of our most experienced artisans to provide

structured, on-the-job training in our various skills areas.

These are just a few of the many examples of quality, in-house training occurring across the TEAM. We need to continue identifying new candidates for this kind of training, and new "teachers" who can share their valuable technical and process knowledge with others.

Making the commitment

We are all faced with competing priorities — but if "too much work and not enough time or money" causes us to scale back on training, it's time to step back, regroup and think hard about the big picture. I maintain that workload and budgets are not the real problem, and should never prevent us from training our people. The real issue is one of commitment. Supervisors who think they can't afford to send their people to training fail to recognize the error in their logic. We want people who are highly effective and able to work independently — and yet, empowerment only works if people are properly trained. It can be a strain to send people away from the workplace, but it's manageable if we plan ahead and find a way to absorb the workload. That's good leadership. Supervisors who value their people enough to make the sacrifice will be rewarded with highly motivated, skilled employees who are able to give more back to the organization.

For every organization, for every individual employee, the ability to continuously improve is a direct result of the ability to continue learning. To be effective in an environment as dynamic, complex and often unpredictable as ours, we must arm ourselves with the most relevant, high-quality training available. With the right information and tools in hand, we will improve performance and shape change to our advantage — both as individuals and as a TEAM.

P.S. I want to thank those of you who have provided feedback on recent Horizon letters. You have some great ideas on improving our TEAM. Although the number of responses is getting fairly large, I will continue to try to respond to each of you directly. I do read every message. In the future, we plan to share your ideas with the rest of the TEAM (all comments will be anonymous). Please continue to send your feedback to your Public Affairs Office to be forwarded to me. Thank you.

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

WD earns Partnership of Excellence Award for school programs

By Kathi Ramont
Staff Writer

People across America are taking a long, hard look at our schools and discovering some very positive things," explained Bob Peoples from the Navy's Personal Excellence Partnership Program recently. "When educators, families and communities work together, schools improve and children receive the quality education they need to lead happy, productive lives."

China Lake's Adopt A School Program was selected as one of the 1997 outstanding volunteer program awardees by the California School Volunteer Partnerships, Inc. NAWCWPNS was selected as the Outstanding Educational Partnership Between Non-Profit Partners Serving an Elementary School. The award was presented to Peoples at the Seventh Annual State Conference on Partnerships in Education March 16 in Reno, Nev.

According to Dorothy Tanaka, awards committee chairperson, NAWCWPNS was selected because of the innovative and effective programs that have impacted the lives of youngsters in the Sierra Sands Unified School District.

The program is a collaborative effort by China Lake and Point Mugu, Ridgecrest Chamber of Commerce and Sierra Sands, Trona, Oxnard and Oxnard High school districts. "Our program emphasizes a holistic approach — intellectual, physical and spiritual," said Peoples. "It helps our children become better educated, healthier and more responsi-

ble citizens."

Typical activities of the adopt a school program include the Community Teacher Connection and Mathematics Engineering Science Achievement (MESA) Partnership Program, in which local scientists participate as guest speakers at local schools. This program provides "hands-on" science projects and gives students the opportunity to work with engineers and other technical people on special projects.

Many China Lake employees also volunteer their time and services as computer consultants and repair technicians, said Peoples. In addition, a program is in place that allows obsolete, but functional, computer hardware and software to be donated to the schools.

Programs have also been initiated for the voluntary donation of excessive construction-type materials for maintenance projects, along with the manpower to accomplish these projects.

The job-shadowing program allows high school students the opportunity to follow in the daily footsteps of technical, vocational and professional craftsman on Station. The student can elect to concentrate on one particular field for an in-depth look at a specific career or rotate through several different fields.

Another way that many communities are sharing ideas and keeping up to date with the latest information is through broadcasts sponsored by the U.S. Department of Education and available through satellite. This month's topic was

called "Charter Schools, Magnet Schools and Other Choices in Public Education" and was broadcast live from Washington, D.C., last Tuesday at the NAWC Training Center.

"To bring about this magnitude of involvement," said Peoples, "We have used several educational tools including tutors, language specialists, a well-trained staff — particularly in health-related and computer technology disciplines — and student job-training opportunities. In addition to its direct impact on our youth and schools, this collaborative partnership has dramatically increased public awareness and perception of the excellent educational programs offered and how they relate to the Navy's mission."

Peoples said the command is committed to supporting schools as permitted by law. "We provide this support under three separate and distinct programs," he explained. "The adopt a school program under the Navy Community Service Program, the Federal Technology Transfer Act of 1986 and the Special Emphasis Program Partnership at Point Mugu.

He added, "For America to move forward and maintain its place as a world leader, more individuals need to become involved in efforts to improve learning for all children. It is, therefore, critical to tap the knowledge, experience and insight that teachers have gained as classroom practitioners."

For more information on the program, please call Bob Peoples at 939-8120.

AIAA
Section
Dinner
Tuesday,
May 13



MUGGED—NAWCWPNS senior managers Karen Higgins and Sterling Haaland (center), received personalized AIAA China Lake Section coffee mugs from AIAA council members Craig Porter (far left) and Ed Jeter (right) to denote their membership in the local AIAA section and promote the upcoming annual AIAA Section Dinner on Tuesday, May 13, at Farris' at the Heritage. Guest speaker RAdm. Paul Gillcrist (Ret.) will speak on naval aviation in the 21st Century. The public is invited to attend. Social hour starts at 6:30 p.m., dinner is at 7 p.m. Ticket cost is \$16. Please RSVP for choice of teriyaki chicken or beef stroganoff to Ed Jeter 939-8492, Steve Goad 939-9704 or Ned Smith 939-7444 by May 12.

Photo by Kathi Ramont

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personally responsible for maintaining a Class 1 Explosive driver's license. The incumbent will be required to obtain and maintain a Secret clearance. **Quality-Ranking Factors:** (1) **Technical Quality Ranking Factor:** Ability to direct wood and metal working operations and to apply AA&E and hazardous material regulations to satisfy security, safety, and logistics requirements in an ordnance environment. (2) **Supervisory Quality-Ranking Factor:** Ability to lead a technical team, organize a diverse variety of simultaneous tasks, apply EEO/affirmative action principles in making employment decisions, and communicate both orally and in writing. **Note 2 applies.**

No. 52-010-DWE97, Electronics Technician, DP-856-3, Code 524500D, Land Range Communications Branch, Test Communications Division, Pacific Ranges and Facilities Department, Test and Evaluation Competency, China Lake—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Gary Schmidt, (760) 939-6717. **HRD Contact:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Life Cycle Manager (LCM) of the Inter-Range Communications System. This system is a part of the Land Range Communications System in the Test Communications Division. The incumbent is responsible for the total life cycle of the Inter-Range Communications system. This responsibility includes: (1) ensuring the system meets customer requirements in a cost-effective and timely manner; (2) maintaining complete awareness of the system's operational capability; (3) planning and providing for the improvement and modernization of the system; (4) ensuring there is proper documentation supporting the system; (5) supporting procurement with adequate documentation for the system; (6) ensuring proper logistics for the operation and maintenance of the system; (7) ensuring the system is under configuration control; (8) ensuring the system is under fiscal control; (9) ensuring the system is safe to operate; and (10) ensuring the system meets appropriate security requirements. Duties include electronic communications systems engineering, implementation, checkout, operation validation, operation and maintenance support, and system disposal. Duties also include cross-site coordination of this system. **Quality-Ranking Factors:** (1) **Technical Quality-Ranking Factor:** Ability to manage and manipulate an inter-range communications system through applying knowledge of: Radio frequency, microwave, fiber-optic and land line communications technology; electronic communications standards such as IRIG, IEEE, EIA, CCITT; analog and digital communications systems and equipment operational capabilities and limitations; and electronic communications test range and weapons test and evaluation operations. (2) **DAWIA Quality-Ranking Factor:** Ability to meet mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning Resources Development and Engineering Acquisition Career Field within 18 months of entering the position. **Note:** This position requires the incumbent to work extra hours and to travel to both remote test ranges and funding sponsor locations. **Note 4 applies.**

No. 52-011-DWE97, Telecommunications Specialist, DP-391-3, Code 524500D, Land Range Communications Branch, Test Communications Division, Pacific Ranges and Facilities Department, Test and Evaluation Competency, China Lake—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Gary Schmidt, (760) 939-6717. **HRD Contact:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Life Cycle Manager (LCM) of the Communications System. This system is a part of the Land Range Communications Center System in the Test Communications Division. The incumbent is responsible for the total life cycle of the Communications Center System. This responsibility includes: (1) ensuring the system meets customer requirements in a cost-effective and timely manner; (2) maintaining complete awareness of the system's operational capability; (3) planning and providing for the improvement and modernization of the system; (4) ensuring there is proper documentation supporting the system; (5) supporting procurement with adequate documentation for the system; (6) ensuring proper logistics for the operation and maintenance of the system; (7) ensuring the system is under configuration control; (8) ensuring the system is under fiscal control; (9) ensuring the system is safe to operate; and (10) ensuring the system meets appropriate security requirements. Duties include electronic communications systems engineering, implementation, checkout, operation validation, operation and maintenance support, and system disposal. Duties also include cross-site coordination of this system. **Quality-Ranking**

ANNOUNCEMENT NO. NSOC-001-RS-97

Opening Date: 4-17-97

Closing Date: 5-19-97

Area of Consideration: Current appointable DOD civilian employees nationwide

Currently recruiting for full-time permanent employment in the following position(s):

Title, Series, Grade: Supervisory Electronics Engineer, GS-855-13

Duty Station: Naval Satellite Operations Center, Operations Directorate, Satellite Communications Department

Point of Contact: Rosalie Sommer, DSN 351-3231 or (805) 989-3231

Summary of Duties:

Serves as a technical manager for communication systems programs. Directs, leads, assigns, organizes, sets objectives, plans schedules, budgets, coordinates, and directs detailed phases of communication systems programs and development. Serves as the Command's technical expert on communication engineering. Oversees development, dissemination, and maintenance of all Satellite Operations Communications Division and contractor documentation. Serves as a first-level supervisor.

Summary of Qualification Requirements:

Substitution of Education: Education above the high school level may be substituted in part or in full for the required experience as outlined in the X-118 Qualification Standards for this position.

Factors: (1) **Technical Quality Ranking Factor:** Ability to manage and manipulate a Communications Center System through applying knowledge of: Radio Frequency, microwave, fiber-optic and land line communications technology; electronic communications standards such as IRIG, IEEE, EIA, CCITT; analog and digital communications systems and equipment operational capabilities and limitations; and electronic communications test range and weapons test and evaluation operations. (2) **DAWIA Quality-Ranking Factor:** Ability to meet mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning Resources Development and Engineering Acquisition Career Field within 18 months of entering the position. **Note:** This position requires the incumbent to work extra hours and to travel to both remote test ranges and funding sponsor locations. **Note 4 applies.**

No. 52-013-DWE97, (Interdisciplinary) Supervisory Mechanical/Aerospace/General Engineer or Supervisory Physicist, DP-830/861/801/1310-3, Code 5282900D, Environmental Safety Test and Evaluation Branch, Ordnance Operations Division, Pacific Ranges and Facilities Department, Test and Evaluation Competency—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Dennis Sorges, (760) 939-7252. **HRD Contact:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as Head of the Environmental and Safety Test and Evaluation Branch. This Branch provides a complete capability for environmental, safety, and non-destruction test and evaluation of ordnance items, propellants, explosives, and other explosive devices. Branch personnel provide test engineering, setup, project management, mechanical design and fabrication, and electronic instrumentation for all tests. The Branch operates test facilities in five different geographic areas to support this mission. The incumbent is responsible for the smooth operation of Branch projects, management of MRTFB and cognizant direct funding, maintenance and upkeep of Branch facilities, and administrative tasks as assigned. The incumbent is also an alternate member of the Ordnance Hazards Evaluation Board (OHEB). A technical background and familiarity with MIL-STDs 2105B and 810E, T&E scheduling concepts, cost-estimating techniques, and supervisory experience is desired. **Quality-Ranking Factors:** (1) **Technical Quality-Ranking Factor:** Skill in managing environmental, safety, and nondestructive tests that involve arms, ammunition, and explosives through applying standard testing techniques, pertinent safety requirements, mechanical design and fabrication techniques, and facilities maintenance concepts. (2) **Supervisory Quality-Ranking Factor:** Ability to lead a technical team; organize a complex variety of simultaneous tasks; apply EEO/affirmative action principles in making personnel/employment decisions; and communicate with a diverse group of managerial, technical, trades, and contract employees, both orally and in writing. (3) **DAWIA Quality-Ranking Factor:** The incumbent must meet all Level 3 requirements for the Test and Evaluation Career Field (including successful completion of the TST 301, Advanced Test and Evaluation course, and applicable prerequisites) within 18 months of entering the position. **Notes 2 and 4 apply.**

No. 52-012-DWE97, Supervisory Engineering Technician, DP-802-3, Code 521510D, Ground Operations Section, Surface Operations Branch, Test Operations Division, Pacific Ranges and Facilities Department, Test and Evaluation Competency, China Lake—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Bob Bouse, (760) 939-4309. **HRD Contact:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as first-line supervisor to approximately 11 employees. He/she is responsible for the performance of test and evaluation programs during all phases of a weapons system's development and life cycle. In addition, he/she plans and develops test techniques, designs and sets up ordnance test equipment, coordinates activities of test personnel, and conducts hazardous ordnance tests. The supervisor is responsible for the safety of personnel and equipment during pretest preparation and test execution. Test planning responsibilities include preparing and documenting complex step-by-step procedures involving all phases of the test. Test execution responsibilities include test equipment assembly, electrical and/or ordnance system checkout, and final firing. Testing is performed on experimental guided missiles, rocket-assisted projectiles, gun ammunition, and high explosives. **Quality-Ranking Factors:** (1) **Technical Quality-Ranking Factor:** Skill in conducting and overseeing full-scale range ordnance tests of guided missiles, rocket-assisted projectiles, guns, and explosives. (2) **Supervisory Quality-Ranking Factor:** Ability to lead a technical team; organize a complex variety of simultaneous tasks; apply EEO/affirmative action principles in making employment decisions; and communicate with a diverse group of management, technical and contract employees, both orally and in writing. **Note 2 applies.**

NAVAIR/CURRENT EMPLOYEES

No. 75-002-RS-97, (1) Public Affairs Specialist, GS-1035-11/12, Business Operations Group, Public Affairs Office, Code 750000E—Area of Consideration: Current NAVAIR employees. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Phillis Thrower, DSN 351-8094. **HRD Contact:** Rosalie Sommer, DSN 351-3231. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Assists the Public Affairs Officer in conducting the NAWCWPNS overall public affairs program, consisting of public information, internal information, community relations, and government affairs. Provides counsel to the Public Affairs Officer and other senior members of the NAWS and NAWCWPNS staff on all matters related to public affairs. **Quality-Ranking Factors:** (1) Ability to communicate orally and in writing, including the ability to write speeches for command level personnel; (2) Ability to effectively interact with personnel both internal and external to the command, including senior military officers and elected officials; (3). Knowledge of all public affairs functions including public information, internal information, community relations and government affairs. **Note 1 applies.**



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

TSP INFORMATION

TSP now has a web site with current interest rates and downloadable publications and forms. The address is "www.tsp.gov".

The interest rate for loans approved in April is 7.125%. For funds to be disbursed in May, the complete package must reach the TSP Service Office by **May 6**.

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 participation 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 12 200-MHz R10000 processors, 3 Gb of main memory, and 180 Gb of disk storage. The Airframe system is a desksize Silicon Graphics Reality Engine 2 with four 200-MHz R4400 processors, 512 Mb of main memory, and 60 Gb of disk storage. The usage cost for these two systems is based only on CPU time used. 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 one for the cost of the amount of CPU time used. SDRC and Patran3 are charged at the rate of \$20 per hour that a license is checked out.

For further information or to get a user account for either Airframe or Airpower system, contact Dr. Frank Mansfield at (760) 939-2627 or e-mail at mansfiel@

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.

sgaero6.chinalake.navy.mil or download the information packet -/pub/HPC_Systems/Operations.ps by anonymous ftp from airframe.chinalake.navy.mil.

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 NAWCWPNS,

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**.

CHINA LAKE

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

CHAIRS NEEDED

Code 724 is looking for 10 to 15 matching chairs for a conference room.

If you have a set of chairs available, contact Sharon Backman at 939-4735, QuickMail, or sharon@sage.chinalake.navy.mil.

SMOKERS' OUTPOSTS AVAILABLE

Code 721200D has purchased a quantity of Smokers' Outposts. You know, those funny looking greenish-gray things showing up in various designated smoking places around China Lake. (They look like they should have a cord or cable threaded through them.) These outposts

really help clean up the clutter caused by using old coffee cans or metal ash trays, they won't be blown over by the wind, they hold a lot of cigarette butts (approximately 1,000), and are available at a cost of \$75 each for two or more. All you need is a JON and a means of picking them up.

For more information, contact Sharon Backman at 939-4735, via QuickMail, or via e-mail (sharon@sage.chinalake.navy.mil).

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.

RETIREMENTS AND FAREWELLS

DOROTHY B. NELSON

Dorothy B. Nelson (Code 841300D) is retiring from the China Lake Police after 31 years of service. A retirement dinner will be held in her honor at The Homestead on 1 May at 1800. For reservations, contact Cheryl at 939-2709.

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 or Terri Weindel at 939-7200 or Barbara Sorges at 939-7486.

DALJIT (DAVE) SINGH

Daljit (Dave) Singh, Code 471300D, is leaving China Lake after 12 years of federal service. A farewell luncheon will be held in his honor at Santa Fe Grill on 1 May at 1130. For reservations and/or presentations, contact April Morphis at 939-1368.

LEE GILBERT

Lee Gilbert, Code 471000D, was selected to be the Science Advisor for CONCUSNAVEUR in London, England. His 2-year assignment begins 1 June. A farewell party will be held in his honor at the Carriage Inn on 23 May. A social hour with hors d'oeuvres will begin at 1730. Presentations will begin at 1830. The cost is \$10 per person. For reservations or presentations, contact Pat Lloyd at 939-3500 or Lupe Vizcarra at 939-3608 by 19 May.

POINT MUGU

SILICON GRAPHICS MAINTENANCE CONTRACT

For Point Mugu, the IM Acquisition Support Branch, Code 721200D/E, has a contract for remedial and preventive maintenance of Silicon Graphics hardware and attached peripherals (can be third party). This contract is NOT MANDATORY, but was initiated to provide primary or alternative service support below GSA pricing.

Contractor: Telos
Contract Number: N68936-97-D-0048
Current Period of Performance: 1 Nov 1996-31 Oct 1999
Cost for PER-CALL Service: \$45 per hour plus parts/materials (with a 10% handling charge for parts)
Response time: Six working hours after the call is retrieved from the Customer Support Center.

For service on this contract, you must contact the Customer Support Center at 989-8083 with the following information: model number, serial number, minor number, 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).

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family is having difficulties? The CEAP is a no-charge services and 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.

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.

HUMAN RESOURCES DEPARTMENT INFORMATION

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

LABOR/EMPLOYEE RELATIONS TEAM NEWS

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 24 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Recipient) and a copy of current Leave and Earnings Statement. OP-Form 630-A is available at Administration Offices at Point Mugu and Telmart at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E; forms for China Lake may be mailed to Leora Fields, Code 731000D. For additional information, call Estela Padilla at (805) 989-3222, or Leora Fields at (760) 939-2018.

CHINA LAKE

Pat Hamlin, Code 761100D

Pat is undergoing extensive physical therapy because of a stroke.

Nathan "Stu" Hannah, Code 834400D

Stu is caring for his wife, who has end-stage kidney failure and diabetes.

Kelly Newton, Code 460000D

Kelly has complications caused by her pregnancy.

Al Dorfman, Code 841300D

Al is recovering from back surgery.

Jenny Hazlewood, Code 474500D

Jenny has complications caused by her pregnancy.

Darrell Ferguson, Code 462000D

Darrell is recovering from the amputation of his right leg caused by complications of diabetes.

Donna Charles, Code 84D000D

Donna is recovering from a medical problem.

Stan Wertenberger, Code 528300D

Stan is recovering from extensive back surgery.

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.

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

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

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

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

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

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

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from current appointable employees at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an 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 COMNAVIAIR. 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.

MERIT PROMOTIONS

CHINA LAKE ONLY

No. 471-004-GB7, Senior Office Manager, DG-303-3, Code 471300D—Area of Consideration: China Lake. **Opening Date:** 5-1-97. **Closing Date:** 5-8-97. **Selecting Official:** Bob Page, 939-8294. **HRD Contact:** Kay Behrmann, 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as a Senior Office Manager for the Weapons Software Engineering Branch, directly supporting Branch management and employees. Responsibilities include receiving calls and visitors; coordinating official visits; composing correspondence for supervisor's signature; reviewing correspondence for format, grammar, and content; preparing travel orders and vouchers; electronically maintaining timesheets; assisting in the plant account process; and completing computer accreditation (Group Risk Analysis Support Program (GRASP)). The position requires a willingness to be mobile since the Branch is dispersed geographically on Center. **Quality-Ranking Factors:** Knowledge of Macintosh computers and required software to including Excel, PowerPoint, Word, and Filemaker Pro; ability to plan and coordinate travel arrangements; knowledge of DOD and NAWCWPNS correspondence and secretarial policies and procedures; ability to plan and coordinate tasks; knowledge of ADP security requirement and property management regulations and procedures; and knowledge of GRASP. A Secret security clearance is required. Full performance level: DG-3. **Note:** Previous applicants need not reapply.

No. 82-087-JJ7, Resources Specialist, DA-301-1, Code 831000D. Public Works Department—Area of Consideration: China Lake. **Opening Date:** 5-1-97. **Closing Date:** 5-8-97. **Selecting Official:** John Cavin, 939-9439. **HRD Contact:** Shirley Hauser, 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is

responsible for coordinating 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. Provides administrative and financial support for the procurement of all Public Works facility service and construction type contracts. Plans, gathers, and analyzes information concerning project and competency budgets and tracks financial expenditures. Must determine types of funding (DBOF, OMN, RDT&E, CPP, FHMA, MILCON, Special Deposits, etc.) based on the appropriation in preparation of outgoing fund documents and/or receipt of incoming fund documents. Coordinates and originates, as appropriate, responses to requests for data, information, and reports. Ensures that responses are accurate and represent the department's position and needs. Incumbent must be able to obtain and maintain a Confidential clearance. **Quality-Ranking Factor(s):** **Screen-Out Factors:** Knowledge of the NAVFAC Financial Information Systems (FIS) process and terminology with a good working knowledge of procurement procedures for facility service and construction contracts; knowledge of NAWCWPNS financial system, budgeting, and work unit processes (NIFMAS, A-11, IT, DRIPS, MACSTARS, etc.). Full performance level is DA-3, but is not guaranteed. **Note 1 applies.**

POINT MUGU/CURRENT CIVILIAN EMPLOYEES (Temporary Promotion NTE 1 Year)

No. 454-010-GW7, (1) Data Technician, GS-303-7 (Temporary Promotion NTE 1 Year), Avionics Department, Electronic Warfare Division, Countermeasures Branch, Engineering Data Management Section, Code 454330E—Area of Consideration: Current civilian employees at NAWCWPNS Point Mugu. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Shirley Davis, (805) 989-7836. **HRD Contact:** Gina Weatherford, (805) 989-3301. **Permanent**

Change of Duty Station Authorized: No. **Summary of Duties:** The incumbent is a technical lead for other personnel in the Section. Interacts with task manager, program managers, other field activities personnel, and all contractors in all aspects of management and control for the planning, acquisition, preparation, production, distribution, storage, and maintenance of technical manuals, documentation, and data used in the production and maintenance of tactical software. Monitors the development of government and contractor system software data/documentation for compliance with official regulations and standards with respect to accuracy, adequacy, and applicability. **Quality Ranking-Factor:** Knowledge of production baseline configuration documentation. **Note:** This position may be made permanent without further competition. **Note 5 applies.**

POINT MUGU/CURRENT APPOINTABLE NAWCWPNS CIVILIAN EMPLOYEES

No. 454-011-GW7, (1) Program Analyst, GS-343-7/9/11, Avionics Department, Electronics Warfare Division, Warning Systems Branch, Missile Warning & ESM Section, Code 454230E—Area of Consideration: Current appointable NAWCWPNS civilian employees at Point Mugu. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Susan Hynds, (805) 989-1390. **HRD Contact:** Gina Weatherford, (805) 989-3301. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Performs as consultant to the Branch Head and assists IPT Task Manager in preparing detailed plans, budgets, and schedules for assigned program, projects, and tasks. Assists Branch Heads and Task Managers in integrating multiple project requirements into projected workload schedules that relate to overall Branch manpower, facilities, and equipment scheduling to project requirements. Analyzes the fiscal status of projects and assesses performance relative to cost, schedule, and objectives of approved task plans. Perform investigative studies to determine reason for cost deviations from established plans. Assists Task Managers and Branch Heads in assessing project fiscal status and to identifying alternate or corrective actions. Actions taken are based on considerations of sponsor-generated changes in project objectives, schedule changes, and cost deviation. Evaluates the effects of alternate or corrective actions on project performance and parallel effects on other projects, manpower utilization, funds, facilities and material resources. Prepares and presents workload analyses to line management. **Quality-Ranking Factor:** Demonstrated experience working with a project with multiple appropriated funding and earned value management. **Notes 1 and 5 apply.**

NAWCWPNS

No. 52-009-DWE7, Supervisory Engineering Technician, DP-802-3, Test and Evaluation Competency, Pacific Ranges and Facilities Department, Ordnance Operations Division, Ballistics Test Branch, Code 528100D—Area of Consideration: NAWCWPNS. **Opening Date:** 5-1-97. **Closing Date:** 5-15-97. **Selecting Official:** Paul Gorish, (760) 939-7308. **HRD Contacts:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is responsible for supervising a diverse group of technicians and trades and craft employees who support branch operations. Branch operations include all mechanical efforts in support of static firing rocket motors. These mechanical efforts entail providing transportation, logistics, security, and safety of Arms, Ammunition and Explosives (AA&E) support; wood and metal hardware fabrication; test facility construction and maintenance; and managing the Branch's hazardous materials storage and disposal. The incumbent must regularly meet and deal with a variety of contractors, the local Trident program manager, other government facilities representatives concerned with Trident equipment and Trident motor movement, and other managers within the Division. Occasionally, the incumbent may be assigned to serve as acting Branch Head and interface with Department-level managers. In his/her supervisory capacity, the incumbent is responsible for administering all aspects of the Demonstration Project as they pertain to assigned subordinates' performance, pay, and classification issues. The incumbent's collateral duties include serving as the Division's Transportation Representative and as a NAWCWPNS instructor responsible for training explosive forklift operators and crane operators. The incumbent is personally responsible for supervising the movement of strategic rocket motors (each worth several million dollars) and for maintaining associated documented procedures. Environmental Considerations: This is an outdoor job 75% of the time, and the applicant should be willing to encounter a full spectrum of weather conditions to fulfill Branch requirements. **Special Requirement:** The incumbent is

applications consisting of one or more Developer/2000 Forms modules. Working in a graphical User Interface (GUI) development environment, participants will build a complete forms application using Developer/2000. In the process, participants will learn how to customize forms with graphical user input items such as check boxes, list items, and radio groups. Participants will also learn how to modify data access by creating event-related triggers. Topics include running a form application, creating a basic form module, customizing blocks, controlling dependencies between related areas of information within a form module, creating and modify text items, supporting text items with list of values (LOVs) and editors, creating input items, creating non-input items, modifying forms using triggers and cause the forms application to respond to mouse events, constructing custom messages and design alters, creating multiple form applications, and enhancing the default menu.

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

CULTURAL DIVERSITY (AMERICAN HERITAGE WEEK) (4 hrs.)

11 June; Wednesday, 0800-1200; Training Center, Point Mugu
12 June, Thursday, 1230-1630; Training Center, China Lake

By: A.I.M.: Partridge Garcia Group, Inc.

This course will address the value of cultural diversity in the organizational environment. Learning objectives will include increasing understanding of different cultures and the impact of cultural diversity in the workplace. An increased understanding of the values of different cultures and an increased ability to communicate with individuals of various cultures will be emphasized.

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

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Lori Rysler-Warrick, Code 744000D. For further information, call 939-2686 (DSN 437-2686).

INTRODUCTION TO MACINTOSH, (8 hrs.)

10 June; Tuesday, 0800-1600; Bldg. 366, Room 103, Point Mugu.

This class is designed for people who have little or no experience using the Macintosh computer and is a prerequisite course for anyone wanting to attend Macintosh application courses.

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

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

11-12 June; Wednesday-Thursday, 0800-1600; Bldg. 366, Room 102, 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 Filemaker Pro 2.1 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).

SURFING THE INTERNET INFORMATION SUPERHIGHWAY (8 hrs.)

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

Prerequisite: Students must be proficient with a Macintosh computer.

This class provides an opportunity to become familiar with the Internet information superhighway and available resources the "net" has to offer.

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).

MIL-STD-1553 PROTOCOL (24 hrs.)

18-20 June; Wednesday-Friday, 0800-1630; Training Center, Point Mugu. By: Evolving Technology

MIL-STD-1553 Protocol, Multiplex Bus is designed for managers, engineers, technicians, and other personnel who have a general background in the electronics and/or systems engineering fields and require in-depth knowledge of the MIL-STD-1553 Protocol for military systems integration. The course provides hands-on training on the 1553 multiplex bus system hardware, including systems configuration, data protocol, and troubleshooting. This course will provide an overview of the MIL-STD-1553 with emphasis on definitions, and general requirements, and key elements comprising a 1553 communications system. Other topics will include specification comparison of the detailed uses of the standard, a review of

the system design considerations, and discussion of remote terminal and bus controller designs. Finally, there will be a discussion of the types of hardware used to comprise a 1553 system, including bus controllers, remote terminals, and bus monitors. In addition, a discussion of software considerations for a bus controller will be addressed. Data protocol will be covered in depth. All lecture topics will be reinforced through hands-on training on the 1553 multiplex bus.

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

DIGITAL SYSTEMS TROUBLESHOOTING (32 hrs.)

23-26 June; Monday-Thursday, 0800-1600; Training Center, Bldg. 366, Room 100A, Point Mugu. By: Evolving 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. A lab/workshop is provided for each of the following topics: introduction to digital techniques, review of troubleshooting and repair tools, sequential logic circuits, input/output circuits, and system-level analysis and troubleshooting.

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

SYSTEMS ARCHITECTURE (8 hrs.)

24 June; Tuesday, 0800-1630; Training Center, China Lake

26 June; Thursday 0800-1630; Training Center, Point Mugu

By: ATTRIDGE Electronics

The System Architecture course presents an overview of major computer architectures recently developed. These architectures include, vector and parallel processors. Alternative approaches to computations will be presented for specific applications. The organization of the basic elements of the high-performance units, arithmetic units, and memories will be stressed. Learning objectives include providing an understanding of current computer architectures being developed for DOD systems such as image and radar systems.

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).

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).

BUDGET ANALYSIS WORKSHOP (24 hrs.)

8-10 July; Tuesday-Thursday, 0800-1600; Bldg. 366, Point Mugu. By: Budgeting Associates

One of the most important responsibilities of federal managers and budget personnel is to continually review each phase of the federal budget process, which includes budget formulation, congressional action, budget execution, and review and audit. In this course, you will learn to analyze various budget situations and present recommendations based on your analyses.

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

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 (NAWC-WPNS 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).

MIL-STD-1553 PROTOCOL (24 hrs.)

29-31 July; Tuesday-Thursday, 0800-1700; Training Center, China Lake.

By: Test Systems, Inc.

This seminar is designed to provide a solid base for interpreting and understanding the requirements of MIL-STD-1553. Students will be taught MIL-STD-1553 from the design through testing phases to help them understand a 1553 system in part and in whole. Students will gain practical experience with 1553 messages in the lab sessions and will also be introduced to currently available 1553 products.

The seminar uses a well-rounded approach of lecture, lab sessions, visuals, question and answer, and 1553 manufacture samples to communicate concepts in a clear and dynamic manner. Unlike a simple demonstration, the lab sessions give students "hands-on" experience in analyzing 1553 communication and troubleshooting 1553 remote terminal problems. Personal assistance by the instructor is provided during the lab sessions. However, the greatest value of these lab sessions lies in the personal involvement of the student with the concepts being taught. Interaction is accomplished by providing students with a view of the messages being sent on the 1553 data bus and allowing them to manipulate the messages. Using an oscilloscope, students can move from words on paper to actually seeing how bits are encoded, how word formats differ, and what a message sequence looks like. Students also gain experience in troubleshooting problems in remote terminals.

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

ADVANCED ADA '95 (16 days)

August time frame; 0800-1600, Location TBD. By: Advanced Command Control Communication Computers Information

Intended Audience: Experienced programmers with some Ada background.

Prerequisites: Graduates of Introduction to Ada '95.

This course will cover the following topics: packages, exceptions, private types, derived types, generics, input/output, tasks, and low-level features. An introduction to the concepts of software engineering is included. The course is programming intensive and culminates in a comprehensive team project focused on object-oriented programming.

Deadline: 8 May

For further information, contact Lily Horton, Code 733000E, (805) 989-3987 (DSN 351-3987).

OBJECTED-ORIENTED ANALYSIS AND DESIGN (64 hrs.)

11-20 August; Monday-Wednesday, 0800-1600; Location: TBD. By: Advanced Command Control Communications Computers Information

Intended Audience: Experienced programmers, software analysts, functional analysts, software engineers, and software quality specialists.

This lecture/workshop course provides object-oriented software development concepts and methodologies. The overall course will cover orientation, software engineering principles, and object thinking analysis, design, and managing change. Course topics will include object-oriented benefits, basic concepts, analysis, design, goals of software engineering, management issues. Object paradigm, object thinking, analysis, alternatives methodology/managing change, and projects will also be covered. Approximately 50% of the course includes hands-on analysis and design work. The course uses Peter Coad's methodology, but the instructors are knowledgeable in the Booch methodology as well.

Deadline: 8 May.

To enroll, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Lily Horton, Code 733000E. For further information, call 989-3987 (DSN 351-3987).

POINT MUGU

Carroll Paul McDuffie, Code 475200E

Carroll is recovering from treatment of a degenerated spinal disk.

J. Fay Blunt Ingersoll, Code 529110E

Fay is undergoing chemotherapy and procedures at UCLA for cancer treatment.

Sally Rodriguez, Code 56CD00E

Sally is under a doctor's care.

Vivian Almaguer, Code 836100E

Vivian is on maternity leave.

Lillian Cabello, Code 731000E

Lillian recently underwent surgery.

Marion O'Brian, Code 4KL500E

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

Juanita Grant, Code 236000E

Juanita is recuperating from knee replacement surgery.

Anita Retome, Code 455330E

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

William Yates, Code 471430E

William is recovering from pneumonia.

Janet Alvarez, Code 8F0000E

Janet is under a doctor's care.

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

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

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 Rysler-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).

INVESTING IN THRIFT SAVINGS PLAN (8 hrs.)

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

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 learn 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).

FILEMAKER PRO 2.1 FOR FOR WINDOWS 3.1, INTRODUCTION (16 hrs.)

12-13 May; Monday-Tuesday, 0800-1600; Bldg. 366, Room 102, Point Mugu.

Prerequisite: Students must be able to use the Windows 3.1 operating system.

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

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

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

12-13 May; 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).

INTERMEDIATE SYSTEMS ACQUISITION COURSE (80 hrs.)

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

By: Acquisition Management Institute (AMI)

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

CSUB ADVISING

Advisors for the California State University, Bakersfield (CSUB) programs at China Lake (B.S. in Business Administration and M.S. in Administration) will be at China Lake on **20 May**. To make an appointment, call (805) 664-3396.

CERRO COSO ACADEMIC CREDIT BRIEFING

Two informational briefings for employees interested in exploring alternative ways to earn academic credit for past training and/or work experience will be presented at the China Lake Training Center on Thursday, **15 May** from 0900 to 1000 and 1300 to 1400. This briefing is targeted for DAWIA employees who must meet education requirements in their career field, but is open to any employee interested in this topic. Mike Metty, Dean of Workforce Development at Cerro Coso Community College, will present workable options for obtaining academic credit and will answer questions.

FSDB/BUSINESS OBJECTS COURSES AVAILABLE AT CHINA LAKE AND POINT MUGU

FSDB/Business Objects (8 hrs.)

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

12 May; Monday, 0800-1600; Training Center, Point Mugu.

28 May; Wednesday, 0800-1600; Training Center, China Lake.

9 June; Monday, 0800-1600; Training Center, China Lake.

23 June; Monday, 0800-1600; Training Center, China Lake.

By: FSDB Project Office

Intended Audience: Administrative Officers, Business Managers, Budget/Financial Analysts, or anyone requiring knowledge of financial data.

Prerequisites: Highly recommended that participants have purchased the Business Objects client software prior to attending the class. Contact Jeri Walters at 939-2803, for assistance.

Description: This course will introduce participants to the Financial Summary Database (FSDB) which provides a streamlined, flexible, and powerful tool for querying and reporting financial information from the NIFMAS financial system. Participants will learn how to use the Business Objects query and reporting software to obtain the financial information they need to do their business. The class will also cover the definition, organization, and use of the financial information available from FSDB.

To enroll, contact Carol Franich at 939-3968 or via QuickMail. For further information, call 939-2803.

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.

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).

GLOBAL POSITIONING SYSTEM (GPS) (BEGINNING) (8 hrs.)

12 May; Monday, 0800-1600; Training Center, Point Mugu. By: QED Educational Services (Dr. Baniel Biezad)

For the beginning course, the student will understand history and principles of operation of the three segments of the GPS, including a thorough knowledge of the earth and its geodesy. The student will also learn the fundamental error sources associated with GPS and how they are handled in practice. Aerospace applications especially suited for flight and flight testing will be emphasized. Integration with other avionics systems and advanced state-of-the-art applications will be discussed. Differential and Carrier Tracking GPS concepts will be covered in a general sense. At the end of this course, the student will understand the fundamentals of GPS and how GPS is being applied and combined with other avionics systems throughout the aerospace industry.

To enroll or for further information, contact Ron Rogers (Code 733000E) at (805) 989-3997 (DSN 351-3997).

FEDERAL APPROPRIATIONS LAW, (24 hrs.)

13-15 May, Tuesday-Thursday, Training Center, China Lake. By: Budgeting Associates, Jim Guenther, Instructor

This course is designed to present the principles of appropriation law in a manner that is clear and direct and yet sufficiently detailed. The course covers status and regulations governing appropriations and related topics, as well as references to significant decisions rendered by the Comptroller General and the courts. Classes consist of a combination of lectures, discussions, and workshops. Case studies are based on the condensed textbook "Principal of Federal Appropriation Law" by GAO and supplemented by recent Comptroller General decisions.

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

SOFTWARE DEVELOPMENT STANDARDS: STD J-016 AND ISO/IEC 12207 (16 hrs.)

20-21 May; Tuesday-Wednesday, 0800-1600; Training Center, Bldg. 366, Room 100, Point Mugu. By: David Maibor Associates, Inc.

This course reviews the background of software standards, recent acquisition policy changes in the Department of Defense, the current environment of "acquisition reform," particularly with respect to software. Key acquisition themes (Single Process Initiative, Integrated Product Teams, COTS and Ada, software support, and assessment of software maturity) will be covered. This course also discusses the role software standards may play and highlights the contents of four primary software development standards: (a) MIL STD 498, (b) EIA/IEEE J-STD-016, (c) ISO/IEC 12207, (d) U.S. 12207. Tailoring examples are reviewed from eight current projects to illustrate the variety of acquisition approaches currently followed by various government organizations. More discussion of tailoring follows, and the course concludes with a look at current and future trends. The course is primarily lectures style, using overhead transparencies, and includes individual and group exercises and discussions interspersed over the course length.

Individuals enrolled in this class can purchase a reproduction of the standards by contacting Paul Maibor Associates, Inc. at (617) 449-6554 (FAX (619) 455-8928 by 9 May. In addition, indicate this cost on the On-Board Training Request (NAWCWPNS 12410/2). Reproduction and shipping charges for the individual copies of J-STD-016 are \$45 per copy and \$75 per copy for ISO/IEC 12207. The American National Standards Institute charges \$156 per copy for STD-J-016 and \$100 per copy for ISO/IEC 12207.

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).

EXCEL 7.0 FOR WINDOWS '95, INTRODUCTION (16 hrs.)

13-14 May; Tuesday-Wednesday, 0800-1600; Training Center, China Lake.

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

This class is designed for people who have little or no experience using the Excel 7.0 for Windows '95 spreadsheet program.

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).

GLOBAL POSITIONING SYSTEM (GPS) (INTERMEDIATE) (8 hrs.)

13 May; Tuesday, 0800-1600; Training Center, Point Mugu. By: QED Educational Services (Dr. Baniel Biezad)

For the intermediate course, the student will learn and practice the mathematical principles upon which the GPS is based. The student will learn state-space modeling techniques and matrix manipulations necessary to solve the navigation problem using GPS. The Kalman Filter algorithm as it applies to GPS error modeling will be presented and applied to practical integration problems with other aircraft systems, especially the Inertial Guidance System. Flight test applications of GPS and Differential GPS will be presented. The student will understand the advanced applications of GPS for aircraft guidance and control to landing and for attitude control of spacecraft and unarmed vehicles. At the end of this course, the student will be able to model as well as understand the GPS and will know how it can most effectively be employed in an avionics suite or in a flight test program.

To enroll or for further information, contact Ron Rogers (Code 733000E) at (805) 989-3997 (DSN 351-3997).

GLOBAL POSITIONING SYSTEM (GPS) (ADVANCED) (8 hrs.)

14 May; Wednesday; 0800-1600, Training Center, Point Mugu. By: QED Educational Services (Dr. Baniel Biezad)

The advanced course will enable the student to understand and to simulate the GPS using matrix calculus. Comprehensive error models and error budgets for the GPS integrated with INS and other avionics systems will be presented. The student will know enough probability theory to derive the Kalman Filter and to apply it to the GPS error model. The mathematical foundations for advanced applications of Differential GPS and Carrier Tracking GPS will be understood and practiced by the student. Simulation and navigation algorithms associated with piloted and autonomous flight will be derived. Advanced avionics integration schemes involving the GPS will be presented in detail. At the end of this course, the student will understand the latest developments in GPS aerospace applications.

To enroll or for further information, contact Ron Rogers (Code 733000E) at (805) 989-3997 (DSN 351-3997).

MARKETING IN WASHINGTON, DC—HOW TO FUND YOUR R&D PROJECT (8 hrs.)

12 May; Monday, 0800-1600; Training Center, Point Mugu. 14 May; Wednesday, 0800-1600; Training Center, China Lake.

By: Don Gay

This class covers the topics necessary to effectively gain support in Washington, DC to get funding for R&D projects. It touches upon a spectrum of marketing topics including the following area: the R&D structure, the relevant organizations in obtaining R&D funding, organizational interrelationships and their significance, the political environment and its role, the importance of requirements and how to find them, establishing credibility, determining personality styles and how to deal with them, finding a champion, interpreting what is really being said, presenting your project for a maximum impact, the different types of sponsors and how to find them, techniques for protecting the funds that have been promised, and rules to help you avoid getting into trouble.

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

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

POWERPOINT 4.0 FOR MACINTOSH, INTRODUCTION (16 hrs.)

14-15 May; Wednesday-Thursday, 0800-1600; Bldg. 366, Room 102, 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 Powerpoint 4.0 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).

MANAGING IN A TEAM ENVIRONMENT

15 and 22 May; Thursday (two half-day morning sessions), 0730-1130; Training Center, China Lake.

10 and 17 July; Thursday (two half-day morning sessions), 0730-1130; Training Center, Point Mugu.

This course is designed for participants who are team managers. The focus is on developing specific skills in the areas of planning, guiding, coaching, and addressing challenges faced when managing teams. Participants will learn to more effectively perform the role of team manager and understand his/her relationship to the success of the team. Participants will also learn how to empower teams for success through clear communication and understanding of responsibilities and limitations as well as how to establish expectations, monitor progress, and take corrective actions.

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

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

BASIC CPR COURSES OFFERED

CPR, BASIC PROVIDER (8 hrs.)

0800-1600; Training Center, Room 101A, Point Mugu.

This 1-day class is for individuals who need to be certified in CPR and do not have a valid CPR card. This class will be offered on the following days:

**11 June (Wednesday)
12 June (Thursday)
25 June (Wednesday)
26 June (Thursday)**

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Marcy Acosta, Code 733000E, at least 2 weeks prior to the date of the class you want to take. For further information, call 989-3992.

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. For further information, contact Lily Horton 989-3987 (DSN 351-3987).

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).

NAVY WRITING SKILLS (16 hrs.)

20-21 May; Tuesday-Wednesday, 0800-1600; Training Center, Point Mugu By: Natalie Reid

This course provides the foundation for the writing standards specified in chapter one of the Navy Correspondence Manual and gives participants an understanding of those standards. Students will develop skills in applying those standards in a variety of ways, from simplifying language, writing concisely, and editing for brevity to using the active voice and editing for grammatical accuracy and clarity.

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).

STRESS AND YOUR BODY (2 hrs.)

22 May; Thursday, 1300-1500; Training Center, Point Mugu. By: Roger H. Knight, D.C.

Our body has limits as to the amount of stress it can handle. Medical research show that when under prolonged stress our immune system is depressed causing a multitude of health problems. Solutions are offered as ways to combat stress, provide nutritional support for the body and create lifestyle changes to increase energy, vitality and prevent fatigue.

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).

COUNTER-STEALTH RADAR FUNDAMENTALS (4)

28 May; Wednesday, 1230-1630; Training Center, Point Mugu.

29 May; Thursday; Thursday, 1230-1630; Training Center, China Lake.

By: Quintech (Byron Edde)

The development of low-observable technologies in aircraft, drones and missile has resulted in research in the defense community regarding the ability of radars to track these "stealthy" targets. The purpose of this presentation is to explore the principles of low observability and to discuss methods of making radars less vulnerable to these types of targets.

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

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

SIGNAL PROCESSING WITH NONUNIFORM SAMPLING (4 hrs.)

28 May; Wednesday, 0800-1200; Training Center, Point Mugu.

29 May; Thursday; Thursday, 0800-1200; Training Center, China Lake.

By: Quintech (Byron Edde)

Traditional digital signal processing requires that the data samples be spaced uniformly in whatever domain provides the input (often time). In particular, using the fast Fourier transform (FFT) in any process imposes this requirement. Many systems that use digital signal processing, however, avoid certain system-level problems by using non-uniform sampling spacings. This is particularly true in systems such as undersampled radar modes where low and medium PRF waveforms are implemented. Using nonuniform sampling and processes that expect uniform samples imposes limitations on the effectiveness of the processes. The primary reason for imposing this sampling restriction is that the processes that demand it are typically order of magnitude less time-consuming to calculate than equivalent processes that do not impose the restriction. The purpose of this presentation is to explore certain processes that allow nonuniform sampling within the time limitations imposed by the systems.

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

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

WINDOWS '95, INTERMEDIATE (8 hrs.)

29 May; Thursday, 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).

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).

CSUC SUMMER COURSES AT CHINA LAKE

Following are courses being offered this summer for the California State University, Chico (CSUC) Computer Science Program (bachelor's and master's degrees). To obtain course descriptions, book order forms, and register for these courses, contact Cecil at 939-0878. Enrollment must be at least 10 days prior to the start of the course. The courses will be held at the Training Center and are on videotape. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained. All courses are 3 semester units.

CSCI172: Systems Architecture; 5 May-20 August; Monday and Wednesday, 1130-1245

CSCI171: Computer Architecture, 13 May-21 August; Tuesday and Thursday, 1130-1245; Lab, Tuesday 1700-1800

CSCI298C-2: Algorithms and Data Structures in Java; self-paced, start any time

For information, contact Cecil Webb at 939-0878.

NIFMAS TRAINING

FUNDING OVERVIEW/NIFMAS REPORTS AND QUERIES

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 (SEMMP) 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

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).

SYSTEMS ADMINISTRATION 4.X (NOVELL) (32 hrs.)

2-5 June; Monday-Thursday, 0800-1600; 2901 Ventura Rd., Suite 100, Oxnard. By: ComputerFocus (805) 988-6600

Prerequisite: 100 DOS for Network Users, 101 Microcomputer Concepts for Network Users. Enroll only if you have met the prerequisite.

Intended Audience: New NetWare 4 administrators, CNE, and CNA candidates.

This course teaches the knowledge and skills needed to perform NetWare 4 network administration or system management tasks effectively. It teaches how to use NetWare administrative tools to set up, manage, and use basic network services, including file systems, network printing, security, and e-mail. Participants who complete this course will be able to accomplish basic and fundamental network management tasks in a NetWare administrator utility, file system management, NetWare directory services, Direct objects and resources, NDS security, server

console commands, NetWare loadable modules, and administrative tasks.

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).

MOTIVATING EMPLOYEES (8 hrs.)

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

10 June; Tuesday, 0800-1600; Training Center, China Lake. By: Marian Lapan, M.A.

This seminar is geared to assist managers and supervisors in the ability to keep employees motivated in a downsizing workforce. Information on motivational theory will be presented, along with practical on-the-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).

DEVELOPER/2000 FORMS 1 (32 hrs.)

9-12 June; Monday-Thursday, 0800-1600; Training Center, China Lake.

Prerequisite: Developer/2000 Foundation, doc. code 36103

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

In this course, participants will build and test interactive