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THE ROCKETEER

THURSDAY, JUNE 26, 1997

NAVAL AIR WARFARE CENTER WEAPONS DIVISION CHINA LAKE

VOL. 53, No. 13

JP Program
re-established 7

ATP finds work
for the unfunded 9

Electrons to replace chemicals in half of TID Photo Lab processing

By Pam Harris
TID

What would Ansel Adams think of a darkroom without chemicals? Or — heaven forbid — a camera without film? A digital image that can be reduced, enhanced, colorized and blown apart? All of this techno-magic is now available, limited only by your imagination, at TID's Photo Processing Lab.

China Lake's semiconversion from antiquated "wet chemistry" photo-processing technology to digital-imaging technology is driven by three factors: a cleaner environment, enormous versatility and greater efficiency.

Perhaps the biggest paradigm shift with digital-imaging technology is the use of a camera without film. Unlike con-

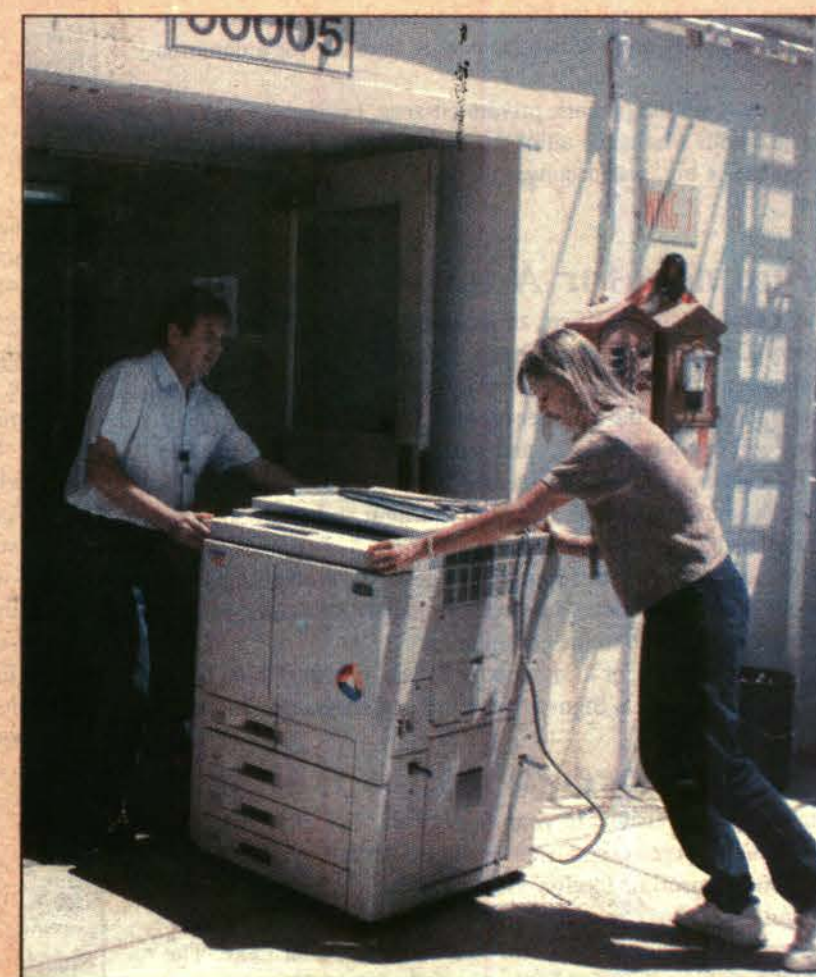
ventional photography, which requires film to record the image and chemicals and water to develop the picture, a digital camera contains a reusable memory card, similar to a computer disk. The image, or "photograph," is recorded on this memory card, and the card is downloaded onto a computer hard drive. On the hard drive, the digitized image is sorted, manipulated and edited before being printed to a laser, ink or dye-sublimation printer or archived onto a compact disk. The entire process requires no film, processing chemicals or water and allows unlimited creative alternatives.

DoD endorses the use of digital-imaging technology as one of the most cost-effective methods to reduce hazardous waste generated by photographic processing. In 1994, the Chief of Naval Operations, Environmental Protection, Safety and Occupational Health Division (N45), established the P2 Equipment Program, with the Naval Air Warfare Center Lakehurst as one of the procurement agents. One of the functions of the P2 Program is to provide funding for equipment that can minimize or eliminate the generation of hazardous waste.

Through her involvement with the Range Commanders

Council Optical Systems Group (RCCOSG), Colleen Hoberg, a TID electronic-imaging technician, became aware of environmental funding for equipment that would reduce chemical waste. RCCOSG is an organization to preserve and enhance the efficiency, effectiveness and economical operation of member ranges. She decided to request funding for TID's Photo Processing Lab.

Hoberg contacted Rick Breitengross, of China Lake's Hazardous Materials Minimization Branch (HMMB). The HMMB was established to help procure equipment that will minimize the use of hazardous materials and generation of hazardous waste. With the help of the P2 Program at Lakehurst, Breitengross and Hoberg obtained the \$220,000 necessary for TID's Photo Processing Lab to convert about half of the current photo-processing workload to digital-imaging technology.



Kodak DCS 460c. Photo by P. Terry Pascarella, TID

DIGITAL—Colleen Hoberg and Mike Johnson move in the new Canon CLC800 Color Laser Printer. This new printer replaces the CLC500 and is capable of printing two-sided, printing card stock and collating.

Hoberg's year-long effort culminated in April with the arrival of the Lasermaster Design-Winder large-format color printer and ColorMark RIP (raster image processor, a postscript interpreter).

Other equipment arriving on Station this year are three Dynatek compact disk writers, a Kodak automated disk library, a Nikon multifunction negative scanner, a Kodak DCS 460c digital camera, a Canon CLC 800 color-laser printer with collator and Colorpass RIP, three Power Computing Power Tower Pro 225-Mhz computers, a Seal 4468H laminator, three Kodak 8650 dye-sublimation printers, a Duoscan flat-bed scanner and a Kodak CopyPrint Station.

The new equipment allows TID to provide new products and better service to NAWC personnel and projects. As in the past, conventional quality prints will be available, however, electronic processing will allow more versatility, shorter turnaround and digitized-image retrieval.

Tim Tyson, head of the Photo Processing Lab, expects 50 percent of the current still photographic, graphic print and vugraph workload will be converted to digital processing. "It's a good time to get off and running with this technology," he

Program assists home sellers to recoup 95% of lost sales value

Some homeowners in the Indian Wells Valley, and some of those who have left the area, are going to get a financial break through the Department of the Army's Housing Assistant Program (HAP). This reimbursement program has been approved for the local area.

Briefings on HAP will be held July 15 and 16 in the NAWS Auditorium. To ensure seating, there will be three briefings with attendance based on the first letter of the employee's last name. Employees whose last names begin with A-G are asked to attend July 15 at 9 a.m.; H-O should attend July 15 at 1 p.m.; and P-Z should attend the July 16 briefing at 9 a.m. Of course, if anyone is unable to attend at the designated time, please attend one of the other sessions. A videotape of the briefing will also be available after Aug. 1.

This program is for eligible military, federal and non-appropriated fund employees and is authorized in Section 1013 of the Demonstration Cities and Metropolitan Development Act of 1966 to assist eligible homeowners who, through no fault of their own, face a financial loss when selling their homes in an area, such as Ridgecrest, where real estate values have declined because of, or the threat of, base closure or realignment.

The Department of Defense has designated the U.S. Army as executive agent for HAP. The U.S. Army Corps of Engineers administers the program for all of DoD and the Coast Guard.

It provides some monetary relief for eligible federal personnel faced with losses on the sale of their homes. Federal employees faced with losses when, "as a result of the actual or pending closing of such base or installation, in whole or in part, or if as the result of such action and other similar action in the same area, there is no present market for the sale of such property upon reasonable terms and conditions."

In general, HAP works in three ways. If you are eligible, the government can reimburse you for part of your loss from selling your home, or the government can buy your home by paying off the mortgage, or HAP can help you if you default on your mortgage.

To be eligible you must have been the owner-occupant of a single- or two-family

Please see **PHOTO LAB**, Page 14

Please see **HAP**, Page 14

Weather



June 11 - 17				
	High	Low	Gusts	Humidity
Wed	94	60	27	45-19%
Thurs	90	65	41	29-18%
Fri	—	—	43	—
Sat	77	57	22	62-30%
Sun	88	52	18	89-21%
Mon	97	61	17	44-16%
Tues	103	66	16	43-16%
June 18 - 24				
Wed	105	69	23	45-15%
Thurs	106	70	23	33-15%
Fri	107	71	29	33-14%
Sat	103	68	33	31-15%
Sun	98	68	27	25-13%
Mon	97	58	20	34-14%
Tues	99	57	14	42-14%

China Lake Calendar

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

Friday, July 4

•MWR's holiday celebration at the Community Pool, free to military and kids, others \$6. 1 to 7 p.m. Swimming, pool games, food and a disc jockey. Call 939-8660 for details.

Tuesday, July 8

•Foreign-visitor-sponsor training class, 7:30 a.m., Training Center

Wednesday, July 23

•Foreign-visitor-sponsor training class, 1 p.m., Training Center

THE ROCKETEER

RAdm. Jack V. Chenevey
NAWCWPNS Commander

Capt. Stanley W. Douglass
NAWS Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

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Staff Writer

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

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

Information intended for use in PAO Info Line should be sent to Linda Lou Crosby at Code 750000D, to her QuickMail address, or she may be reached at 937-3095. The Info Line e-mail address is http://peewee.chinalake.navy.mil/stn/infoline.html.

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

Advertising deadline is noon, the Friday before publication.



Letters To The Editor

All-night party deemed a success

Dear Editor:

This year's all-night graduation party for the areas high school seniors was a tremendous success, and as the co-chairmen of the 1997 Committee for Safe Graduation, we would like to thank everyone involved. For the 10th year the community was asked to help provide money, food, entertainment, supplies, prizes, time and effort, and the response was superb. A huge thank you goes to Capt. Stan Douglass, NAWC CO, for the use of the Community Pool facility.

Also, Morale, Welfare and Recreation's Alonzie Scott and Dana Alloway and her staff deserve special appreciation for their help in coordination, last-minute emergencies and staffing the night of the party.

The graduates appreciate everything done for them, and the committee appreciates the hard work and long hours put in by all the volunteers. Once the party began at 10 p.m., some of the more than 200 adult volunteers and many of the party goers arrived at poolside. When it was all over at daybreak, more than 500 of the valley's youth had participated. Thousands of dollars in gifts and prizes were distributed throughout the night, and, of course, food and beverages were consumed steadily. There was no end to the entertainment, with one of the biggest draws being Karaoke, and the constant line for the temporary tattoos.

This display of concern and care for Ridgecrest's young people has become a time-honored tradition and shows how the entire community, both military and civilian, can come together for a common goal.

Thank you to all the parents, private citizens, businesses and service organizations who made all of the committee's goals attainable. And of course, a big, warm congratulations to all of the graduated seniors.

—Vicki Lilly and Barbara Frisbee

Sign up now for Adult CPR classes

China Lake's Safety Office, in conjunction with Cerro Coso Community College, will be offering American Red Cross Adult Cardiopulmonary Resuscitation and combination CPR/Standard First Aid classes throughout the summer months again this year.

Classes will begin on June 23 and will run through Aug. 21. The Adult CPR classes will run on Mondays between these dates. These classes are 4-hours in duration, and both morning and afternoon sessions are available. The combination CPR/First Aid courses are 8-hours in duration, and will be running on Tuesdays, Wednesdays and Thursdays between the above dates. There is no tuition cost for the classes and they are open to the community.

For more information, or to sign up for a class, call the China Lake Safety Office at 939-2315. Sign-up now and don't miss this valuable training opportunity.

Hosts need foreign visitor training

Expecting foreign visitors to your work place? Effective Aug. 15, all Department of Defense sponsors must be certified by attending a course before sponsoring foreign visitors onboard China Lake and Point Mugu.

Three training sessions have been scheduled at China Lake. The class July 8 runs from 7:30 to 11:30 a.m., and on July 23 and Aug. 7 from 1 to 5 p.m. All three sessions will be held at the Training Center.

On July 29, from 1 to 5 p.m., a session will be held at the Point Mugu Training Center.

This course is required for NAWCWPNNS personnel sponsoring foreign visitors to base facilities. Its purpose is to certify sponsors and ensure they know their duties and responsibilities. Security procedures during visits, types of visits and the proper procedures for processing foreign visit requests will be discussed. Administrators and office managers, directly supporting foreign military sales activities are also encouraged to attend, however, only DoD NAWCWPNNS personnel will be certified.

To enroll in a session, please contact Patrick Sammon, foreign visit coordinator, at 989-7252 or DSN 351-7252.

Pages From The Past

June 26 & July 3, 1987

Since the likelihood of major earthquake falls into the "when" not "if" category, the Office of Applied Geoscience has instituted a Zero Downtime Program to ensure that in a disaster the impact on the Station will be minimized. Damage from a quake can be lessened by not locating buildings and facilities atop earthquake faults. . . Celeste Bere, enrolled in the Station's Technical Mentor Program, demonstrated a Tesla coil to her co-workers in the Radar Technology Branch. This was an upgrade of the Tesla coil she made for the Burroughs High School science fair.

June 24 & July 1, 1977

Tomorrow will be the final day of operation of Fazio's Market in Bennington Plaza. . . Leading Naval Sea Cadet Ed Crawford will participate in the Corps' foreign exchange program by participating in a two-week tour at Her Majesty's Canadian Naval Station, Quadra, Comox B.C. He will participate in joint training with Sea Cadets from Canada, France, Great Britain and other European countries.

June 23 & 30, 1967

Alvis Woolam, an electrical engineer with Weapons Development Department, has the distinction of having his name attached to the landscape he passes through. Somewhere in the snow-blown continent of Antarctica there stands Woolam Peak, one of the harsh, sheer peaks thrusting upward from the 10,000-some feet of snow and ice in the Executive Committee Range of peaks.

June 21 & 28, 1957

According to LCdr. Paul E. Payne, commander of night-fighter squadron BVF-124, San Diego, "Sometimes we fire a rocket, hold off for a second, then fire the Sidewinder and watch it catch the rocket. The Sidewinder is so fast I would say there is no airplane that could survive it."

June 25 & July 2, 1947

The Burroughs School recreation center, known as "The Stall," re-opened Monday on a summer schedule. There will be club meetings, folk and social dancing, dramatics and free reading periods, as well as open time for quiet games.

Tech Library News 'n' Tools

By Deanna Holloway
www.nawcwps.navy.mil/~teclib

If you haven't visited the NAWCWPNNS Technical Library's home page on the Internet for awhile, now is the time to do it. Not only does the home page have a new Universal/Uniform Resource Locator (URL), it has a whole new look too. The library's home page has been relocated to enable access from off-Center .mil domains. The new URL is: www.nawcwps.navy.mil/~teclib.

Using a technique called framing, the home page has been completely remodeled. To assist users in navigating through the information, 12 link buttons appear on the left of the desktop.

The home page is divided into the following sections:

Tech Library home page goes high tech

General information

This link provides background information on the Technical Library. Questions such as who we are, where we are located, hours of operation, who can use the library and products offered are answered.

Our collection

Information about the library's collection of books, CD-ROMs, disks, technical reports, journals and periodicals are provided at this link.

Library services

This link provides valuable "how to" information. How to locate and check out materials, how to request an interlibrary



DART earns 12th Achievement Award

DART—On May 29 Capt. Stan Douglass, NAWC CO, met with members of Desert Area Resources and Training. (Left) Bob Beecroft, work services director; crew member Tony Villareal and Gary Brown, crew supervisor, share an achievement award with the captain. DART employs eight adults with developmental disabilities on a grounds crew and a custodial contract at NAWC. Recently DART received its 12th Achievement Award from the National Institute for Severely Handicapped for outstanding performance under the Jovis-Wagner-O'Day program of directed procurement. This certificate is presented for high standards of performance to include the 13 years DART has had a service on the procurement list; consistent record of accurately fulfilling contracting requirements; adherence to requirements; and NAWC overall evaluation of DART's contract performance.

ROCKETEER CLASSIFIEDS

For Information on placing a Rocketeer Classified Ad, call Jennifer at 375-4481.

ALL ACTIVE/RETIRED MILITARY PERSONNEL & THEIR DEPENDENTS MAY PLACE THEIR CLASSIFIED ADS FREE OF CHARGE! (must show Military ID.)

NON-MILITARY PERSONNEL that wish to place Classified ads in the ROCKETEER will be charged (pre-paid), PER ISSUE, as follows:

1-20 Words.....\$2.00 Flat
Each additional word after 20 words.....10¢ each

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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

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

OR DROP IT BY THE DAILY INDEPENDENT

224 East Ridgecrest Blvd.

1 PERSONALS

WOMEN WHO WANT TO COOK FOR A MAN BUT CAN'T COOK. Delicious, easy-to-prepare and kitchen proven recipes for 2 whole meals that appeal to men. Recipes list ingredients, utensils and detailed step-by-step procedures. Send \$6.00 to HWS-1, P.O. Box 512, Ridgecrest, CA 93556-0512. (TFN)

MEN WHO CAN'T COOK BUT WANT TO. Delicious, easy-to-prepare recipes for 2 whole meals. Proven recipes include ingredients & utensils needed and step-by-step procedures. Send \$6.00 to HWS-1, P.O. Box 512, Ridgecrest, CA 93556-0512. (TFN)

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

Loving Daycare Home. Military Licensed. Full-time, part-time & weekends. 446-3859. Ask for Julie. (TFN)

ATTENTION: Military, D.O.D. Base Contractors, your certified Home Daycare has immediate openings. Meals and Snacks provided. Arts and Crafts. Lots of fun activities. Call Judy 446-1522. (TFN)

MOVING EAST? Experienced professional driver (CDL Class B) will drive your truck/motor home/car to your east coast destination in exchange for expenses and transportation to SW Virginia late June. Call 446-1950 for details. (7/10)

10 HELP WANTED

Networking marketing at it's best. Product washes clothes without soap. Representatives needed for Antelope Valley. Call Bob at (805) 832-3676 (TFN)

PART TIME RN - Need organized, self-motivated person with excellent people skills to head new satellite blood center, in Ridgecrest. Will provide training. 3-5 years med/surg nursing exp preferred. Call Linda, Houchin Blood Bank, 805-327-8541 (6-26)

15 SERVICES/SCHOOLS

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

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

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

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

HOME DAY CARE/PRE-SCHOOL, base licensed. Will provide meals. For more information call 446-1089. (TFN)

TV-VCR REPAIR. 50 years experience. Work guaranteed. FREE ESTIMATE. 446-0916. (6/26)

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ATTENTION: Military, D.O.D. Base Contractors, your certified Home Daycare has immediate openings. Meals and Snacks provided. Arts and Crafts. Lots of fun activities. Call Judy 446-1522. (TFN)

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20 RENTALS

MAMMOTH AREA RENTAL: 4BR, 2BA house, available for rent, daily or weekly with maid service. Great rates 436-4870. (TFN)

MOBILE HOMES in the nicest park in Ridgecrest. Rent \$410 and up, sale \$17,000 and up. Spaces available \$211. Arrowhead Mobile Home Park, Monday-Thursday, 2:00-6:00pm, Friday 8:00-12:00pm. 446-2796. (TFN)

2BR, 1BA, garage, hookups, Nice area, wtr paid. \$325/mo. See at 237A Richmond or call 375-4356/373-4125. (TFN)

OFFICE SPACE FOR LEASE. (Gemstone Street) Vanguard Properties (760) 375-8362. (8-21)

RETAIL/WAREHOUSE SPACE FOR LEASE (West Ridgecrest Blvd.) Vanguard Properties. (760) 375-8362. (8-21)

\$350, GREAT NEIGHBORHOOD, 2BR, near base, fenced yd., water pd. No Pets. 446-4810. (7-10)

\$575 4BR, 2BA, Spacious Spilly, China Lake Acres. 446-4810. (7-10)

\$595 NEAR HERITAGE, Spilly 3BR, 2BA, Big kitchen, Covered patio. No Pets. 446-4810. (7-10)

VERY CLEAN 2BR, 1BA, Gar, Pet OK. Trash pd. \$385/mo 371-1144. (6-26)

1BR, 1BA, 1 car garage, patio, wall to wall carpet, mini blinds, kitchen loaded. \$350 a month + 1 month FREE. 375-0472. (TFN)

WANTED: RENTAL PROPERTIES. The Housing Referral Office at Naval Air Weapons Station, China Lake, Building 1671, (760) 939-2220 assist all Department of Defense Personnel and their Families in locating suitable and affordable housing in the civilian community. If you would like to list your property free of charge, contact Jerry Morrison between 8:00 am and 5:00 pm. (12-11)

ROOM FOR RENT: Share home with 2 working women. 377-5124. (6-26)

25 REAL ESTATE

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

MOBILE HOMES for sale or rent in the nicest park in Ridgecrest. Close to base and shopping, rent \$400 and up plus utilities, sale \$17,000 and up for homes. Arrowhead. 446-2796. (TFN)

2 1/2 ACRES, well and power in, A-1 Agriculture, Weldon. \$34,000 Also 2 1/2 acres, \$22,000. (760) 378-3342. (TFN)

LUXURIOUS HOME, Panoramic view, excellent location, 2100 Camino El Canon. 1990's built, 2000+ sqft, 4BR, 2.5 BA, family room, balcony overlooking living room with cathedral ceiling, bay window, efficient gto-king wood stove, plant shelves. Wet bar, walk-in pantry, appliances including above range microwave and cabinets galore! Extended balcony off master suite with walk-in mirrored closet, double sinks and garden tub. Large corner lot, automatic sprinklers, double garage with opener. Oak and tile throughout. Open, light, carefree and gorgeous. Assume \$110,000. VA 7.5% Mortgage. 15 year remaining, no closing costs with 10% down, \$992, MO. \$20,000. Below cost. New loan only \$850 mo.

loan, how to request a literature search and how to recommend new materials for the collection are answered.

STILAS catalog

This link provides electronic access to the library's Scientific and Technical Information Library Automation System (STILAS). Equipment and software requirements and log on instructions are given. A telnet link to STILAS can be activated.

CD-ROM library

This link provides information on connecting with the library's Novell CD-ROM network. Instructions for both Macintosh and PC workstations are given. Descriptions of various CD-ROMs available via the network are also given.

Internet resources

This link provides lists of additional links to resources available via the Internet and the World Wide Web. Users are urged to check these pages frequently as "hot topic" links are often added and updated.

News and events

This link provides current information

Virtual library 101

This link provides electronic access to a workbook utilized by the library staff in teaching how to "find it fast." Practice exercise search scenarios are presented.

Procurement links

This link offers additional hypertext links to vendor home pages. Many have on-line catalogs and pricing information available. A link to the 2.0 Contracts Competency home page is also provided. This material is jointly maintained by the Tech Library and the Contracts Competency.

Users will now find more informative descriptions about each link, and graphics have been used to make the pages more eye appealing.

If you would like more information about our new home page, or know of a link that we should include, please contact Bob Bloudek, library information systems administrator, at 939-0926.

35 AUTOMOTIVE

1973 FORD THUNDERBIRD. 429 automatic, power everything, leather interior, new carburetor, runs. As is \$900 OBO. 446-2019, leave message if no answer. (TFN)

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Air National Guard plane

Naval Weapons Test Squadron SAR crew rescues downed F-16 pilot at remote Saline Valley

By Barry McDonald
Editor

Five members of China Lake's Naval Weapons Test Squadron Search and Rescue (SAR) team responded to a call of a plane down in Saline Valley last Friday afternoon. The SAR helicopter launched at 2:55 p.m., roughly 25 minutes after the crash. The downed aircraft, an unarmed single-engine, single-seat California Air National Guard F-16 Fighting Falcon, crashed in rugged terrain on the northeast corner of the valley, inside the new boundary for Death Valley National Park, some 60 miles northwest of Armistage Field, according to the SAR mission co-pilot, Lt. Dave Barker.

The F-16's pilot, whose name has not been released, had been on a routine training flight with two other Falcons from the California Air National Guard's 144th Fighter Wing at Fresno-Yosemite International Airport when the mishap occurred. He parachuted to safety, landing in a ravine roughly a quarter mile below the crash site. Sustaining only minor injuries, the pilot was

on his feet and directed the helicopter to the site using his emergency radio.

Wanting to avoid hovering in the ravine, SAR pilot Lt. Greg Howe put the helicopter down in a flat area, planning to hike in and bring the pilot out. Barker and Howe, together with in-flight medical technician HM2 David Gray, crew chief AD3 Gerald Graham and crewman AO3 Patrick Rezab, then gathered medical supplies into their Stokes litter and hiked for about 20 minutes into the ravine, where they located the pilot.

"He was up and walking when we reached him, but he quickly sat down in the shade, then lay down as HM2 Gray treated his injuries," said Barker. "His left elbow was swollen two to three times its normal size, so the med-tech splinted his arm, and he treated some contusions on his head and put him in a neck brace, which is the standard procedure after an ejection."

The pilot was then placed in the litter and the five crew members started to carry it out of the ravine. In very short order they determined that the jagged terrain was too rough to negotiate and carry the litter. Leaving Gray with

the pilot, the others went to the helicopter and flew it to the location, where they quickly hoisted both the pilot and hospital corpsman on the litter into the aircraft.

They flew directly to Ridgecrest Community Hospital, arriving at 5:15 p.m., where it was determined the pilot's swollen elbow had been dislocated. He was treated and spent the night Friday, then was transported to Saint Agnes Hospital in Fresno, where he spent Saturday night before being released on Sunday.

National Guard spokesman Maj. John Cotter said a mishap investigation was begun almost immediately with an interim team formed from personnel at Edwards Air Force Base, where the investigation will be headquartered.

Permanent mishap investigation board members began converging on Edwards early this week. Some of the NWTs SAR crew members continue post-crash support, transporting investigators to the crash site.

Cotter lauded the NWTs SAR crew, saying, "They responded very quickly and did a superb job in handling the pilot."

NMCCM and three NMCAMs top the list at recent NAWS quarters

Three major awards were presented at NAWS quarters in early May. ABHC Douglass M. Carr received the Navy and Marine Corps Commendation Medal for meritorious service while serving as leading chief petty officer in the Air Operations Department at U.S. Navy Support Group, Diego Garcia, from December 1995 to January 1997. In



ABHC Carr

the citation accompanying the award, RAdm. Michael D. Hastings, commander, U.S. Naval Forces, Japan, commended Carr for serving as interim air operations officer, during a four-month period, when he supervised 40 enlisted and 80 contractor personnel. "As technical representative to the commanding officer for four base operating support annexes, his detailed examination of contractor operations resulted in increased efficiency and reduced operating costs," the admiral wrote. "He developed the Aircraft Salvage Team in accordance with naval aviation training procedures and operational standards requirements, training each member on proper salvage procedures."

The Navy and Marine Corps Achievement Medal (NMCAM) was presented to ET2 Scott A. Pearson for superior service at the Ground Electronics Maintenance



ET2 Pearson

Division at NAWS China Lake from October 1994 to the present. "Petty Officer Pearson displayed exceptional technical expertise and dedication in maintaining and repairing a wide variety of communications, air navigation and weather equipment, all vital to safe and efficient air operations," wrote Capt. Stan Douglass, NAWS CO, in the citation. "He regularly supervised and participated in high visibility, high priority troubleshooting, repair

and equipment upgrade projects, directly contributing to significant and lasting improvements in all ground electronics areas."

AC3 Daniel S. Holloway received the NMCAM for professional achievement while serving as an air traffic controller at NAWS China Lake from April 1994 to the present. "As training petty officer for Team Bravo and as assistant to the training chief, Petty Officer Holloway consistently performed a flawless job in the maintenance of training records, including a 60-hour training record/training objective revision project," Douglass wrote in the citation. "He contributed significantly in the 'outstanding' grade earned in the most recent air traffic control quality assurance inspection." The citation also noted Holloway's professionalism, enthusiasm and devotion as a volunteer member of the Navy Hot Air Balloon Team.



AC3 Holloway

At June quarters, the NAWS CO presented an NMCAM (Gold Star in lieu of second award) to AC1(AW) Gail Johnson. She served as a crew member for the Navy Hot Air Balloon Team from May 1996 to April 1997. "Johnson devoted countless off-duty hours to the daily management and operation of the balloon," said the CO. "When budget cuts threatened the future of the team, she responded as a volunteer to carry on the team's recruiting mission and set an outstanding example for the thousands of air show attendees, significantly contributing to the success of the team."

ABH2 Allen R. Weimer was presented with an NMCAM (Gold Star in lieu of second award) from Capt. Steven J. Tomaszewski, commanding officer of the USS Kitty Hawk. Weimer served as a member of the Crash and Salvage Mobile Fire Fighting Unit and aircraft crash crane operator from August 1994 to April 1997. According to his citation, Petty Officer Weimer was a key player in the material and operational readiness of the crash and salvage team. "His ability to respond under

pressure after two major aircraft crashes were directly responsible for an expeditious 'ready deck' allowing other aircraft to land without incident," wrote Tomaszewski in the citation.

Recognition

Letters of commendation were presented to AC1(AW) Gail Johnson, AC1(AW) Dwight C. Ball, AC1(AW) John M. Crane, AC3 Frank J. Crosswhite, ACAA Douglas P. Hornback, AC1 Albert Lopez and AC1(AW) Claire A. Morris.

Letters of appreciation were presented to AC3 Davin D. Jeffery, AC3 John J. Vagedes, AC3 Ruth Rocha, AC3(AW) Robert J. Yosco, AC1 Betty M. Carter and ACAA Jason D. Bingham.

MWR news flash...

•Enjoy the Fourth of July with a holiday celebration at the Community Pool from 1 to 7 p.m. Free to authorized customers, Morale, Welfare and Recreation is offering a day of swimming and pool games.

All-American hot dogs, burgers, ice cream, snacks and beverages will be offered, along with a disc jockey playing music. Community customers pay \$6 per person. Children six and under are free. For more information, call the Wreck Center at 939-8660.

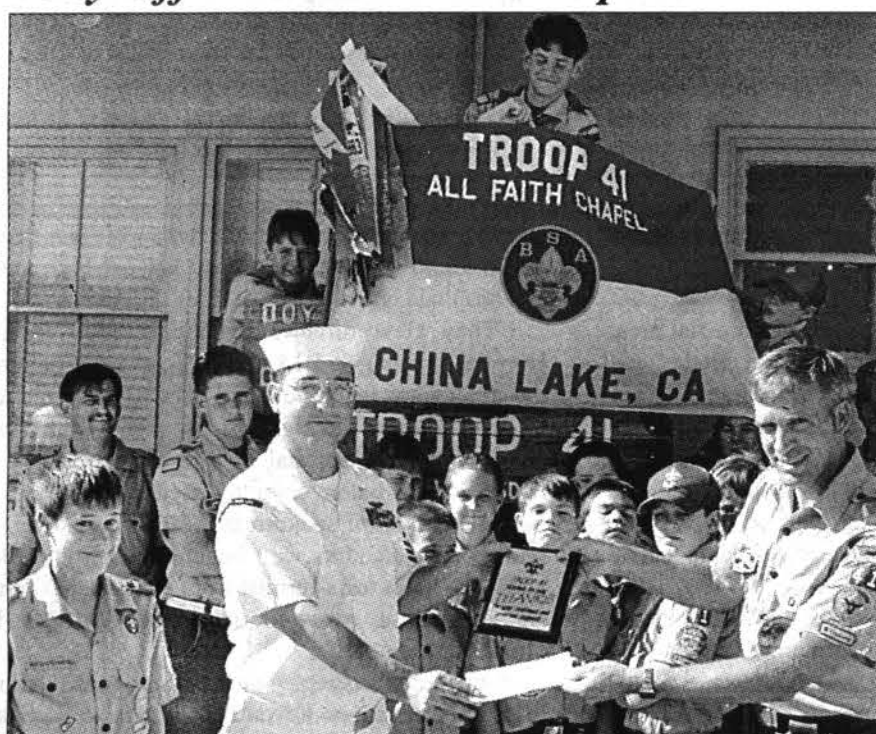
•There's going to be a change in the next issue of *The Rocketeer*. Morale, Welfare and Recreation is changing the way it advertises.

Instead of a full page in every issue, MWR will publish a newsletter called *Leisure Lines*. Look for an insert in the first issue of each month. For details call 939-2602.

•Who said you can't go back? Fifties magic is here again. On June 28, at 8:30 p.m., there will be a sock hop at the Wreck Center. There is no entry fee. Dance is for 18 year olds and up.

There will be a dance contest, best dressed contest and a hula hoop challenge. Members of the China Lake Wrestling Team will be carhops. For more information call 939-8660.

Petty Officers Association helps scouts



SUMMER CAMP BOUND—These members of Boy Scout Troop 41 are one step closer to attending Camp Whitsett this summer thanks to the members of the I.V.V. First Class Petty Officers Association. AE1(AV) Bill Jensen, of Naval Weapons Test Squadron, presented a check for \$100 to David Greskowiak, scout master, on Wednesday, June 18, in front of the Boy Scout Hut on Inyokern Road. Scout Mike Treindle, age 13, climbed to the top of the sign to show off the troop's flag, while scout Will Ostag, left of Jensen, watches the exchange of money and thankyou plaque.

Chief Petty Officers support softball team



ALL STAR SUPPORT—MAC Jeff Morgan, of the I.V.V. Chief Petty Officer's Association, recently presented a check for \$200 to David Brewton of the I.V.V. Youth Softball League. The money will be used to support the 11 members of the all-girl "16 and Under All Stars" softball team in their quest for softball supremacy in a regional tournament this week in Hemet.

Evans and White receive medals

Two Navy and Marine Corps Achievement Medals were presented at Air Test and Evaluation Squadron Nine quarters on April 28.

ATC(AW) Leslie D. Evans was presented with the NMCAM (gold star in lieu of third award) for professional achievement as collateral duty quality assurance representative at Helicopter Anti-Submarine Squadron Light 49 from December 1993 to December



ATC(AW) Evans

1996. According to his citation, signed by VAdm. Brent M. Bennitt, commander, Naval Air Force U.S. Pacific Fleet, Evans was "directly responsible for the squadron receiving the Sikorsky 'Most Improved Maintenance Award.'" The citation also stated that Evans molded the Quality Assurance Division into a formidable maintenance program assist preparation team. The results of his efforts were impressive, wrote Bennitt. "During the 1996 type wing maintenance assist program, 37 of 38 squadron programs received grades of 'On Track.'" From April 1994 to April 1997 DP1 Linn D. White served as assistant chief

petty officer in charge, USS Independence assistance team, wrote RAdm. C. W. Moore Jr., commander Carrier Group Five, in White's citation for an NMCAM. "Petty Officer White motivated and guided 22 personnel in providing top quality customer service and family assistance to more than 4,500 crew members and 900 family members," wrote Moore. "He reconfigured and maintained the assistance team's data processing systems ensuring continuous service for Independence family members."

Recognition

AD1(AW) Michael J. Sands, AT1 James R. Witt and YN1 Jill K. Hatch were frocked to petty officer first class.

AD2 Jarrett C. Walke, AK2(AW) Mark A. Scharfenberg, AT2 Jason D. Rice and AT2 Jeffrey A. Ekstrom were frocked to petty officer second class.

A Good Conduct Award was presented to AO3 Michael J. Layson.

A letter of commendation was presented to AE3 Daharrion J. Lyons.

Construction continues in housing

The new water and gas mains are now complete. Testing should be done this week.

The contractor is trenching across front yards to lay water and gas "laterals" from the mains to each house. Front yard sprinklers will be examined for function before starting the trenching, and necessary repairs will be made. The system will be re-checked before the contractor leaves the yard. The bare area above the trench will be re-seeded immediately.

All of this will be accomplished in the same day. Normal 15-20 minute watering should restore the yard within a few

weeks. Please note no houses will be tied-in during this first week, until test results are received for the mains.

Work will start on laterals at the south end of Blueridge, working north toward Kearsarge. A line will be bored across Blueridge to feed the Nimitz Tot-Lot. Laterals will be installed on Kearsarge, starting at Blueridge to Intrepid.

During the week of June 30, laterals will be installed on Kearsarge, from Intrepid to Midway.

For additional information or questions, please call David Orland at the Housing Office at 939-0006.



DP1 White

Noise reports are handled through the China Lake Public Affairs Office

Generally, noise from military operations in the vicinity of China Lake is caused by one of the following sources -- Navy airfield operations conducted from Armitage Airfield; range test operations such as ordnance explosions, supersonic sled tests and related aircraft operations; and finally, other military flight activities operating in the R-2508 Complex airspace.

In preparing for the development of the China Lake Land Use Management Plan, two noise-related studies were developed to help in noise abatement efforts. These efforts include: an Air Installation Compatible Use Zone plan that will address noise generated by airfield operations, and a Range Area Compatible Use Zone study that will characterize noise created by range operations, which include research, development, test and evaluation and training activities throughout the China Lake ranges.

One important fact that relates to noise from China Lake military operations is cloud coverage. Atmospheric conditions like heavy cloud cover over the area will sometimes multiply the effects of noise by focusing or redirecting sound waves back to the ground. This phenomena can sometimes be the cause of seemingly excessive noise and is considered in our noise abatement efforts.

Every effort is made at China Lake to mitigate noise created by operations. NAWCWPNS has developed a comprehensive noise complaint program to better serve the local communities.

Although an operation causing noise may appear to be conducted in support of China Lake's ranges or airfield,

it might also be the result of another military activity operating in the R-2508 Complex. This doesn't mean that your complaints or other comments are not important to China Lake. NAWCWPNS China Lake is part of the tri-service team with Edwards Air Force Base and Fort Irwin that shares and coordinates noise complaint information.

Each report is investigated using flight records, the identified unit is directed to correct any problems, and the reporting person is contacted for final closeout of the report.

The Public Affairs Office receiving the initial complaint is the point of contact throughout the process, regardless of the aircraft identification. Those reports involving damage claims may be forwarded to a different command for claims processing, but the original Public Affairs Office maintains continuity throughout the process. This ensures that the reporting person is not referred from one person to another to get a response to a complaint.

Persons with reports of noise or aircraft flying too low should contact the Public Affairs Office as soon as possible. Receiving reports within 15 days after the incident is important to ensure FAA flight data is available to support the investigation.

Reports received after that time will still be investigated, but it is usually more difficult to determine the specific activity involved.

Noise complaint information

When reporting a complaint, be prepared to provide the following information.

Incident date and time. What happened? Provide information on location: (Also describe relative position of aircraft to your position when incident observed.)

Description of aircraft -- was it a prop or jet? High or low wing? Color? Markings? A general description with this information is sometimes more useful than trying to specify type (i.e., F-16, F/A-18, etc.).

Direction of flight: (Use cardinal directions, i.e., north, south, east, west; or use references towards known visible points from your location; i.e., turned towards Mt. Whitney, crossed the highway eastbound and so forth.)

Approximate altitude: (Please try and clarify "low" or "too low." If not possible to estimate height above ground, describe relation to known reference points; i.e., above, below, same height as. . . .)

Any other observation of the aircraft's operations: (Include sonic booms, attitude [climbing, descending, level flight], number of passes and so forth.)

Other pertinent information: (Include cloud coverage, frequency of occurrence, description of damage, if any.)

To report a complaint or for more information, contact the NAWCWPNS China Lake Public Affairs Office at (760) 939-3511.

After normal working hours, phone calls to this number are forwarded to the NAWS Quarterdeck. If a message is left, please leave your name and number so they can call back.

For information regarding the Land Use Management Plan, call the toll free information line at 888-672-3244, or visit its Web Site at <http://www.nawcwpns.navy.mil/~clump/clump.html>.

Your Environment

Courtesy of the Public Involvement Office
China Lake

Protecting members of the fleet is an important part of the mission at NAWCWPNS. The threat of munitions exploding onboard aircraft carriers due to fire or other stimuli is a real hazard, as evidenced by the disaster aboard the USS Forrestal.

In the case of the USS Forrestal, a Zuni rocket was inadvertently fired, impacting an A-4 aircraft parked the aft end of the flight deck, rupturing the fuel tank. The fuel ignited, creating a large area of flame and intense heat in a short time, which is referred to as a fast cookoff. The intense fire and heat created a chain reaction, causing additional explosions within a very short amount of time, resulting in the loss of lives and aircraft, as well as extensive carrier damage.

It's part of China Lake's job to minimize that hazard, through insensitive munitions development and testing. Part of that testing includes simulating carrier deck fires and conditions that can cause a fast cookoff. This cookoff testing of prototype and fleet weapons produces black smoke over the Skytop area that is often seen by residents in the Indian Wells and Searles valleys.

The fast cookoff test uses a fuel pit in which aviation jet fuel is burned. Since the fuel used is essentially kerosene, the resulting black smoke is primarily carbon soot. This soot is similar to what one may get from an improperly trimmed wick on a kerosene lamp.

These tests are regulated by the Mojave Desert Air Quality Management District.

This same type of smoke is produced primarily on the weekends near Armitage Airfield. In those cases, the smoke is caused by fire fighting training activities conducted by the NAWS Fire Department using jet fuel that cannot be used for flight purposes.

If additional information is needed, please call the NAWCWPNS Public Affairs Office at 939-3511.

Local garden club is saving a bit of China Lake



Photo by Kathi Ramont

MOVERS 'N SHAKERS—Public Works' John Glover drove the Bobcat on Friday, June 20, which dug a hole, when members of the Oasis Garden Club continued in their efforts to save trees from certain death in former housing areas of China Lake. Club members Terri Middlemiss and Maryanne Kistler were on hand, along with Diane Neyor of the Housing Office, to oversee the removal of a healthy 35-year-old oak tree at 613 Ellis Street. Its new home is at Inyokern School. Kistler said club members continue to water selected abandoned trees and since the 1980s have moved more than 100 plants to new locations, including the golf course and local schools.

All Faith Chapel Services

Protestant

Men's Prayer Breakfast, East Wing, Thursday
Sunday School, Sept. - May,
1008-10 Blandy & 1903-05 Mitscher
Sunday Worship Service, Main Chapel
Bible Study (East Wing), Sept. - June, Wednesday
Youth Ministry, 1907 Mitscher, Sunday
Adult Bible Study, East Wing, Thursday
7:00 p.m.

Jewish (375-0385 Messages)

Weekly Services, Friday, East Wing
Adult Education, Oct. - June, Saturday, 1902 Dibb
Hebrew Classes, Oct. - June, Saturday, 1902 Dibb
Religious School, Sept. - June, Sunday, 1902 Dibb
Jewish Classes (when Rabbi is here).

Four years and up: Sunday, 1902 Dibb
Friday, 1902 Dibb

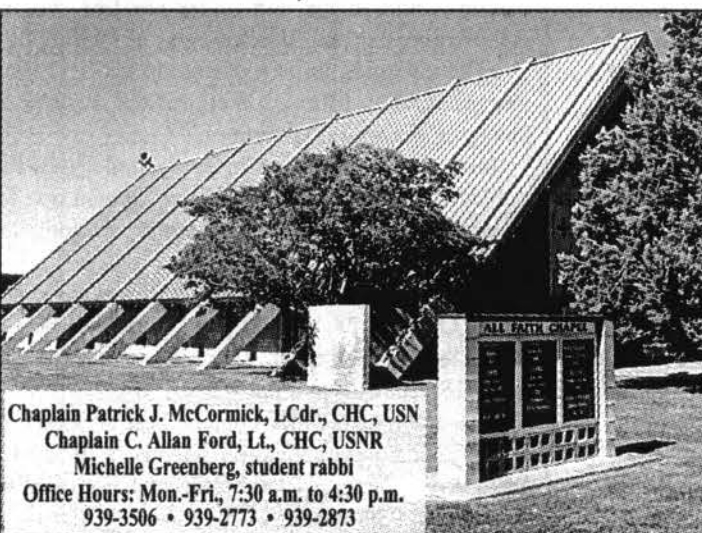
Roman Catholic

Sunday Mass, Main Chapel
Daily Mass, Blessed Sacrament Chapel
Confessions, Sundays
Confessions, Weekdays
By appointment
Religious Education Classes,
Sept. - May, Sunday, 1002 Blandy,
1008-10 Blandy & 1903-05 Mitscher

Islamic

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Michelle Greenberg, student rabbi
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939-3506 • 939-2773 • 939-2873

NATO group hosts China Lakers



WORLD TRAVELERS—China Lake attendees of a May workshop at the NATO Insensitive Munitions Information Center (NIMIC) in Brussels, Belgium, included (l-r) Ken Chirkis, of the System Safety Division; Rodney Harris, of the Thermal Analysis Branch; Susan DeMay, Insensitive Munitions Advanced Development coordinator; and Leo Budd, of the Systems Vulnerability Branch. Here they are shown taking time out of their busy schedules to pose in front of the NATO symbol in front of the headquarters building. Over the past five years, NIMIC has organized a series of workshops on the threat stimuli relevant to the concerns of making munitions less hazardous. At the Brussels workshop, NATO-nation members, including government and industry, also discussed and wrote guidance on full-scale insensitive munitions testing to improve confidence in, and achieve international acceptability and broader applicability, of testing results.

TAMPS from Page 6

Other important achievements by the TAMPS 6.1 IPT were also noted by the admiral.

The team delivered TAMPS 6.1 on schedule despite increasing the traditional development and integration time allowed for TAMPS products. According to Cook, the team implemented innovative process improvements to increase quality in the delivered system. All this occurred despite an 11th hour redesign of the product required to address notable shortfalls experienced by 6.0.5 fleet users. When asked about what he is looking for in future TAMPS products, Cook

replied, "TAMPS 6.2 must build on the successes of 6.1, increase HMI, and create even less time required for warfighters sitting at a machine, planning missions."

Regarding the future of mission planning, Cook pointed at TAMPS 7.0, the Joint Mission Planning System. "In 7.0," Cook said, "we will finally begin whittling down the interoperability requirement between services in a threat zone. As we transition to PC-based mission planning, we will work in harmony with the Air Force toward a common mission planning system."

August call for papers

Electronic warfare conference

On May 5 thru 8, the Army Research Laboratory hosted the 42nd Annual Joint Electronic Warfare Conference (JEWEC) at Fort Bliss, El Paso, Texas.

The theme of the conference was "EW: Force Multiplier of the Information Age."

Dr. John O'Hara, deputy chief scientist from the National Security Agency, was the keynote speaker. There were 179 attendees from 77 activities this year.

JEWEC has been held every year since 1955. The United States Navy stood up as Executive Conference Committee member in 1966, and the Marine Corps participation began in 1982.

The call for papers for the 43rd JEWEC, to be hosted by the Air Force, will be distributed in August 1997.

Contact Susan Hynds at 989-4018 or Melody Dates at 989-7831 for more information.

Thrift Savings Plan Open Season through July 31, 1997

FSC Happenings

Long-term health care issues

This workshop is designed for people who want a better understanding of long-term health care and how it relates to them. The following questions will be answered: how to protect your family's inheritance, what is mental and physical capacity and how do they relate to you, what the government will and will not cover and changes happening to our society and health care.

Instructor Richard Kupetsky will discuss these matters at the Family Service Center on Wednesday, July 2, from 3 to 5 p.m. It is open to military and family members, civilians and contractors.

ABC's of home buying and selling

Purchasing or selling a home is the largest investment or sale you will probably ever undertake in your life. Sign up now for this popular seminar and learn about analyzing your needs, locating property, making and accepting offers, types of financing that is available and understanding mortgage contracts and closing costs.

It will be held at the FSC on July 23, from 3 to 5 p.m. It is open to military, DoD, contractors and family members.

Please RSVP Karen Rivers, financial education counselor, at 939-1018.

Texas Instruments donates JSOW model



Photo by Mike Johnson, TID

GIFT—Texas Instruments, Inc. donated a full-size model of a Joint Standoff Weapon (JSOW) to the China Lake Museum Foundation on Thursday, June 19, at the Weapons Exhibit Center. "This weapon will change the way we do war in the future," said Capt. Bert Johnston, program management authority-201 at NAVAIR. Accepting the donation, RAdm. Jack Chenevey, NAWCWPNS commander (center), was joined by (from left) Lt. Col. Steve Whitten, Eglin Air Force Base's JSOW manager; Johnston; Dr. Lloyd Smith, JSOW program manager; Keith Sanders, deputy PMA-201; Dave Martin, TI interdiction weapons department manager; and LCDR. Randy Mahr, NAVAIR class desk officer. Martin said this model is an example of the latest weapons technology with a China Lake connection and was donated to commemorate the success of the JSOW Program. Principle partners on the integrated product development team are Texas Instruments, PMA-201 and China Lake. The JSOW Baseline Program is nearing completion of operational flight testing and evaluation at China Lake and is ready for interim deployment with the fleet aboard the aircraft carrier USS Nimitz. Planning and training for the interim deployment is currently ongoing, and the Nimitz is expected to begin its next deployment in September with a baseline variant of the JSOW on board. The exhibit center, located at the end of Blandy Avenue, is open Monday through Friday, 7:30 a.m. to 4:30 p.m.

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TAMPS team product increases warfighting capability of naval forces

By Joseph A. Keim
Communications Specialist

On May 5, RAdm. Jeffrey Cook, program executive officer (tactical), awarded the Tactical Automated Mission Planning System (TAMPS) 6.1 Integrated Product Team the very first PEO(T) Team Achievement Award. This award recognizes outstanding NAVAIR teams that display unique partnering solutions, dedication above and beyond the call of duty, and those that deliver a product that significantly increases the warfighting capability of naval forces. Cook presented the award at Point Mugu to Kathy Bailey, the 6.1 IPT lead, who accepted on behalf of the entire team.

TAMPS 6.1 is a product upgrade to the mission planning system used by fleet aviators. It was a 24-month project that started in May 1995. With the product upgrade, the team improved system software reliability, added new software functionality to support aircraft and weapons planning and improved the human-machine interface (HMI).

The TAMPS IPT is a composite Navy-industry team located at NAVAIR, NAWCWPNS, NAWC-AD Patuxent River and NNA Philadelphia. In addition, AH-1, E-2C, F-14, F/A-18, HARM, JSOW, SLAM, COM-PASS, and TERPES are all active Mission Planning Module (MPM) customer members of the IPT. Contractor team members included TRW System Integration Group, Lockheed-Martin Technical Operations, McDonnell Douglas, COMPTTEK Federal Systems, Brandes Associates, PRC, Veda, Inc. and Texas Instruments.

TAMPS 6.1 recently passed its Operational Test

Readiness Review, which officially reviewed the completed developmental test and determined that 6.1 is ready to enter operational test (OT). VX-9 will begin OT in early May. Also of note, 6.1 was granted a waiver for early release to CVW-1, CVW-9 and the Weapon Schools for training purposes.

Cook noted that the TAMPS 6.1 product provides a

significant increase in human-machine-interface and reliability, and reduces the amount of time required for flight crews to plan their missions. TAMPS also significantly increases the warfighting capabilities of its MPM customers.

Please see **TAMPS**, Page 16



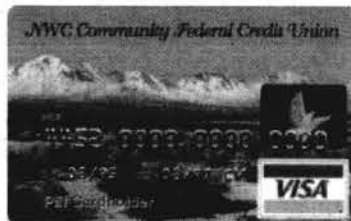
TAMPS TEAM—(Back row, l to r) RAdm. Jeffrey Cook, PEO(T); John Praktish, DCS Corporation; Karen Levine, NCCOSC Det-Philadelphia; Lt. Todd Kiefer, VX-9; Darin Martin, James Horner, Jim Mueksch, Lt. Brian Noyes, all from NAWCWPNS; Jim Lacey, Brandes Associates Inc.; Kathy Bailey, PMA-233; Tom Curtis, NAWCWPNS. Front Row: Ted Firme and Bob Anderson, NAWCWPNS. Other Government personnel receiving awards for their contribution to TAMPS 6.1, but not pictured: Paul Meisinger, NCCOSC Det. Philadelphia; Kirk Howe, Cindy Stratton, Pete Chmelir, Jim Palinkas, Dave Pearson, Eldon Carlson, Greg Barry, Mike Martorano, David Torres, Jim Crawford, Lucretia Vicuna, Robin Nixon, Cara Diehl, Nancy Perine, Norma Alarcon, Jeannine Delozier, all from NAWCWPNS; and Micheline Lopez-Estrada, PMA-233.

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News you can use

Can your military service be used as a civilian retirement credit?

By Peggy Topham
Human Resources Department

Were you in the military? Is that time being used to compute your length of service? When it's time to retire, do you assume that your military time will be used to compute your length of service?

You could be wrong.

Before your military time can be used as credit toward your civil service retirement, you may have to "buy-back" the active duty time. Human Resources (HR) folks have been calling this Catch-62, but "buy-back" seems to be a more popular term.

Public Law 97-253, dated Sept. 8, 1982, provides federal employees the opportunity to pay into the civil service retirement fund for their military service performed after 1956. Free credit is given for military service performed before 1957, because this service is not being used for any other federal benefit. But military started paying into Social Security Jan. 1, 1957, and this military service will be used to compute social security benefits. Federal law generally precludes receiving credit for two different federal benefits for the same period of service.

P.L. 97-253 affects those first covered under the Civil Service Retirement System (CSRS) before Oct. 1, 1982, differently from those first covered by CSRS after that date. If first covered by CSRS before Oct. 1, 1982, you have the choice of paying or not paying the deposit required to buy back the military service. In either case, you will receive credit for your military service. If you elect not to buy back your military service, and you are eligible for Social Security benefits at age 62, all your military service will be used to compute that benefit and will be withdrawn from your CSRS annuity benefit. Your annuity will be recomputed taking out all credit for military service. This could be a considerable reduction in benefits.

You don't actually have to apply for Social Security benefits for this reduction to occur. You will be eligible if you have 40 quarters of coverage (credits) at age 62 or at the time you retire, whichever is later. If you pay the deposit for military service (buy-back), you will receive credit for both CSRS and Social Security retirement systems for the service.

For those who were first covered by CSRS after Oct. 1, 1982, and for those covered by Federal Employees Retirement System (FERS), the situation is simple. You must pay the deposit for military service in order to receive credit for your military service in your civilian retirement.

Don't be misled by thinking that the Service Computation Date (SCD) for leave accrual which appears on your SF-

50 is the same SCD that is used for retirement. It is not necessarily the same date. For example, if you have military service for which you have not paid the deposit or if you have temporary service after 1988, the dates would be different. There is also some NAFI service that is creditable for leave but not for retirement.

The amount of the deposit is seven percent of basic pay for CSRS employees and three percent of basic pay for FERS employees, plus interest. Interest was first charged Oct. 1, 1986 for employees first hired prior to Oct. 1, 1983. If you were hired after that date, interest was charged beginning three years after the date you were first hired. It is charged annually at a variable rate determined by the secretary of the treasury. In 1997, the interest rate is 6.875 percent, the same as it was in 1996. In 1995, the rate was 7.00 percent, but it has been higher in the past.

To find out what you owe, you need to contact your PMA assistant. You need to complete a one-page form, "Request for Military Earnings," and attach a copy of your DD-214(s). HR personnel will send the form to the proper military payroll office (sometimes we can even fax the information) and will notify you when the form is returned. They will then compute the deposit plus the accrued interest and tell you how to make arrangements to begin making payments to payroll. The deposit must be paid to your payroll office and must be completed before you retire or separate.

Paying the deposit for military service is a bargain. The pay-back is worth many times the cost. For example, you have four years of military service during which you made \$40,000. Under CSRS, the deposit would be \$2,800 and under FERS the deposit would be \$1,200. The pay-back is: under CSRS, assuming a high three of \$50,000, you would receive \$4,000 a year more in retirement benefits; under FERS, assuming a high three of \$50,000, you would receive \$2,000 a year more in retirement benefits. This can also affect the amount of your survivor benefits. Ask any financial planner, this is a true bargain. Plus, the added ser-

vice may enable you to be able to retire earlier.

Note for retired military

If you are retired military, you will not get credit for your military service unless you waive your military retired pay. Many employees covered by CSRS do just that and have all their military and civilian service used to compute their

civilian retirement benefits. Because of the difference in the retirement computation formulas, most retired military covered by FERS will not find it financially advisable to waive their military retired pay.

Unless you plan to waive your military retired pay, you would not want to pay the deposit.

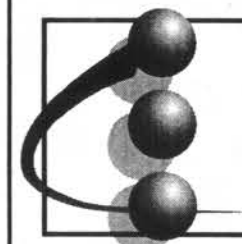
Movin' On Up kids meet Officer Scott



DARE KIDS—Officer Mike Scott, DARE officer of the Ridgcrest Police Department, spent the afternoon of May 11 with school-age kids attending the NAWVS Movin' On Up Program.

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PHOTO LAB from Page 1

comments. "In the future, chemical disposal will be more and more restricted."

The goal for the Station is a 50 percent reduction in the purchase of photo-processing chemicals and silver-based emulsion media and a similar reduction in the amount of water used to mix these chemicals and wash the media.

Digitally produced photographs will be encouraged by TID's photographers. However, certain jobs will still require conventional film. On such occasions, the negative or slide can be electronically scanned and then printed on a digital printer. Limited chemical processing capabilities will be maintained for customers still using conventional film.

Obviously excited about the upcoming digitization, Hoberg explains, "Five

years ago when I became involved with digital imaging, it was still very new and skepticism ran high. Now, there is no question that this is the future of photography. There is no turning back. Digital imaging is here to stay."

With all this high-tech descending on us, one aspect of photography will, however, remain unchanged. When the camera's pointed in your direction, you'll still have to say "cheese" and smile.

Editor's Note: The photos accompanying this article were taken with the Photo Lab's new Kodak DCS 460c digital camera. For further information, or a tour of the facility, contact Hoberg at 939-1118.



Kodak DCS 460c Photo by Mike Johnson, TID

FUND-RAISERS—Rick Breitengross and Colleen Hoberg, who pooled efforts to acquire funds for new photo-processing equipment, display the new DesignWinder Color Poster Printer at the Photo Lab. The DesignWinder can print high quality images up to 36"x49" using eight color jets; other poster printers use only four.



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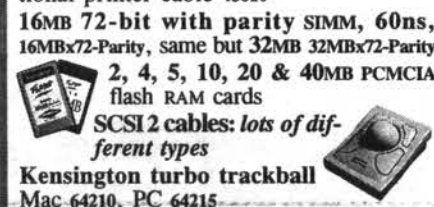
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HAP from Page 1

home and been employed as a civil servant, military or NAF employee at China Lake on April 12, 1991.

Also eligible are personnel transferred or terminated as a result of RIF within six months prior to April 1991 who were owner-occupants at the time of transfer; and civilian and military personnel on an overseas tour with reemployment rights in the area affected by the downsizing. In addition, applicants must have relocated beyond commuting distance from the area.

A key part of the process is the continued effort to sell the house privately, at the best possible price. If your HAP application is approved and you meet all the eligibility requirements, you will be paid an amount up to the difference between 95 percent of the fair market value in April 1991 and the appraised value at sale time. Additionally, some of the costs for selling your home privately may be reimbursed to you. Since HAP will not reimburse you for the total loss in value, it is to the homeowner's advantage to sell at the best price possible.

If you are unable to sell your home, HAP may reimburse you for up to 75 percent of your home's 1991 value or pay off your mortgage, whichever is greater.

All money received from the HAP Program is considered taxable income

and taxes will be deducted prior to reimbursement.

Information and application packages can be picked up in the Human Resources Department building at the southeast corner of Knox and Blandy, Room 100, or from the Public Affairs Office, Headquarters Building, Room 1025. For China Lake employees who have transferred to Point Mugu, packages are available from the PMAs in the HRD building.

HRD is currently preparing a web page with a question and answer section. The URL address will be announced when it is up and running. If, after reading the material provided in the package available from HRD, you still have questions of general interest, please Quickmail them to Lucinda Lundin for inclusion in the web page. If you have a unique situation, your specific needs should be discussed with the real estate professionals administering the program. The U.S. Army Engineer District in Sacramento is handling all cases from the China Lake area. The telephone number is (800) 811-5532.

Funding for this program ends on Sept. 30, 1999. Your application must be postmarked no later than that date.

Further information will follow this announcement and will run in *The Rocketeer*.

New California law says: Do drugs, lose your license

A recent law signed by Governor Wilson continues an earlier requirement for a six month suspension of the driver license of anyone convicted of a controlled substance offense. The offenses include conviction for possession of drugs for personal use or intent to sell.

The new law reinstates provisions of an earlier law that required the DMV to immediately suspend the license of a person convicted of any controlled substance crime once notification of the conviction was received from a court. Courts are required to notify the DMV within 10

days of a conviction.

Drivers suspended under the new legislation must pay a \$24 fee at the end of their suspension before their licenses will be reinstated.

The law (AB 74) was signed by the governor on April 15, and its provisions continue in effect until June 30, 1999.

The original law was enacted to help the state meet federal requirements to receive highway funds. It was repealed on March 1. For more information check out <http://www.dmv.ca.gov/>.

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Junior Professional Program looks to WD's future health and success

By Joe Bendot
Junior Professional Coordinator

In the midst of downsizing and outsourcing efforts, the Junior Professional (JP) Program has been re-instituted in the Research and Engineering Competency. Work began last summer after a poll of various R&E departments showed an interest in bringing new talent to the organization.

By September 1996, recruiting efforts began and the first JPs were brought on board this past February. Work is also under way to determine a proper criteria for inducting recently hired scientists and engineers and converted scientist and engineer co-op students into the JP program under a full or limited basis.

Presently, there are 12 JPs working for NAWCWPNS. At China Lake are William Freeman, Ed Wagner, James Bell, Brian Sherfey, Terry Booker, Mark Decker, Eun Joo Gray, Matt Boggs, Greg Janson and Diane Perkins. Jackie Garcia and Rosalinda Perez are working at Point Mugu.

According to Diana Eggleton of the Human Resources Department, another six JPs have recently been hired and will begin reporting on board in July.

The goals of re-establishing this program are to look to the future for the long-term health and success of NAWCWPNS, based on its internal work force needs and to provide opportunities to fill existing needs for core talents and skills with a lower initial cost.

The program was re-established in anticipation of the funding and work base for NAWCWPNS leveling out in the next two to three years. Plus, developing new talent will allow the Navy to stay competitive in terms of modernization and readiness. The current work force is fac-

ing an increase in retirements, leaving gaps in knowledge and experience that must be filled to maintain a vibrant and healthy talent pool.

A committee was formed last summer to determine the basic requirements and goals for a new program. Headed up by Jim Kneppshield, deputy department head for Concept Analysis, Evaluation and Planning, it had representation from the China Lake and Point Mugu sites, including a number of former JPs, coordinators and administrators. The charter of the committee was to look at past successes at both sites and to assess the viability of various program models based on today's environment and provide the research and engineering management a list of recommendations.

The report was completed and accepted by Sterling Haaland, R&E competency leader and NAWCWPNS executive director, in August 1996 and was set in motion. The program is based on several key components: mentoring, training, touring and a reduced initial labor cost. The mentor is expected to be someone outside the JPs home organization who acts in the role of career advisor, as opposed to the concept of a technical mentor, which the organization may still assign as it chooses.

Mentors have been solicited throughout the R&E organization and have been, or will be, provided mentor training. Assignment as a mentor to a JP will be handled through the JP coordinator with the help of several members of the committee, as well as input from the home codes.

A set of training courses has been established for all JPs above and beyond those that each technical code may find useful. The courses are meant to provide awareness for the overall capabilities and challenges at NAWCWPNS and include facility and laboratory tours over a two-

week period. Additionally, some basic skill classes will be required to ensure some basic background in technical writing, presentations and project planning. Of course, all JPs will go through the normal orientation briefings.


Touring was viewed by the committee as a key element in the past success of the JP programs at both sites. The committee and R&E management felt strongly that this should be maintained in the new program, although modified slightly due to the limited number of JP assignment opportunities available in today's highly competitive environment.

Tours, agreed upon by the home code supervisor, the mentor and the JP, are required over the first 12 to 18 months. Each will last from three to six months. An effort is under way to provide the new hires with a handbook, preferably in an electronic format, that will help in finding suitable and available tour opportunities.

One notable exception from past programs, is that the JP will not be free to change home codes without agreement from the existing home code and the coordinator. Given the smaller number of JP opportunities and the need for the home code to provide more investment into the JP, some safeguards seem reasonable to ensure that the home codes participating in this program received a proper return on their investment.

The labor cost for JPs has been kept down through budget actions within the competency. This is partly done as a result of banding, as well as efforts to provide some subsidy to the programs that hire JPs. It is hoped that this will be an incentive to projects — especially for touring.

If there are any questions or comments about the program, please contact Joe Bendot at 805-989-8736 or DSN 351-8736.



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Questions and answers page

NAVAIR commander continues with corporate communication effort

For those who were unable to attend one of the meetings with NAVAIR Commander VAdm. John A. Lockard during his visit to the Weapons Division in April, the following questions and answers are provided. Look to the NAWCWPNS Public Affairs Home Page for the complete set of questions and answers at <http://www.nawcwpns.navy.mil/~pao>.

Q. Will China Lake be given lead on any portion of missile development work again? Are we destined to only contract management?

A. The future of any weapons work does not look promising at this time. Without a war to fight or a substantial enemy to worry about, it is difficult to muster any support in Congress or elsewhere to commit funding for missile development work.

Q. Is technology work going to remain somewhat independent or is it going to become totally driven by the programs?

A. We still have a B&P Program and the Research Group to look into independent concepts. However, we need to invest our scarce resources in the areas where there is the most potential for future effort. The programs will certainly have strong input to where these funds are spent. The DRMB has also committed to serious strategic planning. We are spending a lot of time considering future thrusts. We have created a new position as executive assistant to devote full time to the task of strategic planning. Our planning for the future needs to be directed and deliberate, not accidental.

Q. Does China Lake have a research and development future? Are R&D ser-

vices going to be outsourced?

A. It is important to maintain a balance between in-house R&D work and contractor effort. An effective balance will ensure that the best minds are working on R&D.

Q. What is the advancement opportunity at China Lake?

A. If you're talking about high grade promotions, there is still opportunity for those. However, the decision is not a local one any longer, but a NAVAIR Team decision that is highly dependent on the CAO structure. Our activity commander, RAdm. Chenevey, has input into the process, but he is not the sole determiner.

Q. We were told this was a working level meeting. Why are there so many top level management people in this meeting?

A. I'm not sure which particular meeting you may have attended. The geographical meetings were intended to include employees at that site, while the general meetings included people from all the competencies. Each competency was assigned a certain number of seats to allocate as they saw fit. Most competency leaders tried to achieve a balance of personnel from all levels of the organization.

Q. With the tremendous cutback in available funding in recent years it seems like some tough choices need to be made. I do not see, at my level, how the Navy can continue to operate laboratories at many locations and provide enough in-house work to keep its technical personnel up to date in technology and leading technology. Are there considerations being made to combine the Navy labs?

How do you envision the 2000 structure to operate?

A. A package has been presented that recommends legislation be enacted to put into force Vision 21. This would feed into the next round of closure activities. We will probably never see the Executive Branch have that much power again (as in '95). So, at this point Vision 21 is at a political standoff and may not make it out of Congress this year.

Q. What is the status of infrastructure consolidation efforts within DoD? When will Navy present a brief to its personnel? There seems to be little information flowdown.

A. We are continuing to work at reducing our infrastructure. In NAVAIR we have closed nine of our 18 facilities and have aligned ourselves to be able to defend our current size. The other services and other systems commands within the Navy have not done this to the extent we have and will have to deal with it in the future.

Q. We have been having more and more success in partnerships with industry, and you mentioned the major hubs idea where duplication of effort is to be avoided on the long term.

A. What is the feasibility of applying this concept with top management partnering inter-service to gain the synergism of the various areas of expertise and demonstrated capabilities and make better use of these national resources to accomplish the mission of DoD and satisfy the requirements of the customer (fleet), e.g. Edwards Air Force Base/China Lake/Eglin Air Force Base/Redstone Arsenal/Yuma Proving Grounds/ etc.?

A. As taxpayers we would all like to do

what you suggested above. However, as the defense budget declines there isn't enough money for all the organizations you mentioned above to continue to do the same amount of business as they do today.

A. In partnerships someone has to give up something which means lost jobs. Each service wants to keep its mission intact and not give up anything because if they give up a little it will mean the potential for closure or a reduced budget.

A. The OSD S&T Reliance and T&E Reliance programs are in place. They have implemented what you have described at various levels of success. For example, the Army now does the majority of the gun work, the Air Force does the majority of hard target penetrating fuze work, etc. Programs such as Joint Stand Off Weapon (JSOW) and Joint Direct Attack Munitions (JDAM) also put partnerships in place and have been successful.

A. But it has resulted in fewer jobs at WD. Top level studies, such as Vision 21, were put in place to address these issues but even at that level politics has dominated and Vision 21 is currently at a stand still.

Q. Why is it we are paying for NAVAIR's move, when our budgets are getting killed? Don't the fleet's requirements come first?

A. As painful as it may be, the fleet is going to be impacted in some areas in order to pay NAVAIR bills that are required to continue operations.

A. If these bills are not paid, the consequences to the fleet will be significantly higher.

Readers give feedback on VAdm. Lockard's 'Over the Horizon' column

"Program Teams and Competencies — Partners for Success," February 1997

Feedback: Admiral, I have read with great interest your "Over the Horizon" article on "Partners for Success." It hits home to a concern I have about the empowerment, trust, responsibilities and authority that have been placed on IPT leaders at disparate grade levels. In particular, the eight IPTs of the PMA-271 E-6 Program are being led by one Navy commander, five GS-14s and three GS-13s. All have the same level of responsibility to the program manager, but the trust, authority and empowerment of the GS-13 IPT leaders is inhibited by civil service regulations (e.g., making judgments on peers/superiors performance) and the lack of respect for journeyman graded people when competing for diminishing human resources. You will recall that it has only been a few years ago that the 3.0 and 4.0 competencies made the journeyman-working-level a grade GS-13 across the board. When the IPTs were stood up, most were filled by

existing O-5 and GS-14 'deputy for' personnel and those that were not GS-14s were soon upgraded.

If the IPT concept is to flourish, it must recognize the IPT leaders at an equal pay grade regardless of whether they are from a headquarters program office, a NAVAIR competency aligned organization, or a field activity (i.e., partners for success), with equal trust, responsibility and authority. I solicit your support to make this happen.

Response: IPT leaders are chosen from those who have the knowledge, skills and abilities, both management and leadership, to perform a specific function. It is not predicated upon grade. IPT leadership positions offer significant opportunity for professional development and growth and thus may lead to the opportunity for promotion, but selection as an IPT lead is not and should not be criteria for promotion. The lack of respect you mention is a different issue entirely. Program managers select the IPT leaders, train them to do their jobs, empower them with the appropriate

amounts of authority and responsibility, and trust and expect that the IPT leaders will perform. If IPT leaders are being impeded in accomplishing that tasking, it is a matter that can be best addressed by the program managers, not by unilaterally upgrading IPT leader positions. Hope this helps.

"Managing Information Strategically — Getting the Highest Return on our IT Investment," March 1997

Feedback: Admiral, I believe your letter is right on target. As we develop our new way of doing business, we must also develop the automated information systems required to change our business practices...major decisions should be based on the best alternative of several alternatives. We must be able to model alternatives, sometimes called "what if" drills. We must be able to model alternatives in budgets, acquisitions, maintenance concepts, etc. We must all share a common database so each team doesn't have to reinvent the wheel. We must track common success factors so we will

know, as Deming taught, which 20 percent of the process is causing 80 percent of the problem...decision makers must insist on this kind of data before acting.

Response: Thanks for passing on some of your thoughts on IM. We must get more "strategic" in our application of information technology — to get the most of our investment.

Feedback: Some good words in your latest OTH, however, at least one tool is missing from implementing the strategies you outlined — the Internet. Too many people still don't have access to the Internet.

It is our largest, single resource for information and communication available today, and restricting its availability, I feel, hampers productivity. I believe everyone should be given the freedom to use it productively.

Response: I agree with you on the use of the Internet and our development of an intranet to accomplish something akin to "outlook." I think the plan is to work in that direction as dollars and infrastructure allow. Thanks for the input.

Available talent pool is a good thing for employees who have lost funding

By Pat Hollenbaugh
Missile Editor

'ATP is a good thing, unemployment is a bad thing...don't confuse the two," stated Tom Curtis, ATP Program manager. This article is the first in a series of articles intended to provide information and bring better awareness to the Naval Air Warfare Center Weapons Division personnel about what the Available Talent Pool (ATP) Program is, and to promote the positive aspects of the program and people who are in the ATP.

According to Curtis, NAWCWPNS has fewer jobs than in the past due to the general drawdown in the Navy and all defense programs. He continues to explain about the program, "People who are in the ATP are good employees who have lost their funded work through no fault of their own." This is an important message to get across to people. Employees aren't placed in ATP because they are poor performers, or because somebody didn't like them. It is because their program was completed, or the funding was cut or their technical area is obsolete.

To enter the pool, all of the following criteria must be met:

- The employee has been unfunded for two weeks or more and this situation is likely to continue;
- The employee is available to accept new funded work, likely in a new area;
- There are no performance or supervisory problems (these must be dealt with elsewhere, not ATP);
- The home competency approves their addition to ATP;
- A good quality resume is provided for the ATP database;
- An ATP element is added to the employee and supervisor performance plans.

The criteria for leaving the ATP requires one of the following:

- A fully funded position is found;
- The employee is no longer available for new tasking;
- Performance or supervisory problems occur (must maintain a level three performance rating); or
- Competency request.

The ATP program covers all competencies in NAWCWPNS. The graph entitled "ATP June Overview," provides positive statistics of ATP placements. The message is that the ATP program is helping put people to work.

"How far will these numbers go down, no one knows. Our goal is to put unfunded people into funded jobs. We are experimenting with a number of techniques, including new placement policies, on-line employee information for prospective employers, employee and management support groups and so on," Curtis continued.

"ATP does not contribute to your RIF vulnerability, as some people believe. Being unfunded does, because you don't have the opportunity to earn higher performance ratings, the number one criteria for determining retention during a RIF for Demo employees. Being in the ATP is an important mechanism to get you back into a funded position so those ratings can be earned."

Katie Smith, an active member of the ATP Employee Council adds, "Personnel in the ATP Program get ratings based on the type of work they do while they are on ATP. Because they can take temporary assignments, they can accept details, and they can perform assignments in an above average manner while on ATP, this works to their advantage at rating time."

Also, adds Smith, "Every employee has a certain network of people, usually made up of people in their work area. A supervisor doesn't belong to that network, they belong to a management network. Employees can use that network to their advantage in finding work. If managers of employees within your network are looking for someone to fill a position, and an ATP member is making contacts through their network to find work, there is going to be a point in time when they synch up."

An important part of the ATP Program is the ATP Employee Council. The council is chartered to pursue any activities that will improve placement of ATP employees, and to facilitate communication between ATP employees, supervisors and upper management. The council is a group of employees from the "pool" who have volunteered to help improve the placement of their fellow employees into funded positions. The council meets at both sites regularly. "We want people who want to help to be a part of the council," Curtis said. "People

can come to complain, as long as they also agree to do work."

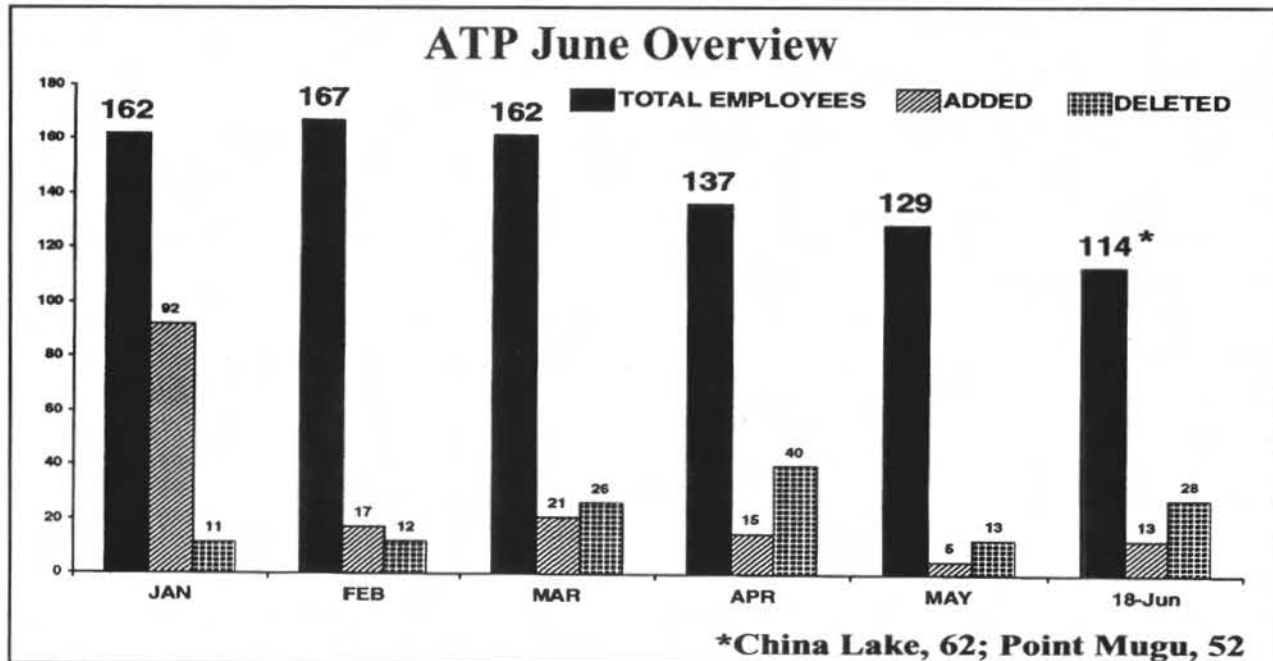
Tasks the council have undertaken include updating the ATP data bases, developing an ATP internet home page, developing job search techniques, arranging for a resume class and running a "welcome wagon" for new ATP members. The council is also in the process of putting together an employee survey to learn more on how to help.

Another important activity is the ATP Steering Group. This group uses a teaming approach to discuss general policy issues and develop a consensus among upper management on ways to improve the program. One of two major successes established by this group, Curtis shares, involves putting a vacancy review policy in place that gives ATP members first shot at every vacancy announced at NAWCWPNS.

The second success occurred when the comptroller agreed to a special cost center that allows sponsors to hire ATP employees at a greatly reduced rate while the employee is retraining for that new job. This lowers the risk to sponsors, and allows the employee time to come up to speed in their new work environment. If the connection is successful, they convert back to a regular permanent employee.

A third group is planned for supervisors of ATP employees. The kick-off will be a presentation to the Supervisor's Network in the coming weeks. Topics will include placement techniques, performance plan modifications, training and so forth.

Tom Curtis can be reached at China Lake, Michelson Lab, Room 1066, 939-4882; Point Mugu site, NAWCWPNS Headquarters Building, 36, Room 1029, 989-7377.



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Los Angeles Federal Executive Board

Five NAWCWPNS employees nominated for major service award

By Kathi Ramont
Staff Writer

To strengthen the management and administration of federal activities, improve intergovernmental coordination at the local level and promote a positive image of the federal government, the Los Angeles Federal Executive Board holds a yearly awards program during Public Service Recognition Week.

On May 7, Capt. Stan Douglass, NAWS CO, along with nominees Susan Read, an administrative officer for the Fuze and Proximity Sensors Branch, and Fire Division "partnership" team members attended a ceremony in Hyatt Regency in Long Beach for the 24th Annual Distinguished Public Service Awards Program. The partnership members are Bill Bartholic, International Association of Fire Fighters Union Local F-32 president; Carl Austin, union vice president; Ross Davidson, assistant fire chief; and Wil Simoneau, fire chief.

Read was nominated in the Outstanding Accomplishment — Individual Award category by her supervisor, Dave Janiec, head of the Fuze Sensor Systems Branch in the Guidance and Control Systems Division. This award is presented to those individuals who have achieved an exceptional level of competence and accomplishment within their specific profession or assignment. Individuals are evaluated on the basis of recognized competence, performance and their overall dedication to public service.

"I didn't know until my last performance review that I'd been nominated," said Read. "It's quite an honor and I was very surprised. I've had incredible mentors in Dave and George Teate. Dave allows you to take on more work and then gives you credit."

Janiec explained that Read has consistently sought and excelled in increasing responsibilities far above her general classification and job description. "She has brought passion and excellence to numerous community service endeavors, greatly enhancing the image of federal employees in the community," he said.

Read functions as personnel, administrative, facilities and equipment manager, in addition to being the financial manager-handling multiple funding sources for the 69 assigned personnel and eight engineering and laboratory facilities. "Susan is always proactive in managing funds, facilities, equipment and most importantly personnel issues," said Janiec.

In 1992 NAWCWPNS began a technical exchange work program with Edwards Air Force Base. Read volunteered to act as the administrative

officer for the Manpower Initiative Project. "She flawlessly coordinated the administration of the project," said Janiec, "including acceptance of funding from as many as 15 different Air Force functions. This required expertise and innovation in handling funds between two organizations, functioning with entirely different financial systems and funding source types, each unfamiliar with the other."

She also requested instructor training for the new Single Financial System, because she wanted to thoroughly understand the system and has gone on to instruct others in the program.

When away from her AO and business manager duties, Read is an active volunteer. She has worked with the Navy Hot Air Balloon Team, the Combined Federal Campaign, the local schools, Safe Graduation Committee and helped found the High Desert Forum Hockey League. She is also active in her church, was a speaker at the most recent

Executive Order 12871 to reinvent government, that labor and management should change their confrontational ways of doing business," said Deem, "the NAWS China Lake Fire Division instituted a labor-management 'partnership' in June 1994. Prior to the institution of the partnership, Fire Division morale was at an all-time low, and communication between management and labor was adversarial at best. There were six on-going unfair labor practice (ULPs) claims filed by labor and enough informal and formal grievances to keep both groups fully employed for months.

"Through great effort on the parts of both labor and management, it was agreed to conduct all business via a 'partnership,' utilizing a win-win bargaining approach. Since the inception of the partnership over two-and-a-half years ago, there has not been one ULP claim filed, nor one informal or formal grievance filed. The ULPs and



Susan Read

projects, such as fire prevention education programs at the base auditorium and public and private schools. "They willingly staff fire education and earthquake preparedness information booths at several local fairs, the Maturango Museum Junction Days and Whiskey Flats Days in Kernville," he said. "They are working on a self-help project of building a children's fire safety trailer. The time, effort, tools, materials, fund-raising activities and donation collection are provided by volunteers from the labor association. Labor is now using its money to support community and civic functions, such as food for the needy programs at Thanksgiving and Christmas, donations of clothing to the needy and barbecue cookouts for groups from the local command to thank them for their support."

Deem said that a clear sign documenting the true partnership and trust now predominant in the Fire Division was the recent labor-management "contract" negotiations. Past contract negotiations have taken two to three weeks of face-to-face adversarial type bargaining.

The most recent negotiations conducted in August 1996 were conducted and completed in approximately two-and-one-half hours in one morning.

The trust and cooperation between labor and management has evolved to the point that the labor association voted overwhelming to enter a Demonstration Pay Project, explained Deem. "It is the only union representing federal employees that have entered a pay for performance rating system.

"There are many organizations that state they have a partnership between labor and management," said Deem. "But the partnership at China Lake Fire is a true partnership, based on trust, understanding and a willingness to work together in the best interest of the Fire Division and the government."



NOMINEES—Members of the Fire Division partnership team include Ross Davidson, assistant fire chief; Carl Austin, IAFF Union vice president; Wil Simoneau, fire chief; and Bill Bartholic, IAFF Union president.

Martin Luther King Jr. commemoration and learned American sign language and has used this skill at work, at church and in the community.

In the past, Read has also been honored with a Special Act Award, a Tomahawk Block III Ordnance Section Development Team Award, an Injection Loader Facility Team Award and a Commander's Award.

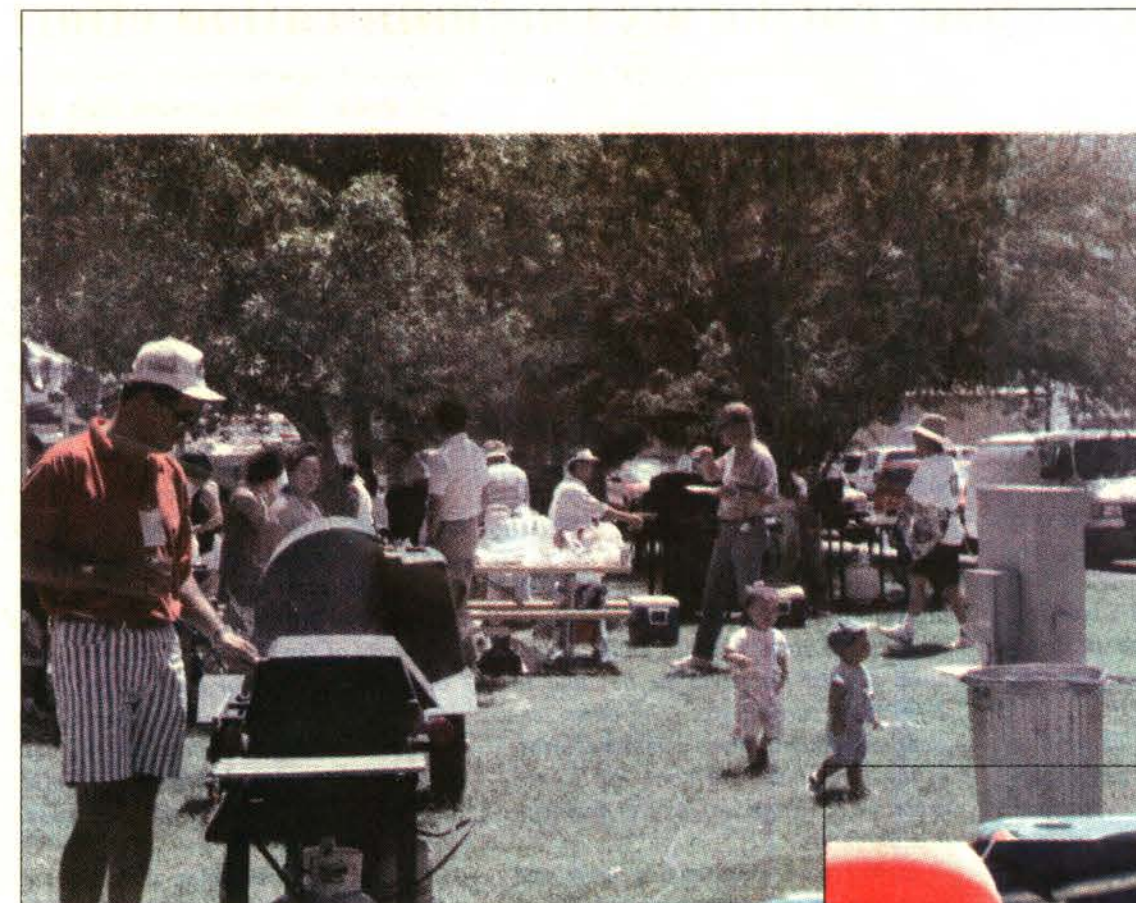
She is married to Reg Read of the Technical Library and has grown children, John and Amy, and a son-in-law, Kevin Self, whom she claims as one of her own.

Partnership nomination

Bill Deem, head of the Safety Division, nominated the Fire Division members for the Partnership Award, which is presented to individuals or organizations who exemplify the true spirit of partnership.

"In the spirit and concept endorsed by

American Heritage Celebration brought out crowd for food, fun and sun



BARBECUER—Unidentified cook heats it up at the celebration while little kids have a great time running around the park. "Maximizing similarities, minimizing differences" was the theme for the week, which also included training classes and MVR sporting events.



DWELLING—American Indian-style tepee was on display at Solar Park at the American Heritage Celebration Food Booth Day on June 12. Story-teller James Archuleta, a local of American Indian ancestry, was on hand to entertain and enlighten the children.



DISHIN' IT UP—(Above) Gerry Baker, Earlene Moldenhauer, Jean Johanboeke and Kitty Reeve from the Human Resources Department prepare a dish of Mexican tacos and a lemonade. Johanboeke said in addition to this group of people, HRD management was also on hand to serve food. HRD took second place in the booth decorating contest.

DEAL—(Left) According to members of the comptroller's rec committee, "we're all dealt a different set of cards in the game of life." Above, customers are about to be served chips and toppings. The comptrollers took first place in the booth decorating contest.



PARTY!—A large crowd came out on a warm summer day to enjoy Food Booth Day at Solar Park. According to food booth day coordinator, Jeanie Salzer, the event was a great success.

Photos by Janie McLaury

reduced hazards, signature, cost, and environmental impact; improved mechanical properties and aging stability; and ease of fielding, platform integration, demilitarization, reuse, and disposal. **Quality-Ranking Factor:** Knowledge of energetic materials research and development, and weapons safety systems engineering (selectee should be a nationally and internationally known expert in energetic materials and weapons safety system engineering); ability to perform

energetic materials and polymers design, synthesis, and characterization based on understanding of physical and synthetic chemistry, and combustion/detonation phenomena; ability to develop and utilize system safety principles to evaluate, analyze, and identify hazards associated with the design, tests, instrumentation, and systems operation; ability to conduct system safety hazard analysis, fault tree analysis, and IM THA to support the fielding of weaponized energetic materials.

The incumbent must have the ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development, and Engineering Career Field within 18 months of entering this position. Incumbent must be able to obtain and maintain a Secret Clearance. Promotion potential DP-3. **Note:** Previous applicants need not reapply. **Note 4 applies.**

APPLICATION PROCEDURES

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

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

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

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

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

AREA OF CONSIDERATION INFORMATION

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

NOTES

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

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

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

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

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

5. **Merit Promotion Positions for Point Mugu Site Vacancies.** Applicants must meet all eligibility requirements (including, when applicable, time-in-grade and qualification requirements) 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.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands may send items for the Announcements to Code 750000D, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796) or via QuickMail (CL NAWC WIDE NS name server in the CL MAINSITE zone). Personnel at Point Mugu may send items for the Announcements Section to Code 750000E, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-1785). Items included in the Human Resources Department Information Section are provided by the Civilian Personnel Division, Employee Development Division of the Human Resources Department. **The deadline for all submissions is Wednesday at 1700.8** working days prior to the alternate Thursday publication date. **Note:** All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).



NAVAL AIR WARFARE CENTER WEAPONS DIVISION
ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

NEW NAWCWPNS INTRANET WEBSERVER

You can now visit the new NAWCWPNS INTRANet web site located at <http://on-site.nawcwpns.navy.mil>. The NAWCWPNS Intranet web site can only be accessed by addresses from chinalake.navy.mil (TCP/IP addresses of 129.131.xxx.xxx), mugu.navy.mil (TCP/IP addresses of 143.113.xxx.xxx), nawcwpns.navy.mil (TCP/IP addresses of 206.37.206.xxx), and our local FDDI users (TCP/IP addresses of 199.211.xxx.xxx).

The old NAWCWPNS Intranet site at www1.chinalake.navy.mil (also known as www.chinalake.navy.mil and www1.vislabs.navy.mil) has been replaced by on-site.nawcwpns.navy.mil.

The NAWCWPNS internet can still be found at <http://www.nawcwpns.navy.mil> and is accessed by the WORLD.

(For those of you who have been wondering what happened to EarlyBird, you can navigate to their page from the Intranet, General category, News link and also from the Internet, NAWCWPNS WWW Resources link.)

We encourage you to contact us. We can provide you with links to your already existing web pages and/or build pages for you on a cost-reimbursable basis. Send your comments and suggestions to us at web.admin@mail.chinalake.navy.mil.

XEROX COPIER MAINTENANCE CONTRACTS

The Information Management Department's Acquisition Support Branch (Code 721200E) has a consolidated contract for maintenance and repair of Xerox (only) copiers for Point Mugu and China Lake. The copier must be on the contract for on-call service. This is not a mandatory contract, but was initiated to provide primary or alternative service support. An administrative fee will be added to the monthly charge.

Code 721200E is currently preparing the new FY98 purchase order to include any new additions to the contract. It is anticipated that the period of performance will be effective from 1 October 1997 through 30 September 1998. Requests to be included in the purchase order must be submitted by **30 July 1997**. The deadline is firm.

The next opportunity for changes to the contract will be in January 1998.

To add a copier to the contract, contact Jim Reynolds at Point Mugu (Code 721200E), (805) 989-3626 (DSN 351-3626). The alternate contact is Linda Dailey at China Lake (Code 721200D), (760) 939-7283 (DSN 437-7283).

SCHOLARSHIPS FOR MAIL HANDLERS HEALTH INSURANCE ENROLLEES AVAILABLE

If you are enrolled in Mail Handlers health insurance, you had to pay a fee to become an associate member of this postal union. If you are an associate member and have been for at least 2 years, your dependents may qualify to apply for educational scholarships.

Qualified applicants must be a legal dependent of the member, (1) graduated or scheduled to graduate (current semester from an accredited high school or attending an accredited college), (2) maintained a grade point average of 2.5 or above in academic subjects, and (3) been accepted at an accredited institution of higher education or presently attending college.

Applicants must provide transcripts, write an essay, and provide letters of reference, etc.

For more information, call Peggy Topham at Point Mugu, 989-3323, or Leora Fields at China Lake, 939-2018. We will send you an announcement from Mail Handlers with more details and information on how to request the application. The application and all required documentation must be postmarked by **11 July**.

TSP INFORMATION

9 June 1997

Months	C Fund	Barclays Equity Index Fund	F Fund*	Barclays U.S. Debt Index Fund	G Fund
1992 (Jan. - Dec.)	7.70%	7.61%	7.20%	7.37%	7.23%
1993 (Jan. - Dec.)	10.13%	10.10%	9.52%	9.74%	6.14%
1994 (Jan. - Dec.)	1.33%	1.32%	(2.96%)	(2.96%)	7.22%
1995 (Jan. - Dec.)	37.41%	37.62%	18.31%	18.49%	7.03%
1996 (Jan. - Dec.)	22.85	22.98%	3.66%	3.73%	6.76%

1996

June	0.38	0.38	1.34	1.35	0.57
July	(4.39)	(4.42)	0.27	0.27	0.58
August	2.07	2.11	(0.18)	(0.17)	0.58
September	5.60	5.63	1.72	1.74	0.58
October	2.74	2.76	2.21	2.22	0.58
November	7.54	7.57	1.69	1.71	0.53
December	(1.97)	(1.98)	(0.93)	(0.92)	0.53

1997

January	6.22	6.25	0.30	0.30	0.56
February	0.79	0.80	0.24	0.25	0.51
March	(4.13)	(4.11)	(1.11)	(1.11)	0.57
April	6.00	5.99	1.49	1.50	0.58
May	6.07	6.08	0.94	0.95	0.58

Last 12 months	29.29%	29.46%	8.22%	8.31%	6.97%
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Percentages in () are negative.

*Through 1990, the F Fund was invested in the Barclays Bond Index Fund.

The C Fund is invested in the Barclays Equity Index Fund, which tracks the S&P 500 stock index. The F Fund is invested in the Barclays U.S. Debt Index Fund, which tracks the Lehman Brothers Aggregate bond index. The G Fund is invested in special issues of U.S. Treasury securities.

The monthly C, F, and G Fund returns represent net earnings for the month, after deducting of accrued administrative expenses. The C and F Fund returns also reflect the deduction of trading costs and accrued investment management fees.

The C, F, and G Fund monthly returns are dollar-weighted; they reflect net earnings on the changing balances invested during the month. The C, F, and G Fund returns for the last 12 months assume, except for the crediting of earnings, unchanging balances (time-weighting) from month to month and assume earnings are compounded on a monthly basis.

The C and F Fund returns vary from the Barclays returns because of expenses and changing balances in the C and F Funds. The Barclays returns are time-weighted; they assume constant dollar balances invested during each month and throughout the period.

Future performance of the three funds will vary and may be significantly different from the returns shown. See the "Summary of the Thrift Savings Plan" for detailed information about the funds and their investment risks.

TSP Open Season runs through **31 July**. Changes are effective at the beginning of the first pay period in July (6 July). TSP-1s are available from your Administrative Office or from HRD. You should have received an updated pamphlet in the mail.

TSP now has a web site where you will find current TSP interest rates and downloadable publications and forms: www.tsp.gov.

The interest rate for loans approved in May is 6.875%. For funds to be disbursed in June, the complete package must reach the TSP Service Office by **7 July**.

Account balances will be available through the ThriftLine after the seventh business day of the month. To obtain your account balance, call (504) 255-8777.

Note: The Program Manager for TSP for both sites is Peggy Topham; at Point Mugu call 989-3323; at China Lake call 939-2574.

UNIVERSITY OF TENNESSEE MASTERS DEGREE PROGRAM

The summer term for the University of Tennessee Space Institute (UTSI) master's degree program began on 5 June; the last day registration will be accepted at Tullahoma, Tennessee is **30 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 of 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. Bontadelli (UTK)
EM 536	Project Management. By: Dr. Claycombe (UTK)
EM 542	Design of Experiments. By: Dr. Hailey

For more information, text titles, or 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.

CHINA LAKE

WRITING AND EDITING SERVICES

TID's writer/editors are available to help you with your formal and informal reporting requirements. We can do anything from a fast read-through to a thorough edit of your report, or we can generate the report for you. To obtain a free estimate or obtain further information, contact Ramona Bernard at 939-3740 (DSN 437-3740).

MAMMOGRAPHY SCREENING

The Wellness Program (Code 731000D) will sponsor a mammography screening for NAWC/NAWS-China Lake employees and their spouses. Valley Technological Services (VTS) will have their mobile mammography unit in front of the Administration Building on **16** and **30 July**. The cost of the x-ray exam is \$65. Participants must be at least 35 years old to participate unless referred by a physician. VTS is accredited by the American College of Radiology.

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

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.

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know there is someone you can talk to if you or someone in your family is having difficulties? CEAP services are free and may be used before, during (on administrative leave), or after working hours. Family

ANTONIO "TONY" SCHULTZ

Antonio "Tony" Schultz has retired after more than 31 years of federal service. A retirement luncheon will be held in his honor at Nickoletti's on **16 July** at 1115. For reservations, presentations, or gift donations, contact Lydia Groat at 939-3805 or Jeannie Denson at 939-3705 by **14 July**.

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

Embry-Riddle Aeronautical University (ERAU) offers programs leading to a master's degree in Aeronautical Science with a Management focus or a bachelor's or associate's degree in Professional Aeronautics.

ERAU offers five 9-week terms each year and credit is available for military experience, making your educational goals easily achievable. The next term begins the week of **4 August**.

ERAU also offers teaching opportunities for those interested in sharing their knowledge. Contact the ERAU office for details.

A representative is available on Mondays, Tuesdays, and Wednesdays from 0900 to 1630 for registration and counseling at the Family Service Center, Office B. For more information, call 927-3649 or email: China_Lake_Center@cts.db.erau.edu

HEPATITIS "C" SUPPORT GROUP

The Employee Assistance Program (EAP) at China Lake recently began a Hepatitis Support Group, which meets weekly on Center. Anyone interested in participating or wanting further information can contact Bernard Maki, Group Facilitator, at the EAP Office at 939-2480.

On 25 March, USA Today reported that "almost 4 million Americans are carrying a little-known, sometimes deadly disease, and most of them don't know it. Hepatitis

'C' virus can be acquired years before it causes symptoms and may lead to debilitating fatigue, cirrhosis, liver cancer, and/or death. Doctors can't predict with certainty how it will progress in any individual but about 80% of patients with this virus develop chronic liver disease. This disease may be mild and progress slowly or be serious and progress rapidly. Only about 25% of the individuals infected respond to even the best treatments available. There is no vaccine."

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 at nager1233@earthlink.net.

POINT MUGU

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.

branch management and employees. The incumbent will deal with DOD and NAWCWPNS correspondence and secretarial policies and procedures, planning coordinating, and prioritizing tasks. Responsibilities include making purchases using Bankcard, SPEDI, and small purchase procedures; assisting with the development, testing, and training of a timekeeping system upgrade project; maintaining records, and ensuring correct job order number assignments; preparing travel orders and voucher, and making travel arrangements; performing system administration functions for automated personal computer data backup system; collecting, organizing and performing follow-up on data relating to personnel, budget, financial management, security, facilities, and safety; and initiating distribution for branch correspondence, travel, and procurements, ensuring appropriate routing and follow-up. Position is located at the Electronic Combat Range and follows a four,10-hour day, 0630-1630 work week schedule.

Quality-Ranking Factors: Knowledge of Macintosh computers and required software including Word, Excel, Filemaker Pro, and PowerPoint, abbreviated and small processes, of ADP security requirements, and property management regulations and procedures. Secret clearance is required.

Note 1 applies.

No. 82-092-JJ7, Social Service Representative, DA-187-1, Family Service Center, Code 8J0000D. Opening Date: 6-26-97. **Closing Date:** 7-3-97. **Area of Consideration:** China Lake. **Selecting Official:** Joan Telles, 927-1545. **HRD Contact:** Jean Johanboeke, 939-8135. **Permanent Change of Duty Station Authorization:** No. **Summary of Duties:** Incumbent serves as China Lake Relocation Counselor for the Congressionally mandated Relocation Assistance Program (RAP), which assists military personnel and their family members with issues associated with relocation between duty assignments, ensures that all RAP functions occur in an appropriate and timely manner, runs onsite loan closet, is responsible for quarterly updates to SITES and maintenance and distribution of Welcome Aboard packages. Incumbent must provide accurate and timely data to management (including BUPERS), manage program budget, and schedule and present classes and briefings to various audiences on all aspects of relocation. **Quality-Ranking Factors:** **Screen-Out Element:** Experience with IBM and MacIntosh programs (WordPerfect, Microsoft Word, Filemaker, and Excel); experience in giving presentations and briefings; and ability to manage a program budget. Promotion potential to DA-3, but not guaranteed.

Note 1 applies.

NAWCWPNS

No. 20-002-NR7, Senior Office Manager/Executive Office Manager, DG-0303-03/04, Code 200000D, Contracts Competency—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake. **Opening Date:** 6-26-97. **Closing Date:** 7-10-97. **Selecting Official:** CDR G. G. Gustafson, (760) 939-3801. **HRD Contact:** Nancy Robinson, (760) 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent functions as the NAWCWPNS 2.0 Competency Office Manager and personal assistant to the Director of Contracts, the Associate Director, and the Senior Technical Associate. Is the key person responsible for originating and processing various administrative actions, in addition to performing research and making decisions on more complex administrative issues. Is responsible for documenting Competency Office processes and training department personnel in each process;

reviewing, prioritizing, and coordinating actions coming into the Competency, directing them to the appropriate manager, and ensuring follow-up to meet deadlines. Effectively relays Competency Head's/Associates' decisions to subordinate organizations, independently coordinates office manager support efforts across both sites, and maintains contact with all levels of management and employees within NAWCWPNS as well as other government representatives (e.g., NAVAIR, ASN, NAVSUP, etc.) and contractors. In many cases, the person in this position is the first contact for others trying to reach Contracts Competency management and employees. Knowledge of and proficiency with a PC computer is desirable. **Quality-Ranking Factor:** Skill in applying administrative policies and procedures; ability to compose correspondence and/or to prepare nontechnical reports; ability to interface effectively with personnel at all organizational levels; and ability to train clerical personnel. Full-performance level of this position is DG-4.

Note 1 applies.

No. 52-015-DWE97, Supervisory Electronics Technician, DP-856-3, Code 522600D, Metrology Branch, Metric and TSPI Division, Pacific Ranges and Facilities (PR&F) Department, Test and Evaluation Competency. Area of Consideration: NAWCWPNS. **Opening date:** 6-26-97. **Closing date:** 7-10-97. **Selecting Official:** John Denson, (760) 939-6400 (DSN 437-6400). **HRD Contact:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is head of the Metrology Branch and concurrently serves as the Navy Program Manager to the RAJPO GPS Program. The Branch is responsible for providing metrology services for the China Lake site and for providing RAJPO GPS and radar beacon test support to Land Range and ECHO Range organizations. Ability to obtain and hold a Top Secret clearance. **Quality-Ranking Factor:** (1) Knowledge of metrology, radar test and evaluation systems, and Global Positioning System technology. (2) **Supervisory Quality-Ranking Factor:** Ability to lead a technical team, apply EEO/affirmative action principles in making employment decisions, and communicate both orally and in writing. (3) **DAWIA Quality-Ranking Factor:** Ability to meet mandatory DAWIA requirements for training, experience, and education for Level III of the Program Management Acquisition Career Field within 18 months of entering the position.

Notes 2 and 4 apply.

No. 82-094-ML97, Air-Conditioning Equipment Mechanic, WG-5306-10/11, Code 834700D. Construction/Maintenance Utilities Division, Public Works Department. Area of Consideration: NAWCWPNS. **Opening Date:** 6-26-97. **Closing Date:** 7-10-97. **Selecting Official:** Jerry Austin, 939-4070. **HRD Contact:** Shirley Hauser, 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent will be responsible for a variety of complex operations and functions in support of installation, modification, maintenance and repair of refrigeration and air-conditioning equipment and components. Starts and adjusts for proper operations; repairs and overhauls refrigeration and air-conditioning plant components by disassembly, inspection, and replacement of defective parts and reassembles. Equipment includes larger and more critical centrifugal, absorption, rotary screw, and reciprocating types of chilled-water air-conditioning and industrial processing systems, cooling towers, and related components ranging from 50 to 500 tons. Must be knowledgeable in troubleshooting, repair, and adjustment of industrial low-ambient and high-temperature test ovens to meet desired critical test

parameters. Installs, maintains, and repairs gas, electric, and steam heating units. Installs, modifies, and repairs refrigeration systems by positioning compressors, piping, tubing, motors, condensers, humidifiers, evaporators, heaters, and other components. Installs, modifies, and adjusts various types of pneumatic, electric, or electronic primary and/or auxiliary control mechanisms to meet desired temperature setpoints. Performs tasks and duties of a more complex nature than that normally expected of a journeyman refrigeration and air-conditioning mechanic.

Quality-Ranking Factor(s): Screen-Out Element: Candidate must possess and submit a copy of current EPA certification in conjunction with refrigerant recovery in order to be rated eligible and receive further consideration. **Technical Factor:** (1) Knowledge of and experience with chill-water systems and centrifugal compressors. Full-performance level is WG-11, but is not guaranteed. **Note:** An external recruitment ad is running concurrently with this announcement. If you are not employed by the Federal government and wish to apply for this position, see Announcement Number DE-834700D-97-34 posted in Room 100 of the HRD building.

Note 1 applies.

NATIONWIDE/CURRENT APPOINTABLE CIVILIAN EMPLOYEES

No. 4B-001-RP7, Research Chemist, DP-1320-3, Code 4B3100D—Area of Consideration: Current appointable civilian employees nationwide. **Opening Date:** 6-12-97. **Closing Date:** 7-10-97. **Selecting Official:** J.M. Hoover, (760) 939-1645. **HRD Contact:** Robert Peoples, (760) 939-8120. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** This position is located in the Combustion Research Section, Engineering Sciences Branch, Research & Technology Group. Incumbent will formulate and execute interdisciplinary research, development, and hazards assessment programs addressing energetic compounds/materials and weapon systems safety engineering. The incumbent will perform the synthesis, characterization, and formulation of energetic ingredients, and will transition research efforts to scale-up and testing programs. Incumbent will formulate and execute fundamental and applied research projects to predict/model (using analytical and empirical computer codes) and characterize the performance, hazards, mechanical behavior, vulnerability, and environment impact of energetic materials formulations for weapons applications. The incumbent will perform system safety hazard analysis, fault tree analysis, and insensitive munitions (IM) threat hazard assessment (THA) to support the fielding of weaponized energetic materials. The incumbent will utilize available reference databases such as Navy Lessons Learned, Naval Safety Center, NATO Insensitive Munitions Information Center, and contractor historical files. The incumbent will develop methodology for the advancement of THA and other hazards-related tools. Incumbent will prepare IM waiver packages and provide technical presentations to the Weapon System Explosives Safety Review Board in support of weapons certification. Incumbent will prepare technical documentation (publications, patent disclosures, presentations, reports, etc.), and maintain communications with the Naval Air Systems Command science and technology community regarding energetic materials research, development, testing, and evaluation (RDT&E), and weapon system safety engineering. This energetic materials RDT&E and systems safety engineering is part of national and international efforts to provide revolutionary improvements in the performance of propellants, explosives, and pyrotechnics while meeting all other desirable attributes such as

organization change dynamics. This course meets the mandatory 40 hours training requirement for new supervisors as well as provides update information for more experienced supervisors.
To enroll, contact Lori Ryser-Warrick at 939-2686.

CONTRACT MANAGEMENT FOR NAVAIR ACQUISITION FORCE PERSONNEL (40 hrs.)

8-12 September; Monday-Friday, 0800-1630; Training Center, Room 104B, Point Mugu. By: AMI
This course meets the requirement for certification as a Contacting Officer's Representative. This 5-day course is designed to acquaint technical personnel with the DOD acquisition process and to emphasize the importance of engineers, quality personnel, specification writers, and requirements determinators in procurement and contract administration. It reinforces the role of technical personnel both before and after the contact is awarded. **Note:** The cost of the class is \$300 per person; a job order number is required.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Mary Glasmann, Code 733000E. For further information, call (805) 989-3984 (DSN 351-3984).

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

15-16 September; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: Teri Mahaney, Supertraining
Students will learn the current theories of how the brain "thinks" and will experience their own unique "thinking" style. They will learn and practice several creative problem-solving exercises to stimulate the thinking process and develop usable skills for everyday working and living.
To enroll, call Lori Ryser-Warrick at 939-2686.

EFFECTIVE TECHNICAL PRESENTATIONS/BRIEFINGS (32 hrs.)

15-18 September; Monday-Thursday, 0800-1600; Training Center, Point Mugu. By: Communications Skills Company, Inc.
Note: This course is designed for personnel in the technical community and is required for Junior Professional Program participants hired in FY97 and SEDP personnel entering the SEDP in FY96.
This course is designed to prepare the participant 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, research project, etc.
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).

SATELLITE COMMUNICATION (8 hrs.)

16 September; Tuesday, 0800-1630; Training Center, China Lake.
18 September; Thursday, 0800-1630, Training Center, Point Mugu.
By: ADAMY Engineering
This is a practical course that presents technical insight into satellite communication. The scope of the course ranges from applications to orbits, to system design to performance calculations. It describes hardware, software, and processes in graphical rather than mathematical terms. In addition, easy-to-use formulas, nomographs, and calculation techniques that allow the trade-off of application constraints, such as information rates versus link performance, will be addressed. In-class exercises will be used to calculate performance in two realistic communication satellite applications.
To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-2359).
To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2) to Felicia Nickelberry, Code 733000E. For further information, call 989-3980 (DSN 351-3980).

CAREER PLANNING WORKSHOP (16 hrs.)

16-17 September; Tuesday-Wednesday, 0800-1630; Training Center, China Lake. By: Marion Lapan
This workshop introduces the participants to key job change and enrichment strategies. Participants will identify personal interests and strengths and analyze their current job and career aspirations. With this information, the participant will develop a career action plan and examine the latest job search strategies and techniques (e.g., personal marketing/networking, job market search, and interviewing skills).
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-2359).

TEAM DEVELOPMENT TRAINING (16 hrs.)
16 and 23 September; Tuesdays, 0800-1600; Training Center, Point Mugu. By: Jace Overgaauw, Skopos Consulting.

Note: This class will meet on two consecutive Thursdays.
Successful teams work as hard on their group dynamics and team processes as they do on the tasks they have been assigned. Working together cohesively and effectively can be a challenge. This course provides the basic ingredients to set up and maintain an effective and productive team. As organizations begin to depend on effective teamwork to achieve results in constantly changing environments and markets, the tools and processes used by teams to perform successfully become increasingly critical. This course provides a highly interactive and enthusiastic learning experience for intact and cross-functional teams, and individual participants who desire to strengthen their ability to understand and influence teamwork.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Marcy Acosta, Code 733000E. For further information, call 989-3992 (DSN 351-3992).

NAVY SYSTEMS ACQUISITION (32 hrs.)
23-26 September; Tuesday-Friday, 0800-1600; Training Center, Point Mugu. By: AMI

Note 1: This is a required course for SEDP enrollees.
Note 2: This class fulfills the DAWIA requirement for ACQ101 for a Level 1 certification or subsidiary career field.
This class was designed to provide the participants with a comprehensive understanding of how the Department of the Navy (DON) conducts systems acquisition. The course introduces participants to the system acquisition environment in the federal government, Department of Defense (DOD), and DON. Building on that fundamental knowledge, DOD and DON system acquisition policy and procedures are discussed specifically. The course focuses on the unique way that the DON is organized to conduct systems acquisition. Case studies allow the participants to apply many of the concepts, principles, and procedures described during classroom presentation. The course gives the student the essentials of program definition and planning, acquisition strategy, and funds management including DOD and congressional activities, contracting, cost, and schedule monitoring and reporting, and the organizational execution of the program.
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).



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

Jacqueline Davis, Code 4734D0D
Jacqueline is recuperating from major surgery.

Robyn Gregory, Code 834100D
Robyn has a medical condition that causes chronic pain.

Kelly Newton, Code 460000D
Kelly has complications caused by her pregnancy.

Pat Hamlin, Code 761100D
Pat is undergoing extensive physical therapy because of a stroke.

Kimberly Zurn, Code 471300D
Kim is caring for her daughter who requires treatment at Children's Hospital of Los Angeles.

Barbara Snyder, Code 240000D
Barbara is on maternity leave.

Jenny Hazlewood, Code 474500D
Jenny is on maternity leave.

Darrell Ferguson, Code 462000D
Darrell is recovering from amputation of his right leg caused by complications of diabetes.

Sandy Watson, Code 335000D
Sandy is caring for her husband, who is waiting for a kidney and pancreas transplant.

Sonya McWilliams, Code 200000D
Sonya is on maternity leave.

Stan Wertenberger, Code 528300D
Stan is recovering from extensive back surgery.

Nathan "Stu" Hannah, Code 834400D
Stu is caring for his wife, who has end-stage kidney failure and diabetes.

Karen Yates, Code 418200D
Karen suffered a back injury as the result of a car accident.

Al Dorfman, Code 841300D
Al is recovering from back surgery.

POINT MUGU

Richard A. Czebatol, Code 457300E
Richard is undergoing cancer treatment

William H. Mills, Code 532520E
William is recovering from bypass surgery.

Wanda Lewis, Code 457300E
Wanda is under a doctor's care.

Janet Alvarez, Code 8F0000E
Janet is under a doctor's care.

James Skiffington, Code 724400E
James is under a doctors care for surgery, radiation, and chemotherapy.

Juanita Grant, Code 236000E
Juanita is recuperating from knee replacement surgery.

Carroll Paul McDuffie, Code 475200E
Carroll is recovering from treatment of a degenerated spinal disk.

Gloria McGraw, Code 471V00E
Gloria is recovering from surgery.

J. Fay Blunt Ingersoll, Code 529110E
Fay is undergoing chemotherapy and procedures at UCLA for cancer treatment.

Rosie Robledo, Code 837000E
Rosie is under a doctor's care—maternity leave.

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

Lucia Nava, Code 4KK300E
Lucia is on maternity leave.

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

CHINA LAKE

No. 4J-007-RF7, Senior Officer Manager, DG-303-2/3, Code 4J5000D, Concept Analysis, Evaluation and Planning Department, Weapons and Tactics Analysis Center (WEPTAC)—Area of Consideration: China Lake. **Opening Date:** 6-26-97. **Closing Date:** 7-3-97. **Selecting Official:** J. C. Churchill, (760) 939-2353. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides secretarial support to the Head, Weapons and Tactics Analysis Center, and Head, Modeling and Simulation Division. Performs the full range of secretarial support duties including answering phones and greeting visitors; processing stubs; timekeeping duties; originating and preparing correspondence; reviewing all correspondence to ensure appropriate content, grammar, and formatting; preparing, processing, and performing electronic retrieval of messages; making travel arrangements; arranging meetings; coordinating

official visits; maintaining Division classified library; and providing general personnel support as required. SPEDI or Bankcard experience is desirable, but not required. **Quality-Ranking Factors:** Knowledge of and proficiency in operating the Macintosh computer using Microsoft Word, PowerPoint, Excel, Meeting Maker, and Filemaker Pro to create and maintain tracking databases. Must be able to obtain and maintain a Secret clearance. Full-performance level of this position is DG-3. **Note 1 applies.**

No. 472-009-GB7, Office Manager, DG-303-1/2, G&C Systems Division, Signal Processing Development Section, Code 472120D—Area of Consideration: China Lake. **Opening Date:** 6-26-97. **Closing Date:** 7-10-97. **Selecting Official:** Mick Benton, (760) 927-1828. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent will serve as the Office Manager in support of the Signal Processing Development Section. Incumbent performs phone duties; makes travel arrangements; arranges meetings;

coordinates official visits; prepares Section correspondence, travel orders, timesheets, and training records electronically; and provides general personnel support and resource assistance as required. **Quality-Ranking Factors:** Knowledge of and proficiency with the Macintosh computer and ability to plan, coordinate, and prioritize tasks. Incumbent must be able to obtain and maintain a Secret clearance. The full performance level of this position is DG-2. **Note:** Previous applicants need not reapply. **Note 1 applies.**

No. 52-016-DWE97, Senior Office Manager, DG-303-3, Pacific Ranges and Facilities Department, Data Processing and Displays Division, EC Range Data Products Branch, Code 525700D. Area of Consideration: China Lake. **Opening Date:** 6-26-97. **Closing Date:** 7-3-97. **Selecting Official:** Nancy Burton, (760) 939-0453. **HRD Contact:** Diana Eggleton, (760) 939-8111. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Senior Office Manager for the EC Data Products Branch, directly supporting

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.

WINDOWS 3.1, INTRODUCTION (8 hrs.)
30 June; Monday, 0800-1600; Bldg. 366, Room 102, Point Mugu.

This class is designed for people with little or no experience using an IBM or IBM-compatible computer and the Windows 3.1 operating system.
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Marcy Acosta, Code 733000E. For further information, call 989-3992 (DSN 351-3992).

WINDOWS 3.1, INTRODUCTION (8 hrs.)
1 July; Tuesday, 0800-1600; Bldg. 366, Room 102, Point Mugu.

This class is designed for people with little or no experience using an IBM or IBM-compatible computer and the Windows 3.1 operating system.
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).

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

MANAGING IN A TEAM ENVIRONMENT (8 hrs.)
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

CAREER TRANSITION AND PLACEMENT CENTER

Need help with future career plans? Unsure of how to prepare a resume or complete an SF-171? Confused about the demand for your skills and educational background in today's work environment? Visit the Career Transition and Placement Center (CTPC) at Point Mugu or China Lake for assistance with all your career planning needs. Both sites offer full-service career transition assistance daily and personal career counseling by appointment. Center resources include periodicals, brochures, and books on many topics including career planning, job search strategies and techniques, and retirement. IBM-compatible and Macintosh computers with laser jet printers and software are available to help you write your SF-171 or OF-612 and resume. Determine your interests and values, or search available job listings via bulletin boards. For more information about the CTPC or to schedule an appointment, call 989-3997 (Point Mugu) or 939-2359 (China Lake).

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

SYSTEMS ADMINISTRATION 4.11 (NOVELL) (40 hrs.)
14-18 July; Monday-Friday, 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).

PERSONAL SOFTWARE PROCESS (112 hrs.)
4 Sessions

14, 16, 18, 29, 31 July; 5, 7 August; 2, 4, 9, 11, 16, 18 September; 0800-1600; Training Center, Point Mugu. By: Jeff Schwalb

The Personal Software Process (PSP) is a disciplined, process-oriented approach to software engineering. Its purpose is to help engineers improve their performance by applying to their work the software-engineering, quality-management, and process-management concepts in the Capability Maturity Model (CMM) for software. They learn to use the PSP framework to manage their own processes—improving their productivity, schedule performance, and the quality of the products they produce. This course provides a step-by-step framework that demonstrates the methods of disciplined software engineering. Participants learn how effective the methods can be by using their own data. The course covers the PSP as described in "A Discipline for Software Engineering," by Watts Humphrey. The PSP is a scaled-down version of industrial-software processes based on quality-management principles and is designed to be used by an individual software engineer.

Prerequisites: You must know a programming language (do not use this course as an opportunity to learn a new language). You must also have a development environment available (a portable computer is recommended) that includes a compiler plus Microsoft Word and Excel.

Cost: Tuition fee is \$150 and includes the cost of the textbook and materials provided throughout the introductory and advanced portions of the class. Include a job order number on the training request to cover this fee.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Renee Riga, Code 4F0000D, 939-7092 (DSN 437-7092). For further information on course content and outline, call Jeff Schwalb at 939-6226 (DSN 437-6226).

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

21-22 July; 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.

CSUC COMPUTER SCIENCE ADVISING

Dr. Melody Callan of California State University, Chico (CSUC) will be at China Lake on **24 July** to advise current and prospective students in the external degree programs offered by the school in computer science. The programs lead to bachelor's and master's degrees. To make an appointment with Dr. Callan, call Susan at (916) 898-6442.

CSUN FALL COURSES AT CHINA LAKE

California State University, Northridge (CSUN) offers master's degree programs in electrical engineering and mechanical engineering via its Continuing Education Television Network (CETN) (microwave link). Registration will be held at China Lake on **16 July** from 1130 to 1500 at the Training Center. CSUN advisors for the programs will be available, as well as course schedules for the fall, course descriptions, and book list/order forms (books may be ordered at registration). Classes for the semester begin **25 August** and end **18 December**.

To obtain more information, contact Cecil Webb at 939-0878.

CSUC COMPUTER SCIENCE PROGRAM

The following courses are being offered at China Lake for the fall semester for the California State University, Chico (CSUC), computer science program (bachelor's and master's degrees). To obtain course descriptions, book order forms, tuition support/cost information, and registration forms, for these courses, contact Cecil Webb at 939-0878. Classes for the semester begin **26 August** and end **18 December**, except for CSCI151, which begins **3 September**. With the exception of CSCI151, the courses are held Tuesday and Thursday at the Training Center via satellite. CSCI151 is held on Monday and Wednesday at the Training Center on videotape.

CSCI151: Algorithms and Data Structures; 1130-1245; Lab 1700-1800, Tuesday

CSCI351: Language Theory; 0800-0915

CSCI227: Discrete Simulation Systems; 0930-1045

CSCI240: Computer Animation; 1100-1215

CSCI278: Computer Networks; 1230-1345

CSCI397C-23: Object-Oriented Prog. & Implementations; 1400-1515

CSCI322: Object-Oriented Prog. in Artificial Intelligence; 1520-1630

To obtain more information, contact Cecil Webb at 939-0878.

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

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

22-23 June; Tuesday-Wednesday, 0800-1600; Training Center, China Lake.

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

This class is designed for people with 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).

RESEARCH TRENDS IN RADAR (8 hrs.)

22 July; Tuesday, 0800-1630; Training Center, China Lake. By: ATTRIDGE Electronics

This course presents an introductory overview of recent advancements that may have a great effect on a wide range of important systems including LSI semiconductor devices, RF systems, IR systems, lasers, and systems analysis concepts.

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

POWERPOINT 4.0 FOR WINDOWS 3.1, INTRODUCTION (16 hrs.)

23-24 July; Wednesday-Thursday, 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 Powerpoint 4.0 for Windows.

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).

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- manufactured 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 (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-2359).

LEADING TEAMS WITH EFFECTIVE COACHING (8 hrs.)

30 July; Wednesday, 0800-1600; Bldg. 366, Room 104A, Point Mugu. By: Franceen Fallett

Of all the roles managers may fill in their daily lives, the role of coach and counselor for their employees may be the most difficult to understand. Coaching and counseling one's employees is an integral part of all interactions, including performance appraisals, career planning, dealing with personal problems, and employee relationships. This course introduces a model for conducting these sessions and is timed to allow for the immediate application of learned skills when doing Demo performance appraisals.

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).

INTERMEDIATE SYSTEMS ACQUISITION (80 hrs.)

11-22 August; Monday-Friday, 0730-1630; Training Center, China Lake. 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 in order to use the Fulfillment Program for meeting the ACQ 201 requirement. ACQ 201 course competencies are listed in the Fulfillment Guide. This guide is available in hard copy from department offices or via Internet at <http://www.acq.osd.mil/dau/daudocs.html>.

Note 2: Due to 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 students in each process, acquaint them with the specialized terminology, familiarize them with the roles of the primary acquisition players, and demonstrate how it all fits together. The course is structured around three major theme areas, each with a series of supporting topical coverage. The major themes are Acquisition Management Policy and Integration, Technical Management, and Business Management.

Deadline: 24 July

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Code 733000D/FAX 939-0867 (DSN 437-0867). For further information, call Nancy Saxton at 939-3129 (DSN 437-3129).

AVIONICS INTEGRATION (24 hrs.)

19-21 August; Tuesday-Thursday, 0800-1630; Training Center, Point Mugu. By: ATTRIDGE Electronics

This course is designed to provide participants with an understanding of the steps taken in integrating avionic subsystems into aircraft. Details will be presented on approaches used to integrate avionics. An integral part of a successful integration is the system integration test stand (SITS), where hardware simulations are used to incrementally integrate hardware systems into the avionics suite. The SITS environment, description of tests conducted, and criteria for test success will be identified. Topics covered will include, but not be limited to, preintegration activities/documentation; integration buildup; elements of a SITS facility; simulation inputs for various missions; types of test performed; data acquisition and processing; and criteria for a successful integration of avionics.

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).

ELECTRONICS WARFARE: ESM/ELINT (8 hrs.)

26 August; Tuesday, 0800-1630; Training Center, China Lake.

28 August; Thursday, 0800-1630; Training Center, Point Mugu.

By: ADAMY Engineering

This is a practical course that presents technical insight into ESM and ELINT system specification design and

FSDB/BUSINESS OBJECTS

The FSDB Project Office will be presenting the following 8-hour courses at China Lake and Point Mugu. The courses 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. The class will also cover defining, organizing, and using the financial information available from FSDB.

Intended Audience: Administrative officers, business managers, budget/financial analysts, or anyone requiring knowledge of financial data.

Prerequisites: It is highly recommended that participants purchase the Business Objects client software prior to attending the class. For assistance, contact Jessica Vincent at 927-1500.

Note: All classes are from 0800 to 1600 at the Training Centers.

1 July	China Lake	7 August	China Lake
8 July	China Lake	12 August	Point Mugu
10 July	Point Mugu	14 August	China Lake
15 July	China Lake	19 August	Point Mugu
17 July	Point Mugu	26 August	Point Mugu
21 July	China Lake	28 August	China Lake
24 July	Point Mugu	4 September	China Lake
29 July	China Lake	9 September	Point Mugu
31 July	Point Mugu	16 September	China Lake
5 August	Point Mugu	25 September	Point Mugu

To enroll, contact Carol Franich at 939-3968 or via QuickMail to FSDB Help Desk.

NIFMAS TRAINING

FUNDING OVERVIEW/NIFMAS REPORTS AND QUERIES (8 hrs.)

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

16 July; Wednesday, 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)).

These are the last two classes scheduled on NIFMAS funding and Financial Database Subsystem (FDBRSS) reports and queries. These classes are 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:** Personnel who signed up for earlier sessions of this class but were unable to attend are welcome to register for one of these classes.

To enroll or obtain additional information, contact Cindy Wheeler at (805) 987-9888, ext. 211 or forward a request to Metters NSRI-MI via QuickMail, with your name, code, telephone number, and class preference.

application. The scope of this course ranges from terms and definitions to system descriptions to design criteria to state-of-the-art description and trend predictions. The course will include hardware, software, and processes described in graphical rather than mathematical terms.

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).

TECHNICAL WRITING (32 hrs.)

8-11 September; Monday-Thursday, 0800-1600; Training Center, Point Mugu. By: Communications Skills Company, Inc.

Note: This course is designed for technical personnel and is a required course for personnel entering the SEDP in FY96 and for Junior Professional Program personnel hired in FY97.

This seminar will provide students with the skills and

confidence to prepare technical writing assignments and will introduce them to the style and standards of technical writing. Through examples and exercises taken from writing situations that Navy engineers regularly face, participants learn techniques for analyzing, interpreting, and translating information into clear, readable letters and reports.

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).

BASIC SUPERVISION (40 hrs.)

8-12 September; Monday-Friday, 0800-1600; Training Center, China Lake. By: Teri Mahaney, Supertraining

At the end of this 5-day course, participants will have experienced and developed competency in selected skills in the five functions of management: planning, organizing, staffing, motivating, and controlling. Participants will identify personal profiles of supervisors/followers (and their own); identify personal leadership characteristics; give feedback, both positive and negative; and identify