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THE ROCKETEER

THURSDAY, APRIL 30, 1998

NAVAL AIR WARFARE CENTER WEAPONS DIVISION CHINA LAKE

Vol. 54, No.9

Douglass testifies on Owens dust woes 9

Strategic thrusts, Part 2: BSE 10

Work begins on Salt Wells waste water treatment facility

By Kathi Ramont
Associate Editor

"This is a neat project," said Capt. Bill Ostag, head of the Public Works Department, at a groundbreaking ceremony April 2. "Not only is this cutting edge technology, but it's a radical departure from the way we usually do business." Ostag went on to explain that the new industrial waste water treatment plant at Salt Wells was a negotiated procurement. "That means we reduced risk by talking up front to people," he said.

Ostag joined John Robbins, head of the Airframe, Ordnance and Propulsion Division, Gordon Fawkes, division facilities officer, and others at the symbolic digging-in-the-dirt ceremony at the Salt Wells-area site.

Robbins explained that the new treatment plant will increase efficiency of the scientists and engineers because 12 waste water collection tanks won't have to be inspected daily. "There is a potential for reduction in overhead costs for industrial waste water disposal," he explained. "That means we will be freed from being at the mercy of fluctuating commercial disposal costs."

He also said that because they will no longer be limited to 2,000-gallon tanks, there will be increased



Photo by Kathi Ramont

DIRT DIGGERS—(from left) Lt. John Spencer, ROICC officer; Vijay Daniel, project engineer from Whiting-Turner Construction; Gordon Fawkes; Roxanne Quintana, Cdr. John Kindred and Charles Suggett, Whiting-Turner construction superintendent, watch Capt. Bill Ostag, Public Works officer, and John Robbins, head of the Airframe, Ordnance and Propulsion Division, start construction of Salt Wells' new waste water treatment plant.

flexibility in use and operation of buildings because they don't have to manage 90-day accumulation areas. "We'll be managing our own waste stream, and that allows the flexibility of easily increasing volumes and

changing constituents of our waste water flows," Robbins explained. "The nature of the treatment technologies included in the plant allows us to treat our

Please see **FACILITY**, Page 14

B-29 takes 'flight'



Photo by Joy Lewis, TID

CHINA LAKE LADY—Members of the Confederate Air Force, a 7,000-member group of warbird enthusiasts, give thumbs up at the start of four long days of work to move a B-29 bomber. Joe Cowan, chief of staff for the Confederates, and members Gene Payne and Floyd Walpole joined volunteers — civilian and military — from the Ridgecrest area to help move the World War II-era plane 38 miles from Baker Range to its new home in Inyokern. Now that the plane is at the U.S. Naval Aviation Museum at Bud McGee Park, volunteers will take the plane apart and restore her to flying condition.

Higgins named to replace Haaland as executive director

Adm. Rand Fisher, commander of the Naval Air Warfare Center Weapons Division, and RAdm. Joe Dyer, director of AIR-4.0, recently announced the selection of Dr. Karen Higgins to succeed Sterling Haaland as the executive director for the Weapons Division. She will also be the NAWCWPN's Director for Research and Engineering.



Dr. Karen Higgins

"Both of these positions have TEAM responsibilities," explained Fisher, "and will require working with NAVAIR headquarters and as part of the nation research and engineering organization."

Higgins, who has served in numerous leadership positions over the past 25 years, is currently the head of the Weapons/Targets Department. Her appointment become effective upon Haaland's retirement in early July.

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Weather

	April 15 - 21			
	High	Low	Gusts	Humidity
Wed	61	35	26	64-19%
Thurs	67	32	15	61-14%
Fri	71	38	14	62-13%
Sat	76	39	18	76-16%
Sun	82	46	15	73-16%
Mon	86	47	14	66-14%
Tues	89	47	20	68-14%
	April 22 - 28			
Wed	90	49	29	56-12%
Thurs	76	54	37	54-13%
Fri	76	43	27	76-24%
Sat	75	48	27	60-13%
Sun	80	49	29	42-13%
Mon	81	49	23	48-13%
Tues	85	46	14	58-13%

China Lake Calendar

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

Friday, May 1, and Saturday, May 2

- Case lot sale at commissary, 10 a.m. to 5 p.m.
- Sandquist Gate closed for resurfacing of road.

Thursday, May 21

- MusicFest '98 starts, 5:45 p.m. to midnight. This is free admission night. See *Leisure Lines*, Page 17.

Friday, May 22

- Change of command ceremony at the Naval Weapons Test Squadron, 2 p.m.

Tuesday, June 6

- New date for Michelson, L.T.E. Thompson, McLean awards, 11 a.m. Call 939-2537 for tickets.

THE ROCKETEER

RAdm. Rand H. Fisher
NAWCWPNS Commander

Capt. Stanley W. Douglass
NAWS Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

Kathi Ramont
Associate Editor

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

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

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

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code 750000D, NAWCWPNNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (Select CL_HQ zone, NAWSTAFF_MC mailcenter.) Fax information to 760-939-2796, or call 760-939-3354; DSN 437-2796 or 437-3354, respectively. 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 Joy Adams at Code 750000D, to her QuickMail address, or she may be reached at 927-3511. The Info Line e-mail address is http://peevee.chinalake.navy.mil/~paoinfoline.html.

Advertising is the sole responsibility of High Desert Newspapers, Inc., 224 East Ridgecrest Blvd., Ridgecrest, CA 93555, 760-375-4481.



The Commander's Desktop



By RAdm. Rand Fisher
NAWCWPNS Commander

Question:

Our installation is in the "throws" of a major downsizing. Our code no longer has funding to support such luxuries as government vehicles, off-Station training opportunities, upgrading our Xerox equipment or anything else once considered essential. We are even being told we are facing the possibility of a reduction in force. We are all being asked to conserve and realize the downsizing effects.

Yet, within the last 30 days, two Security Specialist DP-080-03 ads were run in *The Rocketeer*. Although it is illegal to run a "pre-select" ad, everyone in the departments in which the ads were run was aware who the ads were being run for.

My question is, how can we, as employees of a downsizing installation, justify promoting individuals during the kind of times we are being faced with? How can we promote someone to a DP-3 level in order to make that person "safer" in anticipation of a RIF and, at the same time, identify positions in the same work group that will be affected in the upcoming RIF? This does not make any sense at all.

Answer:

Your questions raise important issues that must be understood by everyone. Although I do not know to which specific positions you are

Please see **COMMANDER'S DESKTOP**, Page 14

Job Fair at FSC Tuesday, May 12

The NAWS Family Service Center, 810 Blandy, will be hosting a Job Fair on Tuesday, May 12, from 10 a.m. to 3 p.m.

Major corporations are recruiting for a wide variety of engineering positions — from software development to low observables and stress analysis to project engineering. Besides jobs in many technical areas, recruiters will also be on hand from several security and transportation firms, as well as at least two general recruitment companies.

The following agencies are confirmed, and the Family Service Center anticipates that others will be there:

Remedy Intelligent Staffing, Riverside; Wasco State Prison Reception Center; Lockheed Martin, Palmdale; California Highway Patrol; CR Briggs Corp.; Primerica Financial; Schneider National Carriers, Inc.; Chromalloy Nevada; Sheriff's Office, Flagstaff, Arizona; Employment Development Department, Ridgecrest; Tracor; Pinkerton; CTA; Raytheon; MGD Recruitment; Day and Zimmerman; SASS; Naval Reserve Recruiting; U.S. Army Recruiters; Army National Guard; Human Resources Department; Continental Labor; and MANTECH International Corporation.

Federal employees, with supervisory permission, are encouraged to attend. If you plan to attend, bring your resume. For more information, call 939-0966 or 927-1545.

Technical tour is set for May 13

As part of an ongoing educational process for NAWCWPNNS military and technical personnel, a tour of the Weapons Survivability Lab will be held on Wednesday, May 13. This is a technical facilities tour for military and civilian technical personnel to become more aware of the unique capabilities at NAWCWPNNS.

Weapons Survivability is the Weapons Division's facility for the design, development and testing of aircraft systems for current and proposed aircraft. This tour is for government employees only, and while no security clearance is required, North Range badge access is required.

Interested personnel should contact Elaine Jahns or Marci Burnett via e-mail with their name, division position and phone number. Any questions should be directed to Terry Mangrum at 939-8955 or Cdr. John Kindred at 939-1472 or by QuickMail. The tour begins at 9 a.m. at the Weapons Survivability facility on the North Range and will last one to two hours. Personnel must register in advance. Walk-ins will not be accepted.

Pages From The Past

April 22 & 29, 1988

Blue Angels, VX-5 bring thrills to NWC Air Show. . . . Greg Cote, Carol Gillespie, James Shepherd and Penny Bott receive Technical Director Awards for their Integrated Defensive Avionics Program work. . . . Capt. John Burt receives Ridgecrest Chamber of Commerce Honor America Award. . . . Inez L. Piacenta receives a Career Service Award for 40-years of federal service. . . . Eric Kajiura wins men's division in Mirror Lake Five-Mile Fitness Challenge.

April 21 & 28, 1978

Navy's first two-seat Corsair trainer undergoing tests here. . . . Richard N. Johnson, electronics technician, spotlighted employee. Johnson, wife Kay and two sons, live in Kennedy Meadows and commute to work on base and Inyokern schools via their Cessna. . . . Top rated drone aircraft passes flight test. . . . Rescue of injured member National Parks Service cross-country ski team due to skillful job by helicopter pilot. . . . Mark Pohl wins Over-the-Hill Track Club five-mile run.

April 26 & May 3, 1968

Karl Frank new manager of the Navy Exchange. . . . Microelectronics Section's new Carousel thin-film deposition rig will enable them to produce circuits ten times faster. . . . James Grasswick, security policeman, invents camouflage rain gear.

May 2 & 9, 1958

William J. Mitchell, from the Quartermen Heating Plant, retires after 40 years of civil service work. . . . Hundreds attend "First Night" opening of RAFT Club, new Station Youth Center. . . . Nine million dollar school bond issue lost. . . . Navy Nurse Corps celebrates 50th Anniversary.

April 28 & May 8, 1948

Michelson Lab dedication set for May 8. Residents are asked to volunteer time and loan of cars for dedication to help transport distinguished visitors. . . . A. E. Niederhoff, specification writer, is leaving for job in San Francisco. . . . April 30 marks 150th anniversary of U.S. Navy. . . . Navy Nurse Corps celebrates 40th Anniversary May 13.

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V-6, auto, A/C, tilt, cruise, p/windows & locks, ABS, alloy wheels & more! #91920
Kelley Blue Book \$15,890 **No Bull Price \$12,900**



1997 COUGAR XR-7
V-6, auto, A/C, tilt, cruise, cass, p/seat, windows & locks, ABS, alloy wheels & more! #21653
Kelley Blue Book \$16,815 **No Bull Price \$13,900**



1997 MUSTANG CONVERTIBLE
V-6, auto, A/C, p/windows, locks & seats, tilt, cruise, ABS, Alloy wheels & more! #71501
Kelley Blue Book \$19,790 **No Bull Price \$16,997**



1997 CROWN VICTORIA LX
V-8, auto, A/C, cass, dual power seats & more! #57230
Kelley Blue Book \$19,875 **No Bull Price \$17,500**



1997 TAURUS WAGON
V-6, auto, power group, p/seat, ABS, rack, 3rd seat & more! #22715
Kelley Blue Book \$17,960 **No Bull Price \$15,900**



1997 ESCORT WAGON
Auto, air, tilt, cruise, cass, p/windows & locks, ABS, roof rack & more! #31695
Kelley Blue Book \$11,985 **No Bull Price \$9,500**



1997 MERCURY TRACER LS
Auto, A/C, cruise, cass, p/windows & locks, alloy wheels & more! #53538
Kelley Blue Book \$12,565 **No Bull Price \$10,997**



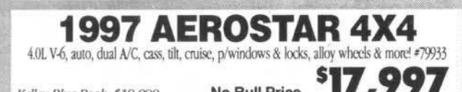
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Kelley Blue Book \$14,740 **No Bull Price \$12,997**



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Kelley Blue Book \$28,650 **No Bull Price \$24,997**



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Kelley Blue Book \$28,760 **No Bull Price \$24,900**



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4.0L V-6, auto, dual A/C, cass, tilt, cruise, p/windows & locks, alloy wheels & more! #79933
Kelley Blue Book \$19,050 **No Bull Price \$17,997**



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V-6, 5-spd, A/C, p/steering, AM/FM cass, sliding rear window, capt chairs, alloy wheels & more! #28219
Kelley Blue Book \$14,720 **No Bull Price \$12,900**



1997 RANGER SHORTBED
4 cyl, 5-spd, A/C, p/steering, AM/FM cass, sliding rear window, chrome step bumper & more! #50158
Kelley Blue Book \$12,945 **No Bull Price \$10,900**



1997 EXPEDITION 4X2
V-8, auto, A/C, AM/FM cass, tilt, cruise, p/windows & locks, privacy glass & more! #88331
Kelley Blue Book \$28,145 **No Bull Price \$23,900**



1997 MAZDA SE5
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Kelley Blue Book \$12,170 **No Bull Price \$10,900**



1997 EXPEDITION EDDIE BAUER 4X4
5.4L V-8, Auto, A/C, moonroof, CD changer, prem sound, leather, loaded! #78858
Kelley Blue Book \$36,255 **No Bull Price \$31,900**



1997 F-150 SUPERCAB LARIAT
5.4L V-8, auto, A/C, CD changer, p/seat, leather, 24tone, alloy wheels, tow pkg, ABS, loaded! #29831
Kelley Blue Book \$26,590 **No Bull Price \$21,997**

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COMMUNITY EVENTS

The Gold Wings Road Riders Association recently opened a new chapter in Ridgecrest and is looking for new members to join the club for fun-filled weekends of motorcycle riding. They ride anywhere from three to four times a month. Monthly meetings are held at the Two Sisters Restaurant in Inyokern at 8 a.m. on the last Saturday of the month. All types of motorcycles are welcome. For more information, please contact Bob Coffland at 377-5890 or Fred Torrence at 446-3855.

Harlan Ellison, a story teller, will speak at 7:30 p.m. on Friday, May 1, at the Cerro Coso College Lecture Center. This presentation is free and open to members of the community. It is sponsored by the Fire Mountain Foundation and the Cerro Coso Associated Students. For more information contact Leo Girardo at 384-6292.

Cowboy poet Don Barrett, from Inyokern, will perform at the Pacific Rim Coffeehouse in Tehachapi as part of the Wind Word Reading Series on Saturday,

May 2. There is a \$5 admission for the reading series. It begins at 7 p.m. at 821 Tucker Road, Tehachapi. For more information call 760-373-8365.

A hunter's safety class will be taught by Ridgecrest's Sierra Desert Gun Club on Saturday and Sunday, May 16 and 17. Registration will be in the front lobby of the Kerr McGee Community Center on May 2, from 9 a.m. to 1 p.m. and Tuesday, May 5, from 7 to 9 p.m. A \$5 registration fee will be collected at the time of registration. Call Cecil Daley at 375-3989 for more information.

Kern County's Rose Society will hold its fifth annual Spring Rose Show May 2-3. It is free to the public. The show will be held at the First Christian Church, 1660 S Street (at Truxtun Avenue), Bakersfield. For more information call Bert Grant at 805-822-9065.

A low-cost immunization clinic is scheduled at the Health Department, 250 W. Ridgecrest Blvd. May 4 from 9:30 to 11 a.m. and 1 to 2 p.m. The charge for

each immunization (polio, whooping cough, diphtheria, tetanus, measles, mumps, and rubella and for Hib and Hepatitis B vaccine) is currently \$3, with a maximum charge of \$15 per family per visit. The Ridgecrest site can accept Medi-Cal stickers for any age. Call 375-5157 for an appointment.

Summer classes at Cerro Coso Community College begin June 15 and fall classes begin August 17. Register by using the Coyote Connection Telephone Registration System at 384-3000 starting May 5. Call between 7:30 a.m. and 9 p.m., Monday through Thursday, and 7:30 a.m. to 4:30 p.m. on Fridays.

On-campus, walk-in registration starts June 8. Class schedules are available at <http://www.cc.ca.us>. Call 384-6100 for more information.

Low-cost pregnancy screening services are scheduled at the Health Department, 250 W. Ridgecrest Blvd., May 5 and 18, by appointment only, from 8 to 10 a.m. Available services include pregnancy testing, counseling, health education and referral information on prenatal and family planning services. There is a \$5 charge for each test and Medi-Cal is accepted at the Ridgecrest office. Call 375-5157 for an appointment.

The next family planning services clinics will be held on May 13 at the

Health Department office, 250 W. Ridgecrest Blvd., from 9 a.m. to 3 p.m. Call 375-5157 for more information.

Celebrating their 50th anniversary, a Test Parachutists Reunion will be held May 15-17 at Leroy Jackson Park. Parachutists will perform jumps during the reunion. For more information call Senior Chief Robert Smith at 939-2162.

Registration has begun for Embry-Riddle's term beginning June 1. Classes offered during this nine week term are Aviation and Aerospace Accident Investigation and Safety Systems (graduate level); and Aviation Regulation (undergraduate level).

ERAU is the acknowledged world leader in aviation-related degree programs. AS and BS degrees in Professional Aeronautics and a Master of Aeronautical Science with a management focus are offered at the China Lake teaching site.

Registration will run through May 27. All classes are open to civilians and military. Contact Carol Hansing at 927-3649 Monday and Wednesday, 8-11:30 a.m. and Tuesday, 1-4 p.m.

Contact the Kernville Chamber of Commerce at 800-350-7393 for information on the 11th annual Whitewater Wednesday, June 17. This is an opportunity to "get wet" riding down the Kern River on one and two-hour raft rides.

Naval Test Wing Pacific

Capt. 'Mohawk' Russell's wing centralizes aircraft resources, naval aviators and equipment

By Vance Vasquez
The Missile

While many at NAWCWPNS are excited about the possible relocation of the Airborne Early Warning Wing (E-2C Hawkeye squadrons) from MCAS Miramar, Calif., to NAWS Point Mugu, it may come as a surprise to some that NAWS Point Mugu already has a wing headquartered here. It's known as the Naval Test Wing Pacific, commanded by Capt. Thomas "Mohawk" Russell.

The wing currently operates 60 aircraft with more than 1,000 personnel assigned. The Airborne Early Warning Wing has 16 E-2C's assigned to four squadrons with 990 personnel.

On Oct. 3, 1994, the Test Wing Pacific (TWP) unofficially stood up at NAWCWPNS Point Mugu as well as the Test Squadron Point Mugu and Test Squadron China Lake. TWP and its two squadrons were created as a part of the NAVAIR Competency Aligned Organization under the Test and Evaluation Competency to centralize aircraft resources, test pilots, aircrew and naval aviators.

The names were later changed to Naval Test Wing Pacific (NTWP), Naval Weapons Test Squadron Point Mugu (NWTSPM) and Naval Weapons Test Squadron China Lake (NWTSLC). They were officially established on May 8, 1995.

"We are suppliers of the test resources, aircrew and project officers for all of our weapon software support activity and integrated program teams (IPTs) here in Naval Air Warfare Center Weapons Division," said Russell.

Russell also has the dual director role as the Air 5.6 level II competency leader and serves as the deputy for Test and Evaluation's Steve Mendonca, as military deputy.

As a senior officer, Russell frequently hosts VIPs — dignitaries, high ranking officers and civilian personnel — and provides them with an overview of NAWCWPNS Point Mugu activities.

The wing manages a budget of approximately \$60 million for which Russell has responsibility.

According to Russell, one of the many functions the wing oversees is the aircraft configuration control board process for modification of NWTSPM/NWTSLC aircraft.

"Let's say there is a modification to an aircraft that is required by a user — Integrated Program Team — in order to conduct a ground test or fly a specific mission," said Russell. "The IPT will provide the wing a technical data package describing the modification for a specific aircraft."

"The wing will review the package and distribute it to the appropriate competency for technical review. The review includes things like structural, aerodynamic and electrical analysis as well as electromagnetic compatibility and weight and balance check. The reviews are accomplished by specific engineering disciplines to ensure that the modification is safe for installation and will not cause problems such as a structural or electrical failure.

"Once the modification has completed the review cycle, the package, with review signatures, is sent to the wing aircraft configuration control board for final review/approval. When approved by the board, the modification is ready for installation in the aircraft referenced by the modification package. However, the aircraft is not

ready for flight until a flight clearance has been requested and approved. The flight clearance is separate from the configuration control board process.

"The two are separate processes with the difference being that the flight clearance involves approval of specific flight parameters for a specific aircraft configuration while the Aircraft Configuration Control Board approval ensures safety of a specific modification to a specific aircraft. . . a subtle but important difference."

The flight clearance request, also a wing-managed process, can be initiated with the modification request but is dependent on successful approval of the modification and is an additional step beyond the board's approval."

Not only is Russell fully qualified to fly the F/A-18 "Hornet," he has been checked out to fly the Metro III shuttle aircraft. He is a former F-4 and F-14 carrier-based fighter pilot, and he has piloted more than 45 other U. S. and foreign aircraft.

Why does a test pilot want to fly a turbo prop aircraft? "I wanted to become familiar with the Metro III so I went through the training program. It's not a military plane, but it's a very enjoyable aircraft to fly," said Russell.

The wing manages all air service contracts for NAWCWPNS with Renown Aviation, which provides shuttle service between Point Mugu and San Nicolas Island (SNI), and Aspen Air, which supports logistics and support services to SNI and Santa Cruz Island, as well as target recovery services on the sea and land ranges.

The Metro III shuttle aircraft, which transports personnel and cargo between China Lake and Point Mugu, is flown by naval aviators. The aircraft are provided and maintained through a wing contract with Flight International.

When Russell was asked about what he sees for the foreseeable future, he said, "I see some moderate decline in work because the Navy is not purchasing as many weapon systems. The same type of aircraft we have now

Test squadrons operate one-of-a-kind aircraft

Both naval weapons test squadrons under the leadership of Naval Test Wing Pacific operate some one-of-a-kind specialized and modified aircraft, as reported below.

Naval Weapons Test Squadron Point Mugu
•NF-14A/B/D. This aircraft is used for weapons system integration and software development. "This work integrates new weapon systems, such as the Low Altitude Navigation and Targeting Infra-Red for Night (LANTRN), into the F-14," said Capt. Thomas Russell, NTWP CO. "With the integration of the LANTRN pod and Global Positioning System (GPS), we'll make the aircraft a more affective war machine."

•NP-3D. The Orion is used for range surveillance support. Some NP-3Ds are equipped with the Cast Glance System. This system uses both video and still camera to document testing events all around the world for many different customers. Point Mugu's squadron also operates the "billboard" Orions, equipped with the Extended Area Test System, which allows over-the-horizon tracking of targets. "We send aircraft all over

MILITARY NEWS

and the amount of work we have now should be consistent in the foreseeable future."

Russell reflected on the wing status since 1994. "I think the wing has been pretty effective," he said. "I think people recognize that we are the supplier of aircraft, pilots, test pilots and aircrewmembers to support our integrated product teams. We can't go back to the old way."

When Russell was asked what he likes most about his job, he sat back in his chair and thought for a moment and said, "One of the things

I enjoy about this job is directing where the wing is going and how best to use our resources, aircraft and equipment." It is a lot of responsibility, he added.

"My training and experience are what I bring to the wing. Some people think that if you are a commanding officer, a senior executive service civilian or wing commander you are living on easy street. We're not. It's a lot of hard work, especially when you are short on people."

Russell said another aspect about his job he likes, since he is the senior test pilot, is his flying position.

"It's very enjoyable," said Russell. "I don't get to go to China Lake to fly the Hornet as much as I would like. It's a fun aircraft to fly. The time I actually spend flying the aircraft on test missions is small compared to the time spent on maintaining the instrument and night training, not to mention the preflight and post flight briefs and writing up any discrepancies found with the aircraft."

When asked about his tour here and why the wing doesn't receive more recognition, Russell said, "People always ask me who I'm attached to. I tell them 'Naval Test Wing Pacific,'" said Russell. "Where's that, they ask? Are you part of the test squadron at Point Mugu?"

"I think it's important for the people to understand that Point Mugu already has a wing. People get all fired up about the E-2C Wing potentially moving here," said Russell. "The NTWP has a smaller staff, but with the same level of responsibility as the E-2 Wing," he added.

"We want to make our testing as affordable and efficient as possible."

•QF-4N/S. The "Phantom II" is used as a full-scale target for both manned and unmanned operations. The QF-4s can be equipped with different systems including chaff and flares. "To judge the effectiveness of a weapon system you want to provide an electronic warfare environment to our customers," said Russell. "It's an effective way to provide an end-of-game scenario (when a target is destroyed) for the weapons system. We also offer our customers the ability to launch supersonic targets from our airborne QF-4's."

•Metro III. This aircraft is operated by both squadrons. "One of the nicest features about the Metro III is the state-of-the-art system it carries," said Russell. "The plane is equipped with the GPS navigation system, precision landing capability, ground proximity warning system, air-to-air collision avoidance system and weather radar. These aircraft in many

Please see **ONE-OF-A-KIND**, Page 5

ROCKETEER CLASSIFIEDS

For Information on placing a Rocketeer Classified Ad, call Jill 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
CLASSIFICATIONS	
PERSONALS.....	1
LOST & FOUND.....	5
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CHURCHES.....	12
SERVICES/SCHOOLS.....	15
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

CASH FOR COUPONS. Up to \$200 or more weekly. Clipping coupons at home. Free recorded info. 1-888-438-4668 ext. 3.(TFN)

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-2, 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).

10 HELP WANTED

3D MODELER: Multigen or similar experience preferred. Full or part time. Contact Pat Hunt at Victory Interactive. (714) 851-5883, IRVINE, CA. EMAIL: pat@victoryinteractive.com. (4/30)

15 SERVICES/SCHOOLS

FAMILY CHILDCARE. Navy certified. On base near Richmond Elementary. Meals and snacks provided in a loving home environment. FT/PT/Drop-ins. Please call Lynn at 499-6256. (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)

TV-VCR REPAIR. 50 years experience. Work guaranteed. FREE ESTIMATE. 1425 N. Sierra View. 446-0916. (4/30)

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)

DELUXE 2BR in triplex. Desirable NW location. Upstairs w/full width cov'd balcony offering pretty view. Fireplace, refrigerator, dishwasher. Garage w/opener, has washer/dryer hook-ups. Trash paid. \$425/mo. + \$425 deposit. Available 16 October 446-3076. (TFN)

Convenient to Base & Inyokern Airport. Quiet guest quarters, furnished for your comfort. Low rates Daily, Weekly, Monthly. Allen's Mountain View Motel. 446-4810. (4/30)

Swimming pool, tennis court, RV storage PLUS 2br mobile with laundry room, storage, fenced, trees, privacy, water paid. \$250 + \$100 Deposit. Pets OK. James 375-3900 (TFN)

\$325. GREAT NEIGHBORHOOD. 2 bedroom, near back gate, refrigerator, dishwasher, fenced yard, water paid. 446-4810 (4/30)

\$525 Cute 3 bedroom, 2 bath, garage, fenced yard, water paid, no pets. 446-4810 (4/30)

\$555 Charming 4 bedroom, 2 full baths, 1/2 acre, water paid, new carpet. No Pets. 446-4810. (4/30)

CLEAN STUDIO & 1 BEDROOM APARTMENTS starting at \$245, plus \$200 Deposit. All utilities paid, laundry on

site. South Ridgecrest. 377-4627. (TFN)

LOVELY 2 BEDROOM, 2 BATH, ceramic tile throughout, kitchen appliances, washer & dryer hookups, water & trash paid, landscaped. 6'x40' x10' patio. \$450 month + \$300 security deposit. 375-4007. (4/30)

25 REAL ESTATE

MOBILE HOMES for sale or rent in the nicest park in Ridgecrest. Close to base and shopping, rent \$400 and up plus utilities, sale \$29,900 and up for homes. Arrowhead. 446-2796. (TFN)

2 1/2 ACRES, well and power in, A-1 Agriculture, Weldon. \$29,900 Also 2 1/2 acres, \$19,000. (760) 378-3342. (TFN)

WANT TO RETIRE... Patio view of Lake Isabella, beautiful 2 bedroom, 2 bath double wide Fleetwood mobile - Fenced property - oversized garage, health forces sale \$65,000. Many extras - full carpet drapes, etc. (760) 378-3551 or 378-3146. (TFN)

COLLEGE HEIGHTS: 200 W. Cielo Ave., 4 bedroom, 2.5 baths, 2380 square feet, 3 years new, north corner lot, 3-car fully finished garage, block wall, front & rear landscaping, auto sprinklers, pool, magnificent views. 3% to agent. Must Sell. \$188,000. 384-1597. (6/1)

\$1,500 TO ASSUME AND MOVE INTO A BEAUTIFUL DEETER HOME. Drive by and see! 413 Pag St. Please call 446-5989 for a walk thru. (5/28)

HAP Program info/assistance, HUD/VA acquired home list, relocation assistance, free market analysis. Cindy at Coldwell Banker 375-3855 (4/30)

35 AUTOMOTIVE

65 DODGE STEP-VAN in good condition. \$1150. 375-5611(TFN)

88 MAZDA RX-7 SE. Air conditioning, cruise, 5 speed, sun roof, low miles, excellent condition, \$5,000 OBO. (760) 375-7697. (TFN)

95 HONDA PASSPORT, V-6, 24 valve, automatic, air conditioning, \$21,500. 375-0307. (TFN)

40 MISC. FOR SALE

31" DUTCH STYLE wooden windmills. Assorted colors. Very nice. \$25.00. 446-5662. (TFN)

'89 JAVELIN Fish & Ski w/trailer 17'. Lots of extras. 110 hp evinrude, \$6,100. 446-3700. (TFN)

KENMORE ELECTRIC DRYER \$200. OBO. Excellent condition. 375-2946 (TFN)

TWO GIRLS HUFFY BIKES. 20" pink & purple, good condition. \$50 for both. (TFN) 446-7704

225 MHZ COMPUTER w/MMX technology printer, scanner, and more. . . \$0 down, \$99 per mo. 95% approval. 1-800-699-UCMI, ext. 202. (4/30)

20" Girls Barbie bike w/puncture proof tires. \$75 OBO, 446-5188 after 6:00pm. (TFN)

LITTLE GIRLS TOYS! Talking doll house \$50, authentic miniature doll stroller \$30, wooden doll crib \$25. All OBO. 446-5188 after 6:00pm. (TFN)

Small Microwave, hockey gear, roller blades, basket ball hoop for garage. 371-1029 (TFN)

GOLF CLUBS - NEW Men's RH stainless steel "woods" - 1,3,5,7 Graphite shafts. Heads, latest contour design. Used 3 months. \$170 OBO. 375-2418

Call 375-4481 to place your ad.

Chapel Call

El Abuel Viejo

By Lt. Donald Moss
All Faith Chapel



There is a story from the Southwest about a Mexican family. There was a mother and a father and many children. There also was an old grandfather, el abuelo viejo. "El Abuel Viejo" is the name of the story.

The family did not take very good care of the old grandfather. When it was time to eat, they forgot to go get grandfather or take him food. When it was cold, they forgot to bring him or cover him. Most of all, they did not spend time with him. And so, he was lonely.

Then, one day, one of the children went to his father and said, "Father, may I have one-half of a blanket you keep in the barn?" The father said, "Son, why do you want this blanket?" The boy said, "I want to cover Abuelo, for he is cold." The father asked, "But, why do you want just one-half a blanket?" "Because, I want to save one half for you, when you get old," answered the boy.

It was at that point that the father realized how badly he cared for his own father. He began to see to it that grandfather was invited to the table. They covered grandfather when he was cold. Most

of all, they spent time with him and he taught them much, especially the importance of family. People came from miles around to visit this family. Everyone wants to be near the places they can find love.

This story must have been told thousands of time throughout the Southwest. This, and others like it, reinforced the bonds of family and the importance of relationship within Mexican-American culture.

I like to think of this story as about our relationship with God, as well. Ninety-seven per cent of all Americans report they believe in God. But it is common to treat God like the old grandfather. We believe, but we forget God. We become too busy to spend time with God. Unfortunately, in times of trouble or need, belief is not so much help as relationship. It is relationship with God that counts. And that comes only from prayer and worship.

Please join the Jewish, Islamic, Protestant and Catholic communities at the chapel to deepen your relationship with God.

Reservists go from red to green

In an effort to achieve full integration of reserve and active duty components, all members of the selected reserve individual ready reserve, and standby reserve who currently hold a DD Form 2 (Reserve) red identification card will be issued a new automated DD Form 2 (Reserve) green ID card beginning in June. The phase-in period will be from two to five years.

According to PNCM(AW) E.M. Zaragoza, of China Lake's PSD, there will be no change in privileges, only the color of the card will change.

Reserve members not on active duty will continue to be eligible for commissary privileges when presenting their green or red cards and a U.S. Armed Forces Commissary Privilege Card, DD Form 2529.

The green card will be issued upon

expiration of the red card, upon promotion, theft or loss.

It will also be issued upon release from active duty and transfer to the reserve.

If the RAPIDS system is down, members will be issued a manual red ID card until an automated green card can be issued. Manual DD Form 2 (Reserve) green ID cards are not authorized.

The red ID card will continue to be issued to members of the retired reserve who are entitled to pay at age 60, but who have not yet reached that age.

All eligible family members will continue to be issued the Department of Defense guard and reserve dependent identification card.

For more information, contact Zaragoza at 927-1002 or Doris Perry, PERS-312, at 703-697-6731/DSN 227.

FSC Happenings

Upcoming classes

All classes will be held at the Family Service Center, 610 Blandy Avenue, unless otherwise stated. These classes are open to all military members and their families. DoD civilians are on a space available basis.

May 4, 3-4 p.m., **Fresh Start — Stop Smoking.** This is the first step to becoming a non-smoker.

Call Karen at 939-1018 to register. Please note this class will be held in the Branch Medical Conference Room.

May 5, 5-8 p.m., **Introduction to Computers.** This class is intended for the novice computer user.

Concepts will include: history of computers; basic operating procedures and basic application usage (Microsoft Word, etc.). Call Annette at 927-3786 to register. Only military and family members may enroll.

May 11, 3-4 p.m., **Champus/Tricare Brief.** Do you have questions about CHAMPUS or TRICARE? This is your

opportunity to get answers. Call Karen at 939-1018 to register.

May 11, 5:30-8:30 p.m., **Colombo Conquers Conflict and Anger.** This class will define assertive communication and positive conflict resolution.

Skills that you will learn include how to ask for what you want; how to resolve problems; how to say what you mean; etc. Call Ken at 939-3743 to register.

May 13, 1 p.m., **DANTES Testing.** Call Joan at 939-0966 for more information.

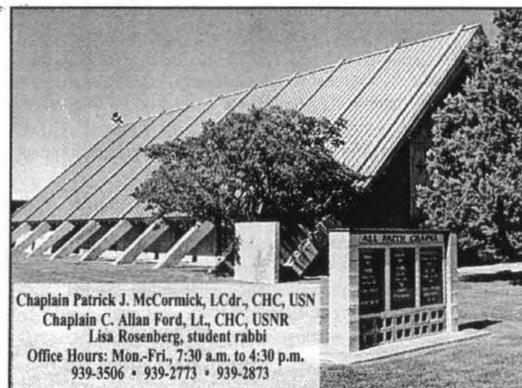
Job Fair
Be sure to attend the Job Fair on May 12 from 10 a.m. to 3 p.m. at the Family Service Center at 610 Blandy Avenue.

A variety of companies will be attending; everything from law enforcement to aerospace. Come prepared to be interviewed. For more information on this job fair, see Page 2.

Reflections



GOOD TIMES—Don Cooper, director of the Retired Affairs Office, hosted the annual NOTS North picnic on April 17 at Solar Park. About 50 people attended the picnic, which was held the day after the Retiree Appreciation Day briefings at Michelson Lab. The RAO supports both civilian and military.



Chaplain Patrick J. McCormick, LCdr., CHC, USN
Chaplain C. Allan Ford, Lt., CHC, USNR
Lisa Rosenberg, student rabbi
Office hours: Mon.-Fri., 7:30 a.m. to 4:30 p.m.
939-3506 • 939-2773 • 939-2873

All Faith Chapel Services

Protestant

Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
Sunday School, Sept. - May, Bldg. 02298, Richmond at Blandy 9:00 a.m.
Sunday Worship Service, Main Chapel 10:30 a.m.
Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.
Youth Ministry, 1907 Mitscher, Sunday 2-3:30 p.m.
Adult Bible Study, East Wing, Thursday 7:00 p.m.

Jewish (371-9478 Messages)

Weekly Services, Friday, Small Chapel 7:30 p.m.
Hebrew Classes, Oct. - June, Saturday, Bldg. 02298, Richmond at Blandy 2-5 p.m.
Religious School, Sept. - June, Sunday, Bldg. 02298, Richmond at Blandy 8:30-10:30 a.m.

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Confessions, Sundays 8-8:30 a.m.
Confessions, Weekdays By appointment
Religious Education Classes, Sept. - May, Sunday, Bldg. 02298, Richmond at Blandy 10:30 a.m.

Islamic

Jumaa Prayer, Friday Bldg. 02298, Richmond at Blandy 1 p.m.

Equipment for the hearing impaired and nursery are available

Leisure Lines

Quality of Life Department, Naval Air Weapons Station, China Lake, CA

MTV Comes to the Lake

Magnificent Teen Variety Showcase is! Friday, May 15, 7:00 p.m. Variety Talent Show includes, comedy, drama skits, music instrument solos, music singing solos or groups, and bands by local youth 13-19 years of age. Entry Deadline is May 1. FREE! JOIN THE FUN. TEENS, SHOW THE COMMUNITY YOUR TALENT, Tuesday, May 5 at the China Lake Auditorium.

Be a Leader! Leaders in Training Student Volunteer Program

- Young adults (12-15 years) or 7th-9th grades.
- Interview for work.
- Learn valuable work experience
- Volunteer hours exchanged for valuable MWR services, i.e., bowling, swimming, golf, Castle X Teen Center memberships, trips, parties, etc.
- Accepting application through May 1.
- Program begins June 15-August 7.
- Call 939-6884 today!
- Sign-up at Castle X.

Your Week Just Got Better! Bowling at Hall Lanes

- MONDAY'S**
4 PERSON MIXED LEAGUE
13 WEEKS • STARTS JUNE 1
- TUESDAY'S**
4 PERSON MIXED LEAGUE
16 WEEKS • STARTS MAY 12
- WEDNESDAY'S**
3 PERSON HOUSEWIFE LEAGUE
16 WEEKS • STARTS MAY 13
- 4 PERSON MIXED LEAGUE**
13 WEEKS • STARTS JUNE 3
- THURSDAY'S SENIOR LEAGUE**
16 WEEKS • STARTS MAY 13
- ADULT/JUNIOR LEAGUE**
(1 Adult -1 Junior)
STARTS MAY 14 • ENDS AUGUST 27

Call 939-3471 after 3:00 p.m.

Auto Hobby Paint Booth
Now Open for Vehicle, Wood or Metal Projects. No item too big or too small!
Call 939-2346.

Back By Popular Demand!



"Shang" appears May 8 at the Wreck Center, 8:30 p.m. For details, tickets or reservations, Wreck Center IIT@939-8660.

Discover Karate or Jujitsu

Youth Activities offers karate classes for ages 10 to adult on Mondays and Wednesdays and Jujitsu on Tuesdays and Thursdays for 8 years to adult. Classes are ongoing for military, DoD and community. Call 939-6884 today!

Craft Happenings

Craftech classes for May include Copper foil and stained glass, rubber stamp art, beginning quilting, album making and more. Call 939-3252 for exciting details.

Think Craftech for Mom's Day

Great Mother's Day gifts available in the Craftech consignment shop. Special ceramic ware, onyx, balloon bouquets, silk flowers, specialty designed jewelry-all at affordable prices. Call 939-3252.

When You Care About Your Pet

Don't miss a golden opportunity to keep your pets safe and healthy at reduced savings! Well Animal Clinic is for small domestic pets of active duty military, retirees and their family members. Sign-up today for May 7 clinic at Craftech. Space is limited. For safety, children (under 12) are not permitted in clinic. For details, call 939-3252.

MUSICFEST
LIVE! In Person!
May 21-23 1998
Check Out Our Musicfest Web Site @http://ndti.net/musicfest

Russ Freeman & the Rippingtons

Hiroshima • Yellowjackets • Norman Brown

Blue by Nature, MidWest Coast, Groove Therapy, Freddie Brooks, Doo-Wah Riders, Midnight Brood, Zydeco Blues Patrol and Navy Nautilus
Ridgecrest, CA • NAWS, China Lake • Knox Field

May 21, 5:45 p.m.-Midnight *FREE Admission Day!
May 22, Noon-Midnight
May 23, Noon-Midnight

Carriage Inn

ATLAS HOTELS	WACOM											
<table border="1"> <thead> <tr> <th>ADVANCE</th> <th>Individual</th> <th>Family</th> </tr> <tr> <td colspan="3"><i>Advance Tickets Must be Purchased NLT May 15.</i></td> </tr> <tr> <td>2 Day Pass</td> <td>\$19</td> <td>\$42 (2 adults, 2 children under 15)</td> </tr> <tr> <td>1 Day Pass</td> <td>\$10</td> <td>\$22</td> </tr> </thead></table>	ADVANCE	Individual	Family	<i>Advance Tickets Must be Purchased NLT May 15.</i>			2 Day Pass	\$19	\$42 (2 adults, 2 children under 15)	1 Day Pass	\$10	\$22
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 || | AT THE DOOR | Individual | Family | |-------------|------------|--------| | 2 Day Pass | \$22 | \$45 | | 1 Day Pass | \$13 | \$25 | | |

Ticket Outlets: Wreck Center, Texas Cattle Co. and Carriage Inn
Call (760) 939-8660.
Contacts: alonzie_scott@imdgw.chinalake.navy.mil • charmaine_haaland@imdgw.chinalake.navy.mil • (760) 939-2010
Show goes, rain or shine. Tickets are nonrefundable and not replaceable due to theft or loss. No Coolers.

TICKETS IN SALE NOW!

Guaranteed Good Time

Travel to State line on May 15 and ride the desperado, water log, ferris wheel or even the turbo drop if you dare! Movies, shopping, bowling and games of chance abound. Sign-up by May 13. Customers depart for their adventure at 6:00 a.m. and return late evening. Fee: \$15.00-military and \$17.00-DoD adults. For details, call 939-8660.

Wreck Center Highlights

- Comedy Night, May 8, 8:30 p.m.
- Trip to Maverick's Game, June 6
- Trip to Renaissance Fair, June 21
- Thursdays, Hot Wings 10¢
- Thu.-Sat., DJ, 8:00-12:00 p.m.
- Bingo every Tuesday, 6:00 p.m.
- Sundays, Pizza & Movie-\$2, 3:00-7:00 p.m.
- Daily Lunch Specials



At Raytheon we've formed a new technological superpower - Raytheon Systems Company, composed of four major industry giants: Raytheon Electronic Systems, Raytheon E-Systems, Raytheon TI Systems and Hughes Aircraft. So what does this mean to you? No limits to what you can achieve. You'll be pushing technology to the Nth power, taking technology further and faster than ever before.

A state-of-the-art environment and the relaxed southwestern lifestyle Tucson, Arizona has to offer are just some of the many benefits of working for Raytheon Systems Company in Tucson.

Hardware-in-the-loop Opportunities

Simulation Engineer
Will develop, maintain and run 6-DOF simulations for RF and electro-optical Hardware-in-the-loop simulation facilities. Requires BS in EE, ME or AE along with experience in developing real time 6-DOF simulations in a HWIL environment. Proficiency in FORTRAN, C and C++ is essential. A background in control theory or GNC is desired.

Digital Design Engineer
Will design and integrate digital interfaces for a Hardware-in-the-loop facility. BSEE with an emphasis in digital design and previous experience in designing, integrating and troubleshooting high speed digital circuits are essential. Experience with CME based systems as well as knowledge of design tools such as Mentor or CadStar are desired.

RF/EO Design Engineer
Will design RF or IR Target Simulators for Hardware-in-the-loop facility. BS in EE for Physics and experience in designing, calibrating, aligning, and troubleshooting RF or IR Target Simulators are essential.

Systems Engineering Opportunities

Performance Analysis
Will develop, maintain, and operate 6-DOF simulations to evaluate the performance of missile and exo/atmospheric interceptor systems and perform parametric studies to establish relative value of various performance levels. BS in EE, ME, AE or Physics and proficiency in C and C++ are essential.

Systems Engineering
Will perform systems analysis, requirements development and flowdown, specification writing, verification and validation planning as well as establish/define system interfaces. Systems Engineering or other related engineering degree is required.

Radar Opportunities

RF Fuze System Design
Responsible for the application of the system engineering process on an upgraded MK-45 RF Fuze program. Qualifications include a BSEE, a minimum of 5-10 years experience in the design and development of RF Fuzes or radar systems, and secret clearance. Experience with RF Fuzes or Target Detection Devices (TDD) is desired.

RF Fuze Design Analysis
Responsible for concept development, algorithm generation and simulations, system performance predictions, error budget allocation and trade study development. Qualifications include a BSEE/MSEE or equivalent, a minimum of 10-15 years experience in the areas of Radar or RF Fuzes and secret clearance. Knowledge of the MK-45 RF Fuze is desired.

Radar Hardware Engineering
Responsible for hardware design from concept through finished product. Qualifications include a BSEE/MSEE with proven knowledge of circuits and components. Solid understanding of DSP fundamentals, communication theory for modulation/demodulation of complex wave forms as well as SPICE and Analog Workbench tool sets is essential.

Radar Software and Analysis Engineering

Responsibilities include performing RF simulation work and trade-off studies for design of radar, fuze and data link functions. Qualifications include a BSEE/MSEE with knowledge of radar systems and signal processing. Experience in software development and RF hardware and test equipment desired; communication theory background a plus.

Send your resume to: **Raytheon Missile Systems Company, Dept. Chi430, 1151 E. Hermans Rd., P.O. Box 11337, Building 805, M/S CS, Tucson, AZ 85734.**

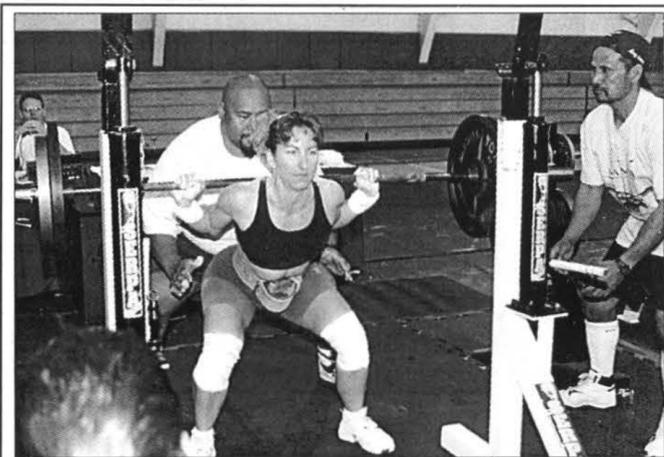
Email your resume (ASCII text or paste to body of email message) to: **ancl@rayjobs.com**

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SPORTS



HOIST—Kelly Hastings defended her title as overall women's champion.

Weightlifting contest big success

Our semi-annual Weightlifting Contest is increasing in participants and in spectators with every event," said Loy Vincent, MWR sports and fitness event director. The most recent power lift (squat, dead-lift and bench press) or bench press-only contest held on Saturday, April 11, brought lifters from as far away as Miramar Naval Base and from Port Hueneme Naval Base. The Overall Men's Champion was Danny Beard. He's a high school student and has a body weight of 142 pounds. He squatted 245 pounds, benched 260 pounds and dead-lifted 365 pounds.

Kelly Hastings defended her title of the Overall Women's Champion by squatting 205 pounds, benching 120 pounds and dead-lifting 225 pounds. According to Vincent, that's outstanding for her body weight. "However, the most impressive lift by a female was from Shyama Pate-Lopez who dead lifted 260 pounds," he said. By age brackets — Charlie Cruz took the gold in the Masters Division by benching 325 pounds; Ron Seeny took the gold in the Sub-masters Division by benching 265 pounds; and Danny Beard took the gold in the Junior Division. Vincent said that a special thank you should go to Calvin Martin for his outstanding announcing. "Also I'd like to thank Bob Piroli, Mui Tuala, Francis Maikai and Ed Sommerville for being notable spotters; Anna Atkinson for recording; Dianna Boase and Mike Williams for being our photographers; and Bill Weiss for being the state certified judge."

Weightlifting results:

	Medal	Weight	Squat-bench-deadlift
Kelly Hastings	Gold	Open	205-120-225
Shyama Pat-Lopez	Silver	Open	245-145-260
Debbit Nicholson	Gold	Open	100 (bench press only)
Zaldy Quinto	Gold	132	210 (bench press only)
Michael Glass	Silver	132	105 (bench press only)
Danny Beard	Gold	148	245-260-365
Ron Seeny	Gold	148	265 (bench press only)
Randy Webb	Gold	165	200-210-350
Jeff Blackwell	Gold	165	255 (bench press only)
Max Durvin	Silver	165	225 (bench press only)
Russell Bushnell	Bronze	165	200 (bench press only)
Charlie Cruz	Gold	181	325 (bench press only)
Bill Stiles	Gold	220	350-235-465
Bill Harris	Silver	220	250-295-315
Daniel Smith III	Gold	220	385 (bench press only)
Scott Alred	Silver	220	325 (bench press only)
Derrick Dison	Bronze	220	315 (bench press only)
John Seals	Gold	275	365 (bench press only)
Joe Marsh	Guest lifter	220	425 (dead lift only)

Information you can use from the Navy Exchange Service Command

Don't leave home without it
Navy Exchanges in the continental United States now accept the American Express card for all purchases.

This applies to all versions of the American Express card including Personal Card, Gold Card, Optima Card, Optima True Grace Card, Platinum Card, Personal Student Card and Rewards Plus Gold.

There are no changes to the use of American Express cards at Navy Exchange locations overseas.

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Bring your original roll of film in to be developed and for a few dollars more, the Navy Exchange Photo Shop can put your pictures on the Internet through Kodak's Picture Network.

This service is available with a Kodak Premium Processing order for developing

and printing. Just check "Kodak Picture Network" on the customer order envelope under Kodak Premium Processing Digital Services.

The cost to put the photos on the Internet starts at \$3.99 in addition to the cost of developing the film.

There is also a \$4.95 monthly membership fee to be a member of the Kodak Picture Network, which includes unlimited use of the service as well as storage of 100 pictures. For picture storage over 100, there will be a one cent fee per picture per month.

For more information visit www.kodak.com.

Debt collection
Beginning with the April 15 pay check, customers with accounts over 105 days past due will be garnished at a rate of approximately 10 percent of gross base

pay. This rate should not exceed two-thirds disposable pay. In the past, delinquent NEXCARD account holders had \$100 per month taken from their pay checks as an allotment.

For customers who experience hardships, NEXCOM has a hardship program to use in times of short-term unemployment or other hardship situations. For more information call Citicorp Retail Services at 1-800-760-3039.

Rebate program
The NEXCARD Rebate Program, which gives customers a two-percent rebate based on net purchases, has become a permanent program. All card holders worldwide are automatically enrolled. Rebates will be in the form of a coupon that will be mailed out quarterly beginning in August 1998. Only rebate coupons totaling \$5 or more will be mailed out.

Money orders
NEX now offers money orders through Travelers Express Company for up to \$500 for a nominal fee. At China Lake, order them at the cash office.

Computer layaway and return
The Navy Exchange Service Command has made recent policy changes that affect the purchase and return of computer merchandise. Computers and monitors purchased at the Exchange can no longer be placed on layaway and any returns must be made within 30 days.

"We've made these changes due to the extremely volatile price structure of computers and monitors," said Mike Mongin, retail operations specialist at NEXCOM. "Changes are being incorporated as policy based on industry standards and best business practices."

ONE-OF-A-KIND, from Page 3 respects are ahead of many military and civilian aircraft for the type of mission they fly."

Naval Weapons Test Squadron China Lake

•F/A-18. "This aircraft is now the cornerstone of naval aviation," said Russell. "The Hornet will soon carry new weapon systems such as the Joint Direct Attack Munitions, Joint Standoff

Weapon and Standoff Land Attack Missile Expanded Response which will enhance its capabilities."

•T-39. This one-of-a-kind transport jet is used for projects at China Lake and Point Mugu. The "Sabreliner" nose at times may carry seeker systems for many different projects.

•HH-1N; The "Huey" helicopter is used for transporting base personnel to

the Northern Land Ranges, since driving may take many hours to reach it, and in providing search, and rescue.

"Our search and rescue personnel are highly trained," said Russell. "They are very effective and are highly sought after."

•AV-8B. The "Harrier II" jump attack jet weapon systems and software are tested at NAWA China Lake.

The latest model of the "Harrier II," the AV-8B (Plus), is operated by NWTSC.

•AH-1W. Known as the "Super Cobra" this helicopter is currently operated by the Marine Corps as an attack helicopter.

New software and mission computers will be added to the attack mission capability. —Vance Vasquez

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Commendation and achievement medals presented to NWTS Sailors

Two Navy and Marine Corps Achievement Medals and two Navy and Marine Corps Commendation Medals were presented at Naval Weapons Test Squadron by Capt. Dane Swanson, CO, at quarters held April 6.

AMH1 Donald N. Eddy received the Navy and Marine Corps Achievement Medal (NMCAM) (gold star in lieu of third award) for superior performance of duties. He served as maintenance control coordinator from January to December 1997. "Eddy performed his demanding duties in an exemplary and highly professional manner," read Swanson from the certificate signed by RAdm. Rand Fisher, NAWCWPNS commander. "He was selected as the NWTS Sailor of the Year 1997 and was runner-up for NAWCWPNS Sailor of the Year."



AMH1 Eddy

According to RAdm. D.L. Brewer, commander Amphibious Group Three, AO2 Marty D. Sutherland dramatically improved the material condition of 11 magazines and cargo holds while serving as ordnance supervisor and command ammunition accountant onboard USS Tarawa.



AO2 Sutherland

He served there from August 1993 to February 1998. "He meticulously requisitioned all shipfill, mission load allowance and landing

force ammunition," wrote Brewer, "ensuring error-free transaction reporting." Sutherland's NMCAM was presented as a gold star in lieu of the second award.

PR1(AW) Calvin S. James received a Navy and Marine Corps Commendation Medal (gold star in lieu of second award) from RAdm. W.G. Sutton, commander, Naval Base Pearl Harbor, for service as paraoff leading petty officer and maintenance control supervisor, Pacific Missile Range Facility, Barking Sands, Kauai, from June 1994 to January 1998. "James demonstrated exceptional expertise," read Swanson from the certificate. "He initiated sweeping changes to both aviation life support systems and ordnance certification programs." His efforts resulted in the command achieving a mission capability rate of 99 percent and a mission completion rate of 100 percent for three years.



PR1(AW) James

LCdr. Richard D. Botham received a NMCCM (gold star in lieu of third award) from Capt. R.A. Eason, commander, Cruiser-Destroyer Group 12, for maximizing squadron training of 71 tons of non-combat expenditure allowance and \$3 million of OPTAR funding. He served as maintenance, operations and safety officer for Strike



LCdr. Botham

Fighter Squadron 105 from August 1995 to October 1997. "Botham was responsible for an outstanding grade received on an inspection team," wrote Eason.

Recognition

Dust Devil
AMSAA Raphael N. Legarda was selected as Junior Dust Devil of the Month for February.



AMSAA Legarda

Plane Captain
AMSAN Clinton V. Anderson was selected as Plane Captain of the Month for February.



AMSAN Anderson

A Good Conduct Award was presented to AK1 Gregory J. Moderacki (fourth award).

Special recognition went to AMH3 Glenn A. Gain when he was called from ranks during quarters to receive a letter of commendation from Swanson. Gain took action on March 18 when he halted a launch evolution and prevented a mishap from occurring with Dust Devil 107.

Letters of appreciation were presented to AEAN Brannon K. Lauritzen and AMSAA Raphael Legarda.

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Reservists work 106 days in just two

During the weekend of April 25-26, reservists from NAWS China Lake Support Unit 0176 provided 106 work days of contributory support to their gaining command — the Naval Weapons Test Squadron China Lake.

Support activities included F/A-18 landing gear drop checks, troubleshooting fuel systems, equipment removal as part of preparing an aircraft for modification and scheduled inspections.

The Ordnance Division provided the majority of the loading crews at two activities. A crew of seven were involved with the upload of a JDAM for

a project flight on Saturday. Two GBU-31 JDAMs, a CATM-9 and an ARDS pod were required for the flight.

While a reservist's duty day typically ends at 4 p.m., due to the test parameters, the ordnancemen were required to remain on duty until after 8 p.m. to download the test items.

Another crew of four ordnancemen were assigned to VFA-125 at Naval Air Station Lemoore. There, they enabled the Selected Augment Unit to complete 20 aircraft sorties — a 30 percent increase above normal. They also removed two M61A1 gun assemblies.

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WASTE WATER from Page 1

streams and has the flexibility for taking care of our future waste streams. And, by destroying the hazardous constituents in our waste water, and recycling the treated waste water, it brings us closer to the environmental ideal of a zero waste discharge."

Lead contractor for the project is Whiting-Turner Contracting Company from Pleasanton, Calif. Chuck Suggett, superintendent for the job, and Vijay Daniel, the project engineer, were on hand for the ground breaking.

Also there were Bill Burke of Burke Engineering, Ridgecrest, who provided the surveying and soil testing; Dave

Harrison from Advance Mechanical Contractors of Long Beach, Calif.; Wes Deam, foreman for Sachs Electric Company of Adelanto, Calif; and Monte and Kim Boydston of Boydston Construction, Ridgecrest. Businesses providing designs or major materials are Valley Steel Construction, Bakersfield; Calgon Carbon Oxidation Technologies, Markham, Ontario, Canada; U.S. Filter Corp of Lowell, Mass., and Warrendale, Penn; Mead and Hunt West of Merced, Calif.; and ASAHI America.

Ostag explained that a sole-source contract process was used, because there is only certain equipment that will work

at the plant. "This meant the contractor could use his expertise to make the job more efficient and more profitable," he said. "We've really partnered with the contractor and established a relationship based on trust.

"The proof's in the pudding. Or in this case, the clean water that comes out of the plant. But I'm confident, in this case, that the Navy will get this plant faster, better, cheaper, and it will be a profitable job for the contractor."

Sandquist Gate closed May 1 & 2 for road surfacing

Sandquist Gate will be closed to traffic Friday, May 1, from 6:30 a.m. until May 2, 6:30 p.m., while the road is resurfaced. The Lauritsen Road gate will be open to those needing access to the north ranges. For more information call Jim Stevens at 939-0096.

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COMMANDER'S DESKTOP from Page 2

referring (three security specialist positions were advertised recently before your questions were submitted), I can answer your questions in a general sense.

Even in times of drawdowns and personnel reductions, certain functions must, by law, regulation or necessity, continue to be performed. Security functions are certainly an example. In addition, as positions within any organization are abolished over time and people leave, essential duties within that organization are often combined and consolidated into the remaining positions. When this happens, the grade level required to do the work may change. The proper method to fill such positions is to publicly advertise them (such as in The Rocketeer) so everyone has a fair chance to compete for the job. The person currently filling such a position may or may not be the most qualified and has no better chance of being selected than any other equally qualified person.

Your second issue dealt with the perception that some people are promoted to make them safer in a reduction in force. As we saw from the last RIF, it is nearly impossible to determine who

will be impacted in the bump and retreat process until a RIF actually happens. A RIF is not a precision instrument, and experience tells us that trying to "protect" an individual can actually make them more vulnerable. Anyone who thinks they can protect someone from a future RIF, which has yet to be specified, is misinformed.

Having said that, at this time there is still no plan to perform a general RIF at NAWCWPNS. This position has not changed since the February all hands meetings. However, RIFs may be mandated depending on the outcome of the commercial activities studies that are ongoing. As you may recall, the commercial activities studies are mandated by Congress and require government and industry to compete for certain work currently performed by the government.

In closing, I've looked at the three security positions advertised near the time your question was submitted. It appears all resultant selections were fair, appropriate and legal.

I hope this clarifies the situation for you and gives you better insight into this important matter.

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Foucher named National Contract Management Association Fellow

Diane Foucher, a contracting officer for the Research and Engineering Contracts Department at China Lake, has been recognized by a national professional association of contracts personnel for her outstanding contributions to the field of contract management.

Along with 24 others, Foucher was designated a Fellow on March 28, by Vic Avetissian, national president of the National Contract Management Association (NCMA) at the NCMA World Congress in Huntsville, Ala. The Fellow designation is the third highest national award given by NCMA. This award recognizes NCMA members who have made significant contributions to the field of contracting/acquisition and to NCMA. The greatest responsibility of the Council of Fellows is the development of future leaders for the organization.

Foucher has 21 years of experience as a contracts professional, and has been an NCMA member for 20 years. She is currently a contracting officer and team leader in the Research and Engineering Contracts Department. Her contracting team at the airfield supports the F/A-18 and AV-8B program offices, Aircraft and Weapons Survivability and the Avionics Department.

Foucher began her career in 1977 as a contract specialist intern with the Army in

Rock Island, Ill., and moved to China Lake in 1981. She has been a contract management advisor (CMA) (acquisition planning), ordering officer, contracting officer and supervisory department head, managing both simplified acquisition and major contracts.

Over the years she was the CMA for the Ordnance, Fuze and Parachute departments. Some of the projects she has worked on include the early planning phase of Skipper, defining acquisition strategy and requirements for the FMU-140 Fuze development, Training Range Electronic Warfare Simulators and Sea Water Activated Release Systems. She was the ordering officer on the Engineering Support Services contract with Comarco.

Foucher then became a supervisory section/branch/division head supporting the Electronic Warfare Department and the Aircraft Weapons Integration Department. Next, as a procurement analyst in the Contracts Technology Office, she participated in planning and implementing the consolidation of PMTC Point Mugu and NWC China Lake into NAWCWPNS, and the change of head of contracting activity from NAVSUP to NAVAIR. Prior to her current assignment, she completed the contract award and was the contracting officer for the Engineering Support Services contract

with Sverdrup.

Foucher has been an active leader at the chapter level and is currently the national director for the China Lake/Ridgecrest chapter. She has actively served the China Lake/Ridgecrest chapter since 1991: three years as the president, four years as national director, and one as vice president for programs. She is the southwestern region functional director for education. Besides the designation of Fellow, she has also been elected to the office of vice-president elect for the Southwestern Region of NCMA for 1998/1999, and she earned her Certified Professional Contracts Manager credential in February 1998.

She has spoken on various procurement, acquisition and contracting topics at numerous conferences.

She holds a bachelor's degree from Oklahoma City University, is certified DAIWA Level 3 and is a member of the Acquisition Professional Community.

When asked about the contracting profession, Foucher has said, "I particularly enjoy helping contract specialists learn and grow in the profession, and helping customers find ways to get things done. There continues to be many challenges in the world of contracting, and there is rarely a dull moment! I strongly believe the best way to be prepared to meet these challenges is to get involved and be active



Diane Foucher in NCMA."

She is married to Nelson Foucher, who recently retired from NAWCWPNS. She has three married step-daughters and three grandchildren.

The NCMA has a membership of more than 21,000 individuals engaged in the field of public and commercial contracting through companies, government agencies or related fields of endeavor. The association is dedicated to excellence and high standards of professionalism.

For more information about NCMA, contact Peggy Johnson, 939-8335, or Mary Jacobs, 939-6043.

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PAO, XO star in local fund-raiser



Photo by Kathi Ramont

FOLLIES—Capt. John Langford, NAWS XO (with microphone), joined Steve Boster, Public Affairs Officer (blond, lower left), and others during a patriotic rendition of "Glad to be an American" during the finale at the Ridgecrest Follies, April 4. Also performing at the annual fund-raiser for the Chamber of Commerce was Steve Goad, from the Test Wing Pacific Department. Performers sang, danced and pantomimed their way through a wide variety of musical numbers to large crowds at two shows held at the Wreck Center.

Hang gliding champion tells tales of daring flights at AIAA meeting

American Institute of Aeronautics and Astronautics guest lecturer Hans Heydrick will be the featured speaker at the May annual dinner meeting, Thursday, May 21, starting at 6 p.m. It will be held at Farris' at the Heritage Inn.

Heydrick tells stories of his adventurous hang gliding career, including three flights over 200 miles, soaring at altitude up to 18,000 feet. He and his partner are the first and only men to have overflown the Grand Canyon on hang gliders.

He has owned a half-dozen types of hang gliders and flown at least that many other types. Heydrick has paid the price for this career, living through a mid-air structural failure, and subsequent parachute deployment, as well as a launch accident that required remanufacturing of both shoulders. While recovering from these injuries he started flying sailplanes in October 1993. Since then he has flown seven types of sailplanes and currently is flying an ASW-19.

Heydrick lives in Phoenix and works as a project engineer in propulsion technology for Allied Signal. He has also served on the AIAA Air Breathing Propulsion Committee. Several of his articles have been published in *Hang Gliding* magazine.

Dinner will be a buffet with teriyaki chicken, roast sirloin, salad, vegetable and desert. Tickets are \$17.50 by May 18. No tickets will be sold at the door.

For tickets, call or QuickMail by May 16, to Edmund Smith at 939-7444; Ed Jeter, 939-8492; or Steve Goad, 939-9704.

Skatvold and Bailey receive Navy's Meritorious Civilian Service Awards

At a presentation on March 2, RAdm. Rand Fisher, NAWCWPNS commander, presented the Navy's third highest civilian award, the Meritorious Civilian Service Award, to Ron Skatvold and Bill Bailey. This award is given for meritorious service or contributions resulting in high value and benefits to the Navy.

Arthur R. (Ron) Skatvold

According to Dave Janiec, head of the Guidance and Control Systems Division, Ron Skatvold, an electronics engineer in the Advanced Antenna Technology Section, has served the Navy as leading expert in radio-frequency component and circuit design for more than 26 years. His federal service includes three years in the Army as a microwave repairman.

"Your technical stature is well recognized both within the Navy and other services and within industry," Fisher said when he presented the Navy's third highest civilian award, the Navy Meritorious Civilian Service Award, to Skatvold. "I'm paid to pursue my hobby," said Skatvold with a smile after the presentation.

In the nomination letter, Janiec wrote that Skatvold's technical depth and the merit of his design efforts are reflected in part by his two patents. He has more patents currently pending. He has contributed to a wide variety of programs, including a target detecting device for the Sparrow AIM-7 guided missile, numerous radio frequency fuze improvement projects and improvements of the Weapons Division's ability to test and collect antenna performance data.

Skatvold's most recent efforts include seeker radar cross section exploratory development; conformal seeker design for guided missiles; Fasthawk advanced technology development radio frequency antennas for high-temperature applications; Global Positioning System jammer antenna design and evaluation; flight termination system antenna design and technical leadership in the radio frequency Science and Technology Network.

Skatvold joined the Army in 1965 and served in Vietnam and in the Dominican Republic. "I wanted a high tech education," he said. "And I knew I could get that in the Army. It was crystal clear to me that I wanted to be an elec-

tronics engineer when I got out of the service." He was born and raised in Fresno, Calif., and attended college at Fresno State. Skatvold became a junior professional at China Lake in July 1972. Recently he's had two JPs come through his division and said that he enjoys mentoring the new engineers. "We need new ideas — they challenge us," he said.



NMCSA—RAdm. Rand Fisher, commander NAWCWPNS, presented the Navy's third highest civilian award to Arthur R. Skatvold at a ceremony on March 2. Skatvold's wife, Desiree, was on hand for the presentation.

"I think it's important to be challenged in the way we do business."

Elbert W. (Bill) Bailey
Janiec also nominated Bill Bailey for a Navy Meritorious Civilian Service Award. "His individual outstanding effort and professional excellence over the past 30 years," wrote Janiec in the nomination, "have provided significant benefit to the Navy."

Currently, Bailey is the project manager for the Evolved Sea Sparrow Missile (ESSM) project. "Bill has done an excellent job leading the project," wrote Janiec. "He's highly regarded by the NAVSEA program manager." The ESSM project has been recognized by the International NATO Sea Sparrow Committee and program office. According to the nomination, the ESSM project depends upon the contributions of NAWCWPNS in the areas of seeker performance, guidance and control, modeling and simulation and motor technology.

Bailey attended the University of Utah for three years with a major in physics before discontinuing his studies in 1962 to move to California to work for the Naval Ordnance Test Station (NOTS), China Lake, as a contractor. He worked as a technician developing and calibrating telemetry systems for the Supersonic Test Track.

In 1966 he transferred to civil service and continued to work at NOTS while taking classes from UCLA Extension Division at China Lake. In 1968 he returned to school at the University of California San Diego graduating

in 1970 with a bachelor's degree in applied physics. Bailey returned to work at China Lake as an electronics engineer developing radio frequency techniques for advanced systems. While working in the Technology Advancement Group, Bailey took a one-year detail at the Advanced Research Projects Agency and was given the responsibility to manage their Affordable Multi-Missile Manufacturing Program.

In October 1979, Bailey was awarded a fellowship to the Naval Post Graduate School at Monterey where he pursued studies in both project management and control systems. Bailey returned to NWC in October 1980 and assumed the duties of the Harpoon system engineer. In October 1981, Bailey assumed system engineering responsibility for the planning, system design and management of a design team to assemble a breadboard active (solid-state transmitter) seeker for the Advance Common Intercept Missile (ACIMD), the original long range ramjet design that evolved into the Advance Air-to-Air Missile (AAAM).

In 1984, Bailey was asked to develop the RF Guidance Analysis Branch in the RF Division. The branch provided analysis support for developing missiles including AAAM and AMRAAM. Most of the early tradeoff studies for multispectrum guidance for AAAM were performed within the branch.

In July of 1988 Bailey assumed project management responsibility for the Multispectrum Guidance Program to demonstrate the integration of an RF missile with an IR

seeker. An integral part of the program was the development of the Terminal Infrared Guidance for Extended Range (TIGER) two-color seeker as a risk reduction effort for the AAAM missile program. The program has culminated in the successful flyover testing of the first simultaneous two-color IR seeker with performance well above existing production IR seekers.

In April of 1992 Bailey accepted the position of block manager for the Missile Support Technol-

ogy Block and coordinator for Internal Exploratory Development at the Weapons Division. Fisher added that Bailey has shown an unwavering dedication to the advancement of technology and weapons systems and the Navy.



AWARD—Elbert W. Bailey, and his wife, Michelle, joined RAdm. Rand Fisher, Weapons Division commander, after the presentation of Bailey's Navy Meritorious Civilian Service Award.

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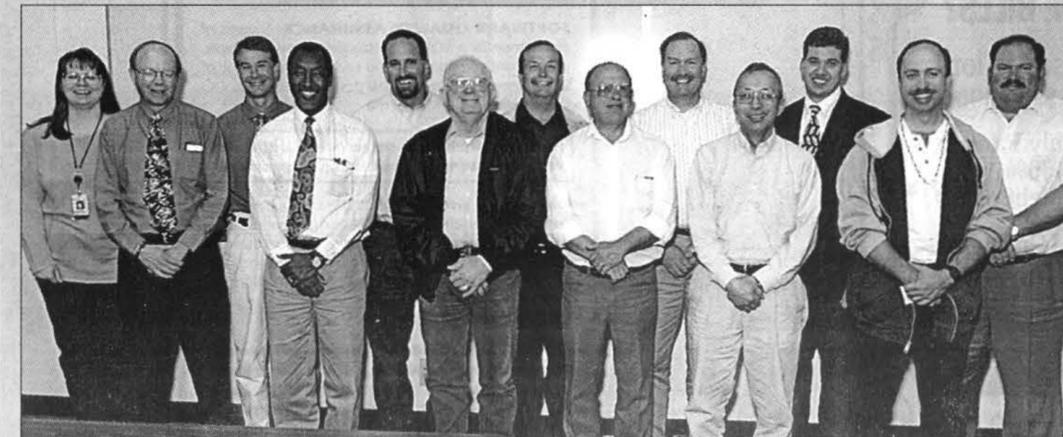
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Fourteen finish TMC and SED programs



GRADUATES—A graduation ceremony was held on Wednesday, March 25, for 14 China Lake employees who have completed all the requirements of either the Technical Managers Certificate Program or the Systems Engineering Development Program. Sterling Haaland, executive director (second from left), presented the plaques and certificates to (l to r) Sharon M. Battershell, James A. Nabity, Ricardo C. Springs, William M. Walters, Don C. Castleberry, Gary W. Meyers, Gene R. Powell, Tony R. Walls, Richard F. Chew Jr., Patrick F. McGarry, Michael R. Williams and George P. Dixon. Also graduating, but not present for the picture are John A. Iving and Donald J. Christison.

Second in strategic thrust series

Information superiority means control of battlespace

By Cliff Lawson
TD

Of the seven Strategic Thrusts being pursued by NAWCWPNS, battlespace engineering is the most ambitious in scope. The term "battlespace" includes every platform, player, component and linkage involved in a conflict. "Engineering" implies the ability to guide the course of the conflict.

The ultimate goal of battlespace engineering is to use technical innovation to gain information superiority. Through information superiority — the "high ground" of the 21st century — control of the battlespace can be achieved.

Network-centric warfare for the next century

To appreciate the importance of battlespace engineering, one needs to understand the concept of network-centric warfare. In this model for warfare in the 21st century, all the friendly elements in the battle environment are interconnected in a huge, multilevel network.

Information flows into the network from every conceivable source — satellites, platform and weapon sensors, inventory databases, troops in the field — and is pulled out by users at every level — analysts, decision makers, supply clerks and strike pilots. By rapidly moving information throughout the network and using data for multiple purposes, information superiority can be achieved.

In the fleet, a program called Information Technology for the 21st Century (IT-21) is implementing the network-centric approach. IT-21 is moving toward a PC-based warfighting network that encompasses all tactical and support activities. The goal is to link all U.S. forces and allies together in a network where voice, video and data transmissions can be sent and received from a standard desktop PC. Such a network will allow the warfighters to exchange classified and unclassified, tactical and nontactical information instantaneously and effortlessly.

An ambitious task, certainly. And yet the technology and expertise to accomplish the task are already at hand. Adm. Archie Clemins, commander in chief of the U.S. Pacific Fleet, believes that the development of a network-centric system is both necessary and attainable. "We will have the money to do this," he told a recent Naval Institute conference. "But we don't have enough money to do it twice. We must ensure we do it right the first time!"

And this is where NAWCWPNS can make a substantial contribution.

Building on a solid foundation

For many years NAWCWPNS concentrated primarily on one portion of the overall battlespace picture — directing a single weapon to a single target. In the 1970s this focus broadened to include integration of weapons with their launch platforms.

Now NAWCWPNS is addressing the issues of how to fit weapon systems and platforms into an interconnected battlefield. "We used to integrate weapons into platforms," says Ken Bailey, head of the Avionics Systems Engineering Division. "Now we're integrating weapon systems into warfare systems."

NAWCWPNS' experience serves as the foundation for its battlespace engineering efforts. "Our view is from the weapon and strike platform," says Bailey. "That's our history, that's where we come from, that's what we do." To build on that strength, the Battlespace Engineering Thrust has several projects under way that feed directly into the larger battlespace picture.

Many projects, one goal

Frank Armogida is coordinating the Division's direct operational support to the fleet in battlespace engineering issues. The focus is on rapid targeting, such as the NAWCWPNS-developed Rapid Targeting Systems currently installed on U.S.S. *Coronado*, at NSAFC Fallon and in Italy supporting Bosnia operations.

Under the direction of Wayne Willhite, NAWCWPNS is participating in the Naval Warfare Planning System IPT. This IPT is developing the Navy's battlespace engineering operational requirements document.

Data links are being closely studied in a project led by Wayne Tanaka. The goal is to develop a fundamental understanding of tactical data links: their spectra, protocols, applications, requirements and techniques. A tactical-data-link working group has been formed to advise on the development of data links for future weapons and air tactical platforms.

Jim Mueksch oversees a project to integrate NAWCWPNS mission-planning systems into the Defense Information Infrastructure Common Operating Environment for command, control, computers and intelligence systems.

A study of battlespace engineering analyses, led by Pat Yates, is integrating and evaluating a variety of requirements analyses and conceptual design studies. The result will be a single, cohesive, analytical package to support short- and long-term battlespace engineering planning.

Rex Randolph runs a project that is investigating automated weaponizing and weaponizing tools. With an increasingly wide range of weapons and platforms, the fast and efficient allocation of those assets becomes more critical to mission success.

Through a Battlespace Applications Tool Kit and Linkages facilities plan, being developed under the direction of Alice Campbell, the NAWCWPNS battlespace is being developed. The plan will assist in interconnecting the battlespace with other key laboratories, facilities and ranges.

Dave Banks is helping prepare plans for using NAWCWPNS and NAWCAD ranges and modeling-and-simu-

lation facilities for command, control, reconnaissance and surveillance testing.

Ranges and software: an unbeatable combination

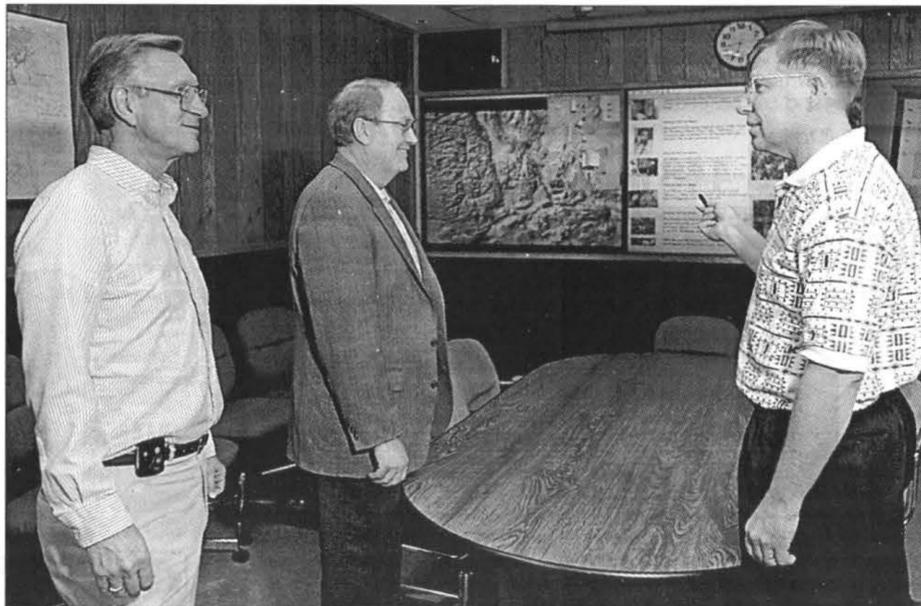
But there's more to NAWCWPNS' involvement in battlespace engineering than these projects. "We have two assets here that put us in the center of the battlespace engineering field," notes Matt Anderson, head of the Avionics Department and leader of the Battlespace Engineering Thrust. "One is our ranges. And the second is the extraordinary capabilities of our systems software engineering disciplines."

Although the NAWCWPNS air, land and sea ranges have traditionally supported test and evaluation of weapon systems, the usage pattern is beginning to change. Because of their size, security, interconnectedness and thorough instrumentation, the ranges are ideally suited to battleforce exercises.

In these operations (the most recent was Fleet Battle Experiment Bravo in 1997), Navy and Marine Corps operational units perform large-scale complex, training exercises that incorporate demonstrations of new technologies from the DoD laboratories. As the disciplines of battlespace engineering and network-centric warfare mature, the ranges will be in increasing demand.

Software engineering is a vital discipline in constructing the battlespace network of weapons, platforms and communications systems. Software that is flawlessly executed and seamlessly compatible will be a critical requirement for the integrated warfighting force. "We are writing absolute top-notch quality software," says Anderson, noting particularly last year's Level 3 certification of the F/A-18 WSSA. This skill in systems software engineering has been developed during more than 20 years of integrating weapon systems with aircraft.

NAWCWPNS brings to battlespace engineering a half century of experience in weapon systems development and integration. The Division is integrating its battlespace engineering efforts with complementary capabilities at the Aircraft Division and other DoD activities. Through the Battlespace Engineering Strategic Thrust, NAWCWPNS is positioning itself to continue as a major contributor to the nation's defense in the next century.



NETWORK CENTRIC—Ted Fincher (right), of Rapid Targeting System operations, discusses battlespace engineering issues with Matt Anderson (front) and Ken Bailey in the Strike Technology Laboratory.

Work Force Management helps employees claim future

By Karen Buehler
WNET Communications Manager

The future belongs to those who claim it, and the new Work Force Management Enterprise Team is moving out to help NAWCWPNS employees claim theirs by providing more information and opportunities for employees who are making job changes, thinking of moving into new skill areas, or making career transitions as NAWCWPNS heads toward the next century.

In a few short weeks the team has spearheaded several efforts to support employees. For example, a major Industry Day is scheduled at the China Lake Family Service Center on May 12 with 20 to 30 company recruiters (ranging from technical services to security and trucking) expected. More events are planned throughout the spring and summer. Point Mugu employees can attend monthly job fairs held alternately at NAWS Point Mugu and Port Hueneme. The May Job Fair at CBC Port Hueneme features Northrup-Grumman, Corestaff, Next Step Transition and other organizations. Existing civilian and military Career Transition Centers are being consolidated at each site in order to offer more comprehensive resources to job-seeking employees in a "one-stop-shopping" setting.

Two external employment arrangements with private industry have been coordinated by Work Force Management Enterprise Team and more are being discussed. CTA, Inc. is offering computer science, technical, administrative and clerical positions within commuting distance of both China Lake and Point Mugu. Camarillo based

Contractors must be registered in CCR database before awards

Contractors must register in the DoD Central Contractor Registration (CCR) database prior to award of any contract for solicitations issued after May 31, 1998.

The director of Defense Procurement has issued a final rule amending the Defense Federal Acquisition Regulation Supplement and that means contracting officers will not be able to make an award to firms who are not registered in the CCR database, with only a few exceptions.

The rule requires registration in the database prior to award of a contract, basic agreement, basic ordering agreement or blanket purchase agreement for solicitations issued after May 31, 1998.

The policy applies to all types of awards except the following:

- Purchases made with the government commercial purchase card;
- Awards made to foreign vendors for work performed outside the United States;

New contractor performance assessment process to involve project managers

NAWCWPNS acquisition managers will soon find themselves more involved in the Federal Acquisition Streamlining Act (FASA) requirement to assess the performance of contractors.

FASA set forth an official requirement to evaluate potential contractor's past performance in awarding contracts. To implement this requirement, the Federal Acquisition Regulation requires the development of a process to collect contractor past-performance information and use of past performance as an evaluation factor for awarding certain contracts.

To assure information is collected in a uniform manner, a new system is being implemented by the assistant secretary of the Navy for research, development and acquisition. A memo dated Feb. 2, 1998, forwarded the Department of Navy (DoN) Contractor Performance Assessment Reporting System (CPARS) Guide dated January 1998 for immediate use. As CPARS is being implemented, contracts in the following business sector and total dollar value categories will have data collected

COMPTEK has EA-6B related positions in electronic warfare and software development.

The team is also building on the experience of supervisors and non-supervisors from both sites as a task team headed by Eva Bien looks at how to redesign the Corporate Reserve process. Another task team headed by Don Hilliard will provide a corporate method and tool for managers to use in reviewing their skills mix requirements.

The work force management initiative was announced March 31 in an all hands memo from RADM. Fisher, NAWCWPNS commander, and Sterling Haaland, executive director. The team was formed as a direct follow-on to Fisher's meetings with all employees in early February where he discussed the business and financial challenges NAWCWPNS faces in the near future.

The team's director is Col. William Bain, USMC. Jim Kneppshield is the program manager. The team's mission is to provide managers and supervisors with resources and tools for work force management, and to provide employees with training and development, and with employment opportunities both internal and external to NAWCWPNS.

First level supervisors are the key to successful work force management. This means they need to know what is expected of them and how they can actively participate in the work force management initiative. As a first step, competency leaders briefed their managers and supervisors on the work force management program earlier this month. All employees are being briefed as well. On April 21 and 29 the team discussed their activities and goals in depth at Supervisory Network meetings at Point Mugu and China

Lake. Issues raised during those sessions will be published in a question and answer format, both electronic and in print, in the next few weeks.

According to Kneppshield, "This is a proactive program. It is for the benefit of the employees, and it will help meet management goals and create a healthy future for the organization."

Look for more on work force management initiatives in next month's paper and the team web site coming soon. Or contact any team member with your questions and comments. Members are: Col William Bain (939-6603), Jim Kneppshield (939-8570), Eva Bien (939-2434/989-3271), Karen Buehler (939-3109), Bryan Hill (939-5975), Don Hilliard (989-9370), Dr. Neil McCarthy (989-9201/939-4882), Terry Mitchell (939-2534), Ron Rogers (989-3997) and Debby Young (989-0285).

Opportunities and contacts

May 8 — Resumes and leave without pay requests due to Human Resources for employment opportunities with COMPTEK.

May 12 — Industry Day at China Lake Family Service Center (10 a.m. to 3 p.m.)

May 22 — Job Fair at CBC Port Hueneme
CTA, Inc. continues to accept resumes (via Human Resources) for employment opportunities.

Applications are being accepted for Edwards AFB positions (contact Dave Eiband, 939-0423). Contact your PMA for information about these external job opportunities, or the Human Resources web site at <http://hrdmugu.mugu.mil/hrd>.

final payment of any contract. To remain registered in the CCR database after initial registration, a contractor is required to confirm their registration on an annual basis.

The quickest way to register is through the Internet. Applicants can register within 48 hours after receipt of a complete and accurate application. The website is <http://ccr.edi.disa.mil>

Applicants submitting an application through any other method may take up to 30 days. Offerors or contractors may obtain information on registration and annual confirmation by calling 1-888-227-2423.

You may call the Small Business Office at Naval Air Warfare Center Weapons Division China Lake at 760-939-2712 if you have any questions, but this office cannot register you for the CCR database.

The rule which implements the CCR was published in the Federal Register Vol. 63, No. 61 on March 31, 1998.

differences between the evaluator and the contractor.

After the CPARS report is signed by the reviewing official, the report will be entered into the CPARS database hosted at Naval Air Systems Command headquarters.

The specific processes for the collection and reporting of performance data are being set up and will be disseminated as soon as possible. All contracts in effect as of Feb. 1, 1998, are reportable. Training will be provided for those who are responsible for the collection and reporting of contractor performance data.

The Contracts Competency focal point is Dianne B. Murray, Code 240000D at 939-7813.

For further information about the CPARS requirements or to download a copy of the Guide, go to <http://www.nalda.navy.mil/cpars/> or see the 2.0 web page Table of Contents for a hot link to the CPARS Guide and a variety of documents containing additional pertinent CPARS information. The 2.0 web page may be accessed at <http://on-site.nawcwpns.navy.mil/~contract/cpars.htm>.

and input into reporting systems:

- Systems (includes development and production) — \$5 million
- Services — \$1 million
- Operations Support (includes development of non-system items and the procurement of equipment, material, ammunition, etc) — \$5 million
- Information Technology — \$1 million

Research contracts funded by 6.1, 6.2 and 6.3A funding do not require past performance data to be collected in CPARS at this time.

The DoN CPARS Guide has detailed information on what is required. The basic process will require NAWCWPNS personnel, who are responsible for assuring contractors are satisfying contract requirements, to provide performance assessments on appropriate contracts on an annual basis and upon contract completion. These reports will be sent to the contractor for their comments, and then to the "reviewing official," who is the evaluator's immediate supervisor, for approval and reconciliation of any

Quality-Ranking Factors: Knowledge of missile systems, solid propulsion, airbreathing propulsion, ordnance and energetic materials, propulsion testing, system engineering processes, and project management processes. **DAWIA Quality-Ranking Factors:** Ability to meet 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. Full performance level is DP-4.

Notes 1 and 4 apply.

No. 473 -023-RP8, Electrician, WG-2805-11, Ordnance Support Section, Propulsion Branch, Airframe, Ordnance, and Propulsion Division, Code 473250D—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake, CA. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** Gordon Fawkes, (760) 927-7202. **HRD Contact:** Bob Peoples, (760) 939-7355. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent installs, maintains, and repairs complex electrical/electronic remote control circuitry for processing systems and of lighting and power systems used in the development, experimental processing, and testing of propellants, explosives, pyrotechnics, and propulsion systems. A majority of the work is of an experimental nature and will not be duplicated. The incumbent is exposed to the usual industrial hazards plus the dangers of toxic substances, fumes, and explosives. The incumbent works frequently in remote and isolated areas with a minimum of supervision or help. **Job Elements:** (1) Ability to do the work of the position without more than normal supervision. (2) use of electrical test equipment, (3) knowledge of electrical theory, (4) ability to use electrical drawings, (5) ability to use hand and power tools, (6) Ability to operate safely, and (7) ability to perform technical practices. **Note:** Supplemental Qualifications Statement is required for this vacancy announcement. Job applications and supplemental qualifications forms are available in Room 114 of the HRD Building. Incumbent must be able to obtain and maintain a Secret clearance. Full performance level is WG-11.

Note 1 applies.

No. 52-008-DWE98, Resources Specialist, DA-0301-03/DP-301-3, Pacific Ranges and Facilities (PR&F) Department, Resources Office, Code 52D000D—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake, CA. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** A. K. Rogers, (760) 939-4803 (DSN 4378-4803). **HRD Contact:** Diana Eggleton, (760) 939-8111 (DSN 437-8111). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position provides financial analysis for the Pacific Ranges and Facilities Department (PR&F) and the incumbent reports to the Administrative Management Officer (AMO) of the PR&F Department. The incumbent is responsible for assisting the PR&F AMO in the development and execution of Major Range and Test Facilities Base (MRTFB) budget plans and presentations. The incumbent is also the lead in advising the PR&F AMO on the status of Department funding submission into the Division Resources Interactive Planning System (DRIPS) and working with the Department budget office on related financial issues (carryover, rate issues, etc.). This position requires the selectee to obtain and maintain a Secret clearance. **Technical Quality-Ranking Factor:** Ability to manage Navy financial resources specific to a Major Test Range; apply Major Range Test Facility Base (MRTFB), Rated Service Account (RSA), Navy Working Capital Fund, carryover, and rate development concepts in analyzing and projecting potential financial problems; communicate orally and in writing; and lead Department-level working groups. **DAWIA Quality-Ranking Factor:** Ability to meet the mandatory experience, education, and training requirements for the Level II, (K) Business, Cost Estimating, and Financial Management Career Field within 18 months of entering the position for DA-3 level applicants and ability to meet the mandatory Level III requirements for DP-3 level applicants. This position provides for promotion potential to DP-3 for DA-3 level applicants but a promotion is not guaranteed. **Special Note:** Selection will be made at the selectee's current grade level.

Notes 1 and 4 apply.

DOD/ALL APPOINTABLE PERMANENT CIVILIAN EMPLOYEES

No. NSC300003R, (2) Satellite Manager, GS-301-11, Naval Satellite Operations Center, Operations Directorate, Satellite Operations Department, Satellite Operations Control Division, Code NSOC300—Area of Consideration: All appointable permanent DOD civilian employees. **Opening Date:** 4-16-98. **Closing Date:** 5-14-98. **Selecting Official:** T. Nassif, (805) 989-3226. **HRD Contact:** Rosalie Sommer, (805) 989-3231. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Provides satellite operations and ground-station control support for NAVSOC in the areas of satellite command and control; computer operations; telemetry analysis; satellite power; and thermal, altitude, timing, and communication systems. Performs satellite command and control, computer operations, and high-level telemetry analysis. Administers comprehensive satellite operations and ground-station control procedures and systems. **Quality Ranking Factors:** (1) Ability to provide support to a wide spectrum of satellite and ground-support equipment, and (2) ability to operate computers.

NATIONWIDE/CURRENT APPOINTABLE CIVILIAN DOD EMPLOYEES

No. 850040-TW8, (1) Supervisory Firefighter, DG-081-05, Shore Station Management, Air Operations Department, Crash/Structural Branch, Code 854000E—Area of Consideration: Current appointable civilian DOD employees Nationwide. **Opening Date:** 4-16-98. **Closing Date:** 5-14-98. **Selecting Official:** Lcdr. Brunet, (805) 989-7041. **HRD Contact:** Theresa Whipp, (805) 989-3238. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent is the Assistant Fire Chief and the immediate supervisor of one of two platoons of personnel (a platoon works a shift of 24 hours on and 24 hours off) under the Fire Division and is responsible for its actions during fires and emergencies. The incumbent commands firefighting companies at structural and aircraft crash scenes and is second in command of the Fire Division, assuming the position of Acting Fire Chief in the Fire Chief's absence. In

addition, the incumbent performs technical supervision of one battalion chief, one station chief, and one crash chief. Technical supervision consists of generating daily work assignments; making changes to work schedules; ensuring adherence to Division policies, procedures, rules and regulations; and assisting in all matters where the operational efficiency of the Division may be affected. **Quality-Ranking Factors:** (1) Knowledge of a wide range of concepts, principles, and practices in fire protection requirements; (2) ability to supervise through subordinate supervisors.

NAWCWPNS/CURRENT APPOINTABLE DOD EMPLOYEES

No. 830-33-JS, (2) Electric Power Controller, WG-5407-11, Shore Station Management, Naval Air Weapons Station, Public Works Department, Maintenance Division, Electrical Branch, Code 8371000E—Area of Consideration: Current appointable DOD employees at NAWCWPNS. **Opening Date:** 4-30-98. **Closing Date:** 5-7-98. **Selecting Official:** Rudy Alcantar. **HRD Contact:** Julie Simental, (760) 989-3306. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent oversees the transfer of diesel fuel, and operates pumps and valves to control transfers to day tanks via centrifuge and strainer systems to prevent introduction of impurities. Controls operations independently or in combination with one each 1000kW, two each 500kW; or two each, 750kW, two each 230kW, one each 150kW, diesel-driven generators. Takes combustion readings to determine internal-engineer operating conditions. Adjusts and controls engine speeds, and checks plant-related equipment for handling and purification of diesel fuel and lubricating oils, including fuel injection pumps, filters, etc. Inspects operation of engineer cooling system, which includes heat exchangers. Synchronizes and parallels generators and controls frequency and voltage within prescribed range. Performs operational maintenance on diesel engines and auxiliaries. Operates electric-power control board, and oil and air circuit breakers; dispatches power; clears feeders as directed. Tests routinely installed safety controls and devices. **Quality-Ranking Factor:** Ability to perform the work of an Electric Power Controller without more than normal supervision.



**NAVAL AIR WARFARE CENTER WEAPONS DIVISION
ANNOUNCEMENTS**



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

WINTER SECURITY REFRESHER AVAILABLE
The Winter 1998 Security Refresher is now available on the NAWCWPNS Intranet. This refresher is required for all employees who have a security clearance. The web site address has changed to

<https://vulcan.chinalake.navy.mil/security>.
Note: Use https and not http.

If you have problems accessing the refresher, notify your system administrator. If you still require assistance, contact Jim Pinnell at 939-2079.

DIFMS OVERVIEW TRAINING
Just a reminder that DIFMS Overview Training videos with accompanying training manuals are available for your viewing pleasure at both China Lake and Point Mugu. Your contact at China Lake is Patti Patin, who can be reached at 939-2797 (DSN 437-2797). Your contact at Point Mugu is Patti Vaughn, who can be reached at 989-8997 (DSN 351-8997).
You can now also access the latest version (3.1) of the DIFMS Overview Training Manuals electronically on the DIFMS Server. The path to the server is:

Mac:
Select: Chooseer under the Apple; Select Apple Share; Zone: Select CL HQ; Server: Select DIFMS; Log on as a guest; when the DIFMS Server Icon appears on your desktop, double click on it; Select the Library Folder; Select the Training Folder; Select DIFMS-154, DIFMS Student Guide

PC:
Select: Network Neighborhood; Select: Entire Network; Select: CL hq; Select DIFMS.

DIFMS documents may be in a variety of programs and originated on either a Mac or a PC. To allow access from any desktop platform, most documents are converted to a read-only Portable Document Format (PDF). Use Adobe's Acrobat Reader to view these documents. At the top of the DIFMS folder on the Server is AcroRead.mac for Macintosh or ACROREAD.EXE for PC. Double click on whichever applies and select Install to use this free software. After downloading, perform searches within Reader to find specifics.

DIFMS NEWSLETTER
The fourth issue of the DIFMS newsletter "Let's discuss..." will be available by **30 April**. You can access it and previous issues on-line via the DIFMS Server as well as on the DIFMS website.

JOB FAIR
The NAWS Family Service Center, 810 Blandy, will be hosting a Job Fair on Tuesday, **12 May** from 1000 to 1500. If you plan to attend, bring your resume. The following agencies are confirmed, and we anticipate that others will be there: Remedy Intelligent Staffing, Riverside; Wasco State Prison Reception Center; Lockheed, Palmdale; California Highway Patrol; CR Briggs Corp.; Primerica Financial; Schneider National Carriers, Inc.; Chromalloy Nevada; Sheriff's Office, Flagstaff, Arizona; Employment Development Department Ridgecrest; Tracor; CTA; Raytheon; MGD L Recruiting; Day and Zimmerman; Temporary Agencies; U.S. Army Recruiters; Army National

NAWCWPNS WORKFORCE MANAGEMENT INITIATIVE

- We are pleased to announce the stand up of the Workforce Management Enterprise Team (WMET), with Mr. Jim Kneppshield as the Program Manager. WMET members are listed below. The mission of the WMET is to provide managers and supervisors with resources and tools for workforce management, and to provide employees with developmental and employment opportunities, both internal and external to NAWCWPNS.
- The WMET has already initiated several efforts. These include: orchestrating job opportunities outside NAWCWPNS (e.g., CTA Year 2000, Federal Aviation Administration); expanding Career Transition Centers at China Lake and Point Mugu; improving employee and supervisory/management skills; and providing better management tools for analyzing the workforce skills balance. Future WMET activities and opportunities will be regularly publicized through the Rocketeer and Missile, a NAWCWPNS Web site, and other forms of all-hands communication.
- All of us -- corporate management, first line and mid-level supervisors, and employees -- must take on the challenge of seeking out and making the changes necessary to ensure a healthy future for the NAWCWPNS organization and workforce.
 - Corporate leadership must provide strategic direction and strongly support ventures into new business areas.
 - Competency managers must assess and adjust their workforce skill mix to meet the changing requirements of both our financial challenges and our new ventures, and they must communicate these new requirements to their employees.
 - First line supervisors must provide job and career guidance to employees, and they must encourage employees to explore options for career change.
 - Employees must seek out resources and opportunities, and be open to making job changes, developing new skills, and even transitioning to new careers.
- By taking charge of our jobs, our careers, and our organization now, we ensure a better future for the Naval Air Warfare Weapons Division corporation as a whole and for each of us as individuals. We ask each of you to join us in this challenge.

STERLING HAALAND Executive Director	RADM RAND FISHER Commander
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WORKFORCE MANAGEMENT ENTERPRISE TEAM (WMET) MEMBERS

Name	Team Function & Role	Code	Phone
Col William Bain	Director	4A0000D	939-6603
Jim Kneppshield	Program Manager	4JA000D	939-8570
Eva Bien	Human Resources Management	730000E	939-2434/989-3271
Karen Buehler	Communications Manager	76C000D	939-3109
Bryan Hill	Corporate Operations	7F0000D	939-5975
Don Hilliard	Mid Level Supervisor/Manager	471430E	989-9370
Dr. Neil McCarthy	Corporate Reserve (ATP) Program	529100E	989-9201/939-4882
Ron Rogers	Human Resources Management	733000E	989-3997
Terry Mitchell	Organizational Development Advisor	00AC00D	939-2534
Debby Young	First Line Supervisor/Superv'y Network	331000E	989-0285

CHINA LAKE
Guard; Human Resources Department; and MANTECH International Corporation.
CONSTRUCTION HOTLINE AVAILABLE
The Construction Contracts Division has a new hotline for complaints about construction contractors. If you experience any problems with construction contracts on Center, call 939-4412 and leave a message.
Federal employees, with supervisory permission, are encouraged to attend.
For more information, call 939-0966 or 927-1545.

CALIFORNIA APPROVED MOTORCYCLE RIDER COURSE
A free Motorcycle Safety Foundation course will be offered at China Lake on **11, 12, and 13 May** on a first-come basis. Class size is limited. Students must provide their own motorcycle.
PLAQUES AND AWARDS
An anticipated 250 people will be leaving China Lake and Point Mugu in May with the next VSIP/VERA. To ensure that your award requests are met in a timely manner, submit them to the Exhibits and Awards Section (Code 474500D) of TID as early as possible. If you have questions, call 939-0951 or 939-2578.
To obtain further information and enroll, contact Bill Lyons at 927-1381

PERSONNEL MANAGEMENT ADVISORS CONTACT LIST

Location	Advisor Name	Phone	Area	Advisor Name	Phone
China Lake	3.0, 4.1, 4.2, 4.5, 4J, 4K	Kitty Reeve, PMA 939-8364	4.3, 5.4, 5.6	Pam Stafford, PMA 989-3308	
	4.0, 4.6, 4.7, 4.73, 4.74, 4B	Bob Peoples, PMA 939-8120	7.0, 7.6	Gina Weatherford, Asst. 989-3301	
	4.71, 4.72	Gail Bigelow, PMA		Theresa Whipp, PMA 989-3238	
	3.0, 4.0, 4.5, 4.7, 4.73, 4.74, 4B	Julie Rodriguez, Asst. 939-2693	7.2, 7.4, 8.4, 8.5, 8.8	Julie Simental, Asst. 989-3306	
	4.1, 4.2, 4.6, 4.71, 4.72, 4J, 4K	Kay Behrmann, Asst. 939-2736		Theresa Whipp, PMA 989-3238	
	2.0, 7.0	Nancy Robinson, PMA 939-8106	2.0	Bob Washington, Asst. 989-3316	
	5.0 China Lake/White Sands	Diana Eggleton, PMA 939-8111		Susan Ellis, PMA 989-3319	
		Joaquin Rivier, PMA 939-8101	3.0	Mary Lou Gutierrez, Asst. 989-3230	
	8.0 China Lake	Jean Johanboeke, PMA 939-8135	7.5, 7.7	Rosalie Sommer, PMA 989-3231	
		Pat Ward, PMA 939-2218		Mary Lou Gutierrez, Asst. 989-3230	
	2.0, 5.0, 7.0, White Sands	Earlene Mouldenhauer, Asst. 939-2359	8.6	Ed Vicuna, PMA 989-3310	
		Jean McLain, Asst. 939-2925		Letty Solano, Asst. 989-3302	
8.0	Shirley Hauser, Asst. 939-2883	8.7	Ed Vicuna, PMA 989-3310		
Point Mugu	0.0, 7.3, 8.0, 8.2, 8.3	Ed Vicuna, PMA 939-3310	NAVSOC	Bob Washington, Asst. 989-3316	
		Julie Simental, Asst. 989-3306		Theresa Whipp, PMA 989-3238	
	4.1, 4.5, 4.7, 4.8, 4J	Terr Smith, PMA 989-3322		Letty Solano, Asst. 989-3302	
		Lillian Cabello, Asst. 989-3347		Theresa Whipp, PMA 989-3238	
	4K, 5.0, 5.2	Jan Meadows, PMA 989-3261		Rosalie Sommer, PMA 989-3231	
	Rafael Avila, Asst. 989-3320		Mary Lou Gutierrez, Asst. 989-3230		
			NARU, VXE-6	Susan Ellis, PMA 989-3319	
				Mary Lou Gutierrez, Asst. 989-3230	

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 1700z** 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).

NWC PLAQUES

NWC plaques are no longer available from the Exhibits and Awards Branch of TID. We still engrave the nameplates for them; however, the plaques themselves must be obtained from the China Lake Museum Foundation. For further information, call Jeanne at 939-3530.

BARCODED EQUIPMENT DISPOSAL (WAREHOUSE 41) INFORMATION

The hours of operation to turn in excess barcoded equipment at Warehouse 41 are:

Tuesday, 0800-1500—Turn in equipment; appointment only

Monday, Wednesday, and Thursday, 0800-1100—View available equipment; no appointment necessary
Non-Flex Friday—Closed

The next available date for turning in excess equipment is **2 June**. To schedule an appointment, call 939-2101.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The Indian Wells Valley Metal Trades Council is the exclusive labor representative for the bargaining unit of wage grade employees at NAWCWPNS China Lake. This council is comprised of the following: Carpenters Local #743, Painters Local #52, Pipefitters Local #460, and the International Brotherhood of Electrical Workers Local #45. The president is Bobby Martin, who can be reached at Building #95, located behind the Training Center on Inyokern Road, 939-7116, E-mail bmartin@iwvisp.com.

UNIVERSITY OF TENNESSEE (UTSI) MASTERS DEGREE PROGRAM

UTSI's summer session begins on **4 June**. The UTSI program, designed for engineering and science majors, leads to a masters of science degree in aviation systems. Prospective students can enroll as either degree or nondegree candidates and receive graduate credit for courses taken. Graduates of either the Navy and Air Force Test Pilot School receive graduate credit for 12 to 15 hours.

The cost is \$749 per 3-hour course. Residents of southeastern California may be eligible for in-state tuition fees (\$550 for courses with tapes and \$450 for courses without tapes) as part of the academic common market. All 3-hour courses listed are provided on videotape for students to view in their homes. Application fees, forms, and transcripts must be completed before midterms.

For more information, contact the area representative at (760) 927-8874. The UTSI office is in the Family Service Center, Office U, 610 Blandly. Office hours are by appointment only.

The deadline for enrollment form completion is **30 June**. The following courses are being offered:

Summer Schedule

AE 422	Aerodynamics - Dr. Collins
AE 599B	Special Topics in Aerospace Engineering: Aircraft Structures - Dr. Solies Note: Also listed as AS 510C
AS 500	Masters Thesis
AS 510A	Special Topics in Aviation Systems: GPS/GIS and Its Applications - Dr. Paludan
AS 510B	Special Topics in Aviation Systems: Fundamentals of Radar and Radar Cross Section Reduction - Dr. Paludan
AS 510D	Special Topics in Aviation Systems: Aviation Human Factors - Dr. Solies
EM 536	Project Management - Dr. Claycombe
EM 540	Labor Relations - Dr. Steinle
IE 405	Engineering Economy - Dr. Crest
IE 494	Engineering Fundamentals I - Dr. Collins
IE 495	Engineering Fundamentals II - Dr. Collins
IE 591	Special Topics in Industrial Engineering: Systems Engineering - Dr. Hailey

RETIREMENTS AND FAREWELLS

LARRY JEFFRIS

Larry Jeffris, Code 471S00D, is retiring after 32 years of federal service at China Lake. A retirement party will be held in his honor at the Indian Wells Valley Lodge on **7 May** with social hour starting at 1800 and dinner at 1830. To make a reservation, schedule a presentation or make a gift donation, contact Nancy Means at 939-3643 or Tammy Johnson at 927-1973 by **6 May**.

SAMMIE (SAM) TREECE

Sammie (Sam) Treece, Recycling Branch (Code 826200D), is retiring after 36 years of federal service. A retirement party will be held in his honor at Texas Cattle Company on **8 May** at 1800. For reservations, gift donations, and presentations, contact Mary Lou Hernandez at 939-9539 or Linda Beach at 939-2997.

MICHELE M. CRABTREE

Michele Crabtree, Data Processing and Displays Division, Pacific Ranges and Facilities Department, is leaving NAWCWPNS after more than 8 years of service. A farewell luncheon will be held in her honor at Santa Fe Grill on **14 May** at 1115. Lunch will be buffet style and includes steak and chicken fajitas, cheese enchiladas, rice, beans, green salad, and soft drink for \$8.95. For reservations, gift donations, and presentations, contact Cathy Riggs at 939-6045 or Kathy Curran at 939-6822 by **11 May**.

SAMMIE "RFO" FORD

Sammie R. Ford, Land Range Air Operations Section (Code 521130D), is retiring after 33 years of federal service. A retirement dinner will be held in his honor at the Elks Lodge on **15 May**. Doors open at 1800. Beer is on the house and a deep-pit barbeque dinner will be served, in addition to a no-host bar. Dress is casual. To purchase tickets, make a gift donation or a presentation, contact Leslie Brown at 939-6883 or Rob Kruse at 939-6814.

RUTH WESCHE

Ruth Wesche, Code 7GB000D, is retiring after 11 years of federal service. A retirement luncheon will be held in her honor at John's Pizza on **21 May** at 1115. The High Noon Special will be served. For reservations, gift donations, and presentations, contact Linda Salsar at 939-2304 by **14 May**.

EMPLOYER DAY

The Lockheed Martin (Middle-East Service) will be interviewing P-3 and C-13 qualified personnel for position in their company at the Point Mugu Family Service Center, Trailer 10131 on **12 May** from 0900-1630. Projected future Employer Days (usually with 4-6 companies represented) are

22 May	CBC
19 June	Point Mugu
17 July	CBC
31 July	CBC
28 August	Point Mugu
25 September	CBC

Detailed information on Employer Days will be provided in advance of each event. The dates listed are subject to change. For further information, call 989-1022.

POINT MUGU

VENTURA COUNTY JOB FAIR

The Ventura County Job Fair sponsored by Ventura College and the Ventura County Star will be held at the Ventura College Campus on **6 May** from 1000 to 1400. Approximately 100 employers are expected to participate. Interested employees should discuss leave options with their supervisors.

For further information, contact Ron Rogers at 989-3997.

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 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 989-8161 or Nancy Stock at 989-3225.

EMPLOYEE COMMUTE OPTIONS PROGRAM

To participate in the Employee Commute Options Program, you must use alternate means of transportation. **Eligibility Requirements:** To be registered in the NAWCWPNS Employee Commute Options Program, an individual must be an active-duty military member or civilian employee of NAWCWPNS Point Mugu or Camarillo Airport worksites using an alternative means of

LIZA DIMARANAN

Liza Dimaranan, Engineering Sciences Branch, will be leaving federal service after almost 7 years to go back to school. A retirement luncheon will be held in her honor at La Pasta Grill on **22 May**. Lunch will be served off the menu. To make reservations and gift donations, contact Maryann Hiser at 939-1122, or Cathy Smith at 939-2206.

TOM BOYD
BILL ERWIN

Tom Boyd and Bill Erwin, Technical Information Department (Code 474500D), are retiring after over 60 years of combined federal service. A retirement luncheon will be held in their honor at Farris' at the Heritage on **28 May** at 1130. A turkey-and-ham lunch buffet will be served for \$9.50 per person, including tax and gratuity. For reservations, tickets, gift donations, and presentations, contact Sue Dunker at 939-2671, Ramona Bernard at 939-3740, or Kim Koch at 939-0758.

ROBERT "BOB" REBER

Bob "Bubba" Reber, Exhibits and Awards Branch (Code 474500D), is retiring after 28 years of federal service. Join us for "Reber's Retirement Rendezvous" at the Elks Lodge on **29 May**. The no-host bar will open at 1800, with a buffet Mexican dinner catered by Santa Fe Grill at 1900. Tickets are \$12; dress is casual. To purchase a ticket, make a gift donation, or "get Bob's goat," contact Patti Horton at 939-0951 by **22 May**. You can pick up tickets at Bldg. 00052, located behind the Thrift Shop.

FREDDIE PERRY

Freddie Perry, Engineering Sciences Branch, will be retiring after 26 years, 8 months, and 22 days of federal service. A retirement luncheon will be held in her honor at Farris' at the Heritage on **2 June**. Quiche Lorraine and an herb chicken buffet will be served for \$10 per person, including tax and gratuity. For reservations, tickets, gift donations, and presentations, contact Maryann Hiser at 939-1122 or Cathy Smith at 939-2206.

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

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

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

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

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

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

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from current appointable employees at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment, VRA employees, and temporary employees within reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by 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. PL 101-510 requires that all applications for DAWIA designated positions, which are advertised as 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.

MERIT PROMOTIONS

POINT MUGU/CURRENT PERMANENT CIVILIAN EMPLOYEES

No. 534-030-JM8, Electronics Technician, GS-856-12, Test and Evaluation Competency, Threat/Target Systems Department, Airborne Threat Simulation Division, Simulator System Support Branch, Countermeasure System Support Section, Code 534120E—Area of Consideration: Current permanent civilian employees at Point Mugu. **Duty Station:** Point Mugu. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** Emery Kujiraoka, 989-3572. **HRD Contact:** Jan Meadows, 989-3261. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the technician team leader in the organization, responsible for allocation and preparation of electronic attack (EA) assets to support Aegis Combat Systems Ships Qualification Trials (CSSQT). This involves interfacing with the appropriate program contractors and government personnel to develop the CSSQT EA test plans, configure and install the EA assets in the appropriate subscale drone targets to meet mission objectives, and support the CSSQT live-fire exercises. Prior operational knowledge of ULQ-21S EA components is a requirement. The incumbent must also possess knowledge and working experience of the Data Distribution System (DDS) Exciter, SYR-1, and Horn 4A Modulator EA systems and be capable of programming them to support other sponsor program activities. The candidate must have knowledge of the mini-towbodies utilized on BQM-34 and BQM-74 subscale drones and be capable of performing the acceptance tests and maintenance on these units, as needed. The

applicant serves as a project coordinator requiring substantial interfacing and scheduling with NAWCWPNS management, sponsors, and contractors. The incumbent will utilize both common and specialized microwave RF test equipment in the performance of duties. Must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factor:** Knowledge of and skill in the coordination and configuration of ULQ-21S, DDS Exciter, SYR-1, Horn 4A Modulator and mini-towbody EA assets to support Aegis CSSQT and other shipboard radar and weapon system programs. Ability to configure and verify accurate performance of the EA systems when required for sponsor testing exercises.

No. 534-031-JM8, Electronics Technician, GS-856-12, Test and Evaluation Competency, Threat/Target Systems Department, Airborne Threat Simulation Division, Aero/Mechanical Branch, Code 534200E—Area of Consideration: Current permanent civilian employees at NAWCWPNS Point Mugu. **Duty Station:** Point Mugu. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** Robert Martin, 989-5457. **HRD Contact:** Jan Meadows, 989-3261. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the team leader of the AST-5 Command and Control System, responsible for all aspects of the AST-5 pod operation and installation in Navy and Air Force aircraft for Tomahawk training and live-fire exercises. This team modifies, maintains, and provides operational support for the AST-5 system. The incumbent will be responsible for all aspects of program support. Interface with contractor and program engineers will be required to identify present and future technical

requirements. Familiarity with flight line and land and sea test range procedures is essential. The applicant will be required to document maintenance records and testing results. In addition, the ability to conduct pre- and post-operation briefings will be required to ensure that mission objectives are achieved. Serves as project coordinator requiring substantial interfacing and scheduling with NAWCWPNS management, sponsors, and private industry. The incumbent will utilize both common and specialized microwave RF test equipment in the performance of these duties. Must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factor:** Knowledge of and skill in building, modifying, maintaining, and repairing the AST-5 Command and Control System and of the employment and performance of AST-5 pods for training and live-firing exercises.

NAWCWPNS

No. 473-006-RP8, Interdisciplinary (General/Mechanical/Electronics/Aerospace Engineer), DP-801/830/855/861-3, Weapons/Targets Department, Airframe, Ordnance, and Propulsion Division, Theater Ballistic Missile Defense Project Office, Code 473A50D—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake, CA. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** Brad Harlow, (760) 939-3164. **HRD Contact:** Bob Peoples, (760) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Lead Engineer for the Theater Ballistic Missile Defense (TBMD) and is

responsible for the system engineering of work related to the concept exploration and TBMD development. The incumbent is responsible for the NAWCWPNS system engineering role as a part of a national team to assess and develop a complex missile system and will serve as the deputy for the NAWCWPNS TBMD Project Director. **Technical Quality-Ranking Factors:** Knowledge of missile systems and the following subsystems: (1) missile seeker and missile seeker discrimination, (2) missile propulsion, (3) missile guidance and control, (4) missile airframes, and (5) missile fuzing. **DAWIA Quality-Ranking Factors:** 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. Full performance level is DP-4. **Note:** Previous applicants need not reapply. **Notes 1 and 4 apply.**

No. 473-021-RP8, Supervisory Interdisciplinary (General, Mechanical, Electronics, Chemical Engineer), DP-801/830/855/893-3, Weapons/Targets Department, Airframe, Ordnance, and Propulsion Division, Code 473P00D—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake, CA. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** John Robbins, (760) 939-7200. **HRD Contact:** Robert Peoples, (760) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as Plant Manager for the Airframe, Ordnance, and Propulsion Division. The incumbent is responsible for quality, safety, and environmental compliance of all operations performed by the Division. Incumbent is responsible for the facilities, equipment, and space under the cognizance of the Division, including maintenance, accomplishing improvements in facilities and equipment, and allocating the Division's space. The incumbent should have a working knowledge of industrial and explosive safety, environmental regulations and law, quality assurance of energetic materials, and sound engineering design practices for ordnance items, facilities, and processing equipment. The Division assets include the CLPL and Salt Wells ordnance plant; machine shops in Michelson Lab, Salt Wells, Randsburg Wash, and Point Mugu; energetic material and ordnance test facilities at China Lake and Point Mugu; and environmental test facilities at China Lake and Point Mugu. **Technical Quality-Ranking Factor:** Knowledge of explosive and propellant processing and testing. **Supervisory Quality-Ranking Factor:** Knowledge of affirmative action principles, including a willingness to implement EEO practices. **DAWIA Quality-Ranking Factor:** Ability to meet 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. Full performance level is DP-4.

Notes 1, 2, and 4 apply.

No. 473-022-RP8, Interdisciplinary (General/Mechanical/Electronics/Aerospace/Physicist), DP-801/830/855/861/1310-3, Weapons/Targets Department, Airframe, Ordnance, and Propulsion Division, Systems Applications Office, Code 473A20D—Area of Consideration: NAWCWPNS. **Duty Station:** China Lake, CA. **Opening Date:** 4-30-98. **Closing Date:** 5-14-98. **Selecting Official:** Brad Harlow, (760) 939-3164. **HRD Contact:** Bob Peoples, (760) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the lead for the Systems Applications Office in the Airframe, Ordnance, and Propulsion Division, Weapons/Targets Department and is responsible for the overall requirements definition, design, and test processes. The incumbent is also responsible for system engineering support to certain critical technology projects, such as the Fasthawk Advanced Technology Demonstration (ATD). **Technical**

procedures.

Note: Completing this course within the first 120 days of your supervisory probation period satisfies the mandatory safety training requirement for the probation year.

Topics covered include the role of PMAs, safety, security, CEAP, ethics, workers compensation, plant account, Drug Free Workplace Program, leave transfer program, labor and employee relations, employee development, employee awards (and other aspects about the DEMO system), affirmative employment, staffing, DOD priority placement, and other topics of interest to supervisors.

To enroll or obtain further information, call Pat Nogle at 939-3159 (DSN 437-3159).

BASIC SUPERVISION (40 hrs.)

15-19 June; Monday-Friday, 0800-1600; Training Center, Bldg. 366, Point Mugu. By: Dr. Teri Mahanay, Supertraining, Inc.

Intended Audience: Probationary supervisory personnel. The contents of this course include roles and responsibilities of supervisors, team leadership, planning and organizing, delegation, interpersonal communication effectiveness, coaching and counseling skills, conflict resolution, motivation, and organizational effectiveness. Learn your own leadership, motivation, and communication styles and how they affect your supervisory style. Practice delegating, drafting performance appraisals, and giving feedback, both positive and negative. This course provides supervisors with the opportunity to "talk shop" with other supervisors with similar interests and concerns.

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

INTRODUCTION TO PROCESS DEFINITION (8 hrs.)

19 June; Friday, 0800-1700; Training Center, Point Mugu.

This class is designed to assist students in documenting and defining processes and is excellent for organizations to start their process definition efforts. However, anyone who defines and documents processes will find this part of the course useful. This course will provide students hands-on experience designing, documenting, and evaluating processes. Feedback mechanisms and measurements will be introduced as a vehicle to process improvement.

To enroll or obtain further information, contact Ruth at 939-7086 (DSN 437-7086).

INTRODUCTION TO NAVY WORKING CAPITAL FUND (24 hrs.)

23-25 June; Tuesday-Thursday, 0800-1600; Training Center, China Lake. By: Navy Financial Management Career Center

This course provides an introduction to the Navy Working Capital Fund (NWC), how a revolving fund is managed, industrial fund accounting and budgeting within the DON with emphasis on cost accounting, billing and cost control analysis, and unit cost.

To enroll, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Pat Nogle, Code 733000D. For further information, call 939-3159 (DSN437-3159).

INFRARED WINDOWS AND DOME MATERIALS (8 hrs.)

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

This 1-day course presents an overview of the optical, thermal, and mechanical characteristics of infrared-transmitting window and dome materials, with a special section on chemical-vapor-deposited diamond technology. Other topics include thermal shock response, rain and particle erosion, protective coatings, antireflection coatings, and electromagnetic shielding. Single-crystal growth, ceramic hot pressing, chemical vapor deposition, and optical finishing will be described in addition to the latest advances in dome and window design and testing. The course is directed at engineers, scientists, and managers who need an introduction to properties, performance, and manufacture of windows and domes. The textbook, *Infrared Window and Dome Material*, by Daniel C. Harris (SPIE Press, 1992), is included with the course materials.

To enroll, QuickMail or call Dorothy Wiederhold, Code 733000D, at 939-2359 (DSN 437-2359) with your name, code, social security number, and phone number, and verify that you have your supervisor's approval to attend. If you get Voice Mail, leave a complete message.

HIGH-LEVEL ARCHITECTURE TRAINING OFFERED AT CHINA LAKE

HIGH-LEVEL ARCHITECTURE (HLA) (12 hrs.)

Note: Check-in begins at 0730

2-3 June; 2 June, 0815-1600; 3 June, 0800-1200; Heritage Inn, Flight Deck, 1050 N. Norma St., Ridgecrest. Sponsored by: The Defense Modeling and Simulation Office (DMSO)

HLA Regional Training is a comprehensive introduction to the HLA. This session provides an overview of the HLA goals, policy, and development process; a full description of the HLA specifications; a discussion of Federation and Object model development processes; HLA, a supporting software (particularly the RTI); and the HLA testing process. At different sites, usage accounts by different HLA implementors are incorporated into the training sessions.

Tentative Core Agenda for Regional Training

Day 1

I.	Introduction Welcome and Acknowledgments DOD HLA Process and Policy	Sponsor/AEgis DMSO/DOD/AEgis	0815 0830
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II.	HLA Specifications HLA Rules Break HLA OMT Version 3.0 Fundamental HSA Interface Specification Version 1.3 Lunch	SME/AEgis SME/AEgis SME/AEgis SME/AEgis	0930 1000 1015 1100 1200
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III.	Technical Details Time Management in the HLA Break Tutorial on HLA RTI 1.3	SME/AEgis SME/AEgis	1300 1415 1430
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Day 2

IV.	Supporting Process Guidance HLA Object Model Development Process and Supporting Tools Federal Compliance Testing Process Break	SME/AEgis SME/AEgis	0800 0930
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V.	Experience and Lessons Learned Two Testimonials		1030
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This HLA Training Event is open to NAWCWPNS China Lake, Point Mugu, Edwards Air Force Base, and Nellis Air Force Base. To register for the HLA Training Event by DMSO, the website address is http://hla.dmsomil/hla/edu_trng/. In addition to registering with DMSO website, e-mail a response to Lily Horton (lhorton@mugu.navy.mil) on the type of simulation you are involved with and whether you are a program manager, project manager, or implementor. Limited spaces are available, so register early. On-line registration is encouraged by 22 May. The agenda may change. The update will be published on the DMSO website and NAWCWPNS newsletters and Intranet.

Reservations can be made at the China Lake Combined Bachelor Quarters at (760) 939-3146 (DSN 437-3146); Heritage Inn, 1050 North Norma St., (760) 446-6543; or Carriage Inn, 9901 North China Lake Blvd., (760) 446-7910.

For additional information, contact Lily Horton, Code 733000E, at (805) 989-3987 (DSN 351-3987) or Alice Campbell, Code 535300D, at (760) 989-0268 (DSN 351-0268).

INTERNET JOB SITES

America's Job Bank	http://www.sjb.dni.us
California Job Service	http://ca.jobsearch.org
California State Personnel Board Home Page	http://www.spb.ca.gov
CalJobs Home Page	http://www.jobs1.cahwnet.gov
Career Center	http://www.netline.com/career
Career Connection	http://www.career.com
CareerMosaic	http://www.careermosaic.com
Careerpath.com	http://careerpath.com
Careers and Jobs	http://www.starthere.com/jobs
CareerWEB	http://www.cweb.com/jobs
Commerce Department's Governmentwide Listings	http://www.fedworld.gov
E-Span Interactive Employment Network	http://www.espan.com
Edwards AFB Vacancies	http://cpl.edwards.af.mil/vacancy
Employment Development Department (California)	http://www.edd.cahwnet.gov
Engineering Jobs	http://www.engineeringjobs.com
Federal Job Opportunities for California	ftp://ftp.fedworld.gov/pub/jobs/ca.txt
Federal Research Service	http://www.fedjobs.com
Federal Times	http://www.federaltimes.com
Help Wanted	http://helpwanted.com
Human Resources Department Homepage	http://hrdmugu.mugu.navy.mil/hrd/
Job Hunt	http://www.job-hunt.org
Job Web	http://www.jobweb.org
JobSmart (California Job Search Guide)	http://www.jobsmart.org
Monster Board, Career Site Web	http://www.monster.com
National Ad Search	http://www.nationaladsearch.com
NAWC-AD Recruiting Ad	http://www.nawcad.navy.mil/nawcad/hro
NAWC-TSD Human Resource Recruit Ad	http://www.ntsc.navy.mil/hro
USA Jobs (Office of Personnel Management)	http://www.usajobs.opm.gov
The Gate (San Francisco)	http://www.sfgate.com
The Internet Job Locator	http://www.1010.com/jobs
World Hire	http://www.world.hire.com
Raytheon Systems Company	http://www.htsc.com/career/FPS_ad.html

transportation to arrive at the worksite. Alternative means of transportation include walking, running, bicycling, or car/van pooling, or using public transportation (including the base transit system) or a vehicle that runs on clean fuel, such as propane, methanol, compressed natural gas, or electricity. A carpool includes passengers 16 years of

age and older who are transported to school or work, or persons who are registered and transported to employer-sponsored day care or elder care facilities located within a 1/2-mile radius of the worksite.

Rideshare Hotline: For rideshare hotline information, contact the Employee Transportation Coordinator, Bill Guzman, at 989-1360.

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.



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 were 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

Leon Biesiadecki, Code 525220D

Leon is recovering from spinal fusion surgery.

Jimmy Walston, Code 84E000D

Jimmy is recovering from a total hip replacement.

Marvin Kennedy, Code 526220D

Marvin is awaiting lower back surgery.

Stephen McCombs, NMC

Stephen is caring for a family member.

Lillian Cabello-Razo, Code 731000E

Lillian is recovering from injuries sustained in an auto accident.

Carolyn Lee Jordon, Code 7GC000E

Carolyn has undergone lumbar spinal surgery.

Debbie Casillas, Code 562E00E

Debbie is hospitalized with ulcerative colitis.

Carol Crump, Code 526210D

Carol is recovering from reconstructive surgery.

Susie Park, Code 525210D

Susie is recovering from surgery.

Dawn Haddock, Code 418100D

Dawn is on maternity leave.

Wei-Li Young, Code 457120E

Wei-Li is on maternity leave.

Richard A. Czebatol, Code 457300E

Richard is undergoing chemotherapy and a bone marrow transplant.

Robert Klopotek, CBC, Port Huenueme

Robert is suffering from a severe heart condition.

Debbie Casillas, Code 562E00E

Debbie is hospitalized with ulcerative colitis.

Martha Harrington, Code 4BY100D

Martha is receiving chemotherapy treatments.

Linda Currington, Code 4731B0D

Linda has undergone major surgery.

Shirley Carroll, Code 455300D

Shirley is under a doctor's care.

Vida Nunez, Code 763400E

Vida is under a doctor's care following a severe auto accident.

Charles Ball, Code 532120E

Charles is undergoing cancer radiation therapy.

Norma Lavin, Code 52911EE

Norma had surgery and is under a doctor's care.

Jeanie Salyer, Code 734000D

Jeanie is receiving kidney dialysis while awaiting a transplant.

Sandy Watson, Code 335000D

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

Benjamin Asuncion, Code 531200E

Benjamin is undergoing chemotherapy and other cancer-related treatment.

Macia Watanabe, Code 454310E

Macia is under a doctor's care because of complications during pregnancy.

Anita Retome, Code 455330E

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

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

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

SUPPORTING MICROSOFT WINDOWS NT 4.0 CORE TECHNOLOGIES (40 hrs.)

4-8 May; Monday-Friday, 0800-1600; Training Lake, China Lake

4-8 May; Monday-Friday, 0800-1600; 920 Hampshire Rd., Suite S, West Lake Village

By: New Horizons Computer Learning Center

Intended Audience: Support professionals who install, customize, configure, and support Microsoft Windows NT Workstation and Windows NT Server Version 4.0.

Prerequisites: (1) Working knowledge of the Microsoft Windows 95 interface, such as customizing the Start menu, configuring the desktop, using Control Panel, moving and sizing windows, and switching between tasks; (2) operational understanding of the following microcomputer topics: the Microsoft MS-DOS operating system, memory, hard disks, types of central processing units (CPUs), communication ports, printer ports, display adapters, and pointing devices; (3) completion of Networking Essentials or equivalent

knowledge; (5) completion of Administering Microsoft Windows NT 4.0 or equivalent knowledge; and (6) experience supporting networks or end users.

Note: Enroll only if you have met the above prerequisites. This Microsoft-certified course teaches students how to install and configure the Windows NT 4.0 environment; manage system policies, file systems, partitions, and fault tolerances; support and manage applications running under Windows NT (DOS, 16 bit, 32 bit); introduction to TCP/IP and Microsoft internet information server; and install, configure, and troubleshoot Remote Access Service.

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

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 TRANSITION AND RESOURCE CENTER

Need help formulating 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 Resource Center (CTRC) 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 CTRC or to schedule an appointment, call 989-3997 (Point Mugu) or 939-2359 (China Lake).

COMPONENTS (32 hrs.)

5-8 May; Tuesday-Friday, 0800-1600, Training Center, Point Mugu. By: In-House Instructor
Prerequisite: Some programming experience would be beneficial.

This course can be useful as a refresher course in C/C++ programming as added experience. The main area of interest is data structures and object-oriented programming. General C/C++ syntax will be covered, but not in detail. We will be using a Rapid Application Design (RAD), components (OLE, ACTIVE, and COM/DCOM), and "web-shareware" downloadable libraries. The class will include eight projects.

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

INTRODUCTION TO NAVY WORKING CAPITAL FUND (24 hrs.)

5-7 May; Tuesday-Thursday, 0800-1600; Training Center, Point Mugu.

23-25 June; Tuesday-Thursday, 0800-1600; Training Center, China Lake.

By: Navy Financial Management Career Center
 This course provides an introduction to the Navy Working Capital Fund (NWC), how a revolving fund is managed, industrial fund accounting and budgeting within the DON with emphasis on cost accounting, billing and cost control analysis, and unit cost. Concepts covered include general revolving funds, accrual accounting, financial statements, unit cost, cash management, and budget analysis.

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

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Nogle, Code 733000D. For further information, call 939-3159 (DSN 437-3159).

EEO FOR SUPERVISORS (8 hrs.)

7 May; Thursday, 0800-1600; Training Center, Point Mugu. By: Lloyd E. Took, Attorney at Law

Lloyd Took is a prominent attorney in the EEO sector. His experience makes him an invaluable resource for supervisors who want to gain practical, useful knowledge of EEO issues that impact their responsibilities. This seminar of lecture, questions and answers, and discussion of fact patterns will cover the following EEO subject matter: federal sector complaint process (29 CFR 1614), each of the bases of prohibited discrimination (i.e., race, color, national origin, sex, religion, reprisal, age, and handicap), the methods by which discrimination is proven (disparate treatment and impact), sexual harassment, and the supervisor's obligations in addressing such harassment, affirmative action, and the 10 practices that most often lead to EEO complaints. Emphasis will be on applicable EEO laws, recent developments, and Mr. Took's experience as a practicing discrimination attorney representing federal employees.

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

POWERPOINT 4.0 FOR MACINTOSH, INTERMEDIATE (8 hrs.)

12 May; Tuesday, 0800-1600; Training Center, China Lake.

Prerequisite: Experience creating documents with the PowerPoint 4.0 for Macintosh program.

This class is for users who want to further develop their skills and knowledge of the PowerPoint for Macintosh program.

To enroll or obtain further information, contact Tammy Berry, Code 733000E, at 939-2451 (DSN 437-2451).

SOFTWARE PROJECT MANAGEMENT (18 hrs.)

13-14 May; Wednesday-Thursday, 0800-1600; Training Center, Point Mugu.

This 2-day class covers the concepts and principles of the Software Project Planning (SPP) and Software Project Tracking & Oversight (SPT&O) Key Process Areas (KPA) as described for a Level 2 organization in SEI's Capability Maturity Model (CMM for Software Version 1.1). The objectives of the class are to introduce students to the principles of SPP and SPT&O providing a basis for defining SPP and SPT&O, processes, along with providing students with a common view, vocabulary, and use of terminology. Knowledge gained from this class will give working group members a basis to start in developing, documenting, and improving their SPM processes; however, practitioners and managers of

software projects will also benefit from the principles taught in this class.

To obtain more information or to enroll in this class, contact Ruth at 939-7086 (DSN 437-7086).

COMBUSTION THEORY AND APPLICATION, SESSION 1 (10 hrs.)

13-14 May; Wednesday, 0800-1400, and Thursday, 0800-1200; Training Center, China Lake. By: Merrill Beckstead, Professor at Brigham Young University

This course covers combustion theory and application. The course will be taught in three separate sessions. Session 1: Basic Combustion will include fundamental ingredient combustion (monopropellant), modeling of monopropellant combustion, combustion mechanisms in composite propellants (AP, Nitramine and advanced ingredients), Russian technology, plateau burning, temperature sensitivity, and ignition characteristics. This session will provide time for informal discussion and for obtaining input from participants for structuring Sessions 2 and 3. Session 2: Combustion Instability is tentatively scheduled for 7 October (7 hrs.) and will include combustion instability, experimental methods for evaluation, instability in motors, non-linear effects, particle damping, and distributed combustion. Session 3: Metal Combustion is tentatively scheduled for 16 December (7 hrs.) and will include general characteristics of metal combustion (Al, Mg, etc.), modeling metal combustion, effect on performance, effect on burning rate, effect on instability, and agglomeration of aluminum in solid propellants.

To enroll, contact George Sieg, Code 473230D, at (760) 939-7972 (DSN 437-7972).

CLEANROOM SOFTWARE ENGINEERING BRIEFING (1-4 hrs.)

18 May; Monday, 0800; Training Center, China Lake. By: Software Engineering Technology

This is an introduction to Cleanroom engineering and management processes and practices. The goal is the economical production of high-quality software. Cleanroom software engineering is a theory-based, team-oriented process that yields software that is corrected by mathematically sound design and is certified by statistically valid testing. Cleanroom software engineering embeds software development and testing within a statistical quality control framework. Development by increments with statistical testing of each increment provides feedback to management that the product development process is under control (i.e., meeting statistical norms). Cleanroom's discipline of statistical quality control provides management with objective visibility into all aspects of the software development process. The Cleanroom processes can be applied to development of new software systems and to the evolution of legacy systems. Cleanroom is independent of language, environment, and application. It has been used to develop and evolve a variety of systems, including real-time, embedded, host, distributed, workstation, client-server, and microcode systems. Cleanroom supports prototyping and object-oriented development and enables reuse through precise definition of common services, component functional semantics, and certification of component reliability. Cleanroom software engineering has been applied successfully in many commercial and government software development projects. Experience has shown substantial improvement over traditional results.

To enroll, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Lily Horton, Code 733000E. For more information, call (805) 989-3987 (DSN 351-3987).

PRACTICAL SOFTWARE MEASUREMENT (8 hrs.)

18 May; Monday, 0800-1700; Training Center, China Lake. By: PSM Support Center

Practical Software Measurement (PSM) can help program managers do a better job. PSM is designed to identify issues and objectives important to a program's success, help implement a measurement program focused on those issues, and provide objective insight into those issues throughout the program's life. PSM applies to both weapons systems and automated information systems.

This is a 1-day course that describes the PSM issue-driven measurement process and includes practical hands-on tailoring and application exercises. This course teaches the basic skills needed to select and apply software measures at the program level.

To enroll or obtain further information, contact Ruth at 939-7086 (DSN 437-7086).

CLEANROOM SOFTWARE DEVELOPMENT AND SPECIFICATION (32 hrs.)

19-22 May; Tuesday-Friday, 0800-1600; Training Center, China Lake.

Prerequisites: Attendees are assumed to have some

CSUB SUMMER COURSE

The following course is being offered this summer at China Lake for the Cal-State University, Bakersfield (CSUB) bachelor's degree program in business administration and master's degree program in administration. To obtain a course description, tuition support/cost information, and registration forms for this course, call Cecil Webb, 939-0878. Classes will be held at the Training Center, 1610-2110, on the days indicated. The course is 5 quarter units (40 hours).

ADM577: Human Resources Management, Tuesdays and Thursdays, 16, 18, 23, 30 June and 7, 9, 14, 21, 23, 28 July.

TRAINING COURSE SCHEDULE AVAILABLE ON THE WEB

The Employee Development Division has established a website displaying the training courses that will be offered at China Lake and Point Mugu during this fiscal year.

You can access the website through the Human Resources Department homepage at

<http://hrdmugu.mugu.navy.mil/hrd/>

The training schedule link is in the middle of the HRD homepage. Questions or comments regarding the training course schedule should be addressed to Jim Diderrich at (805) 989-3994 (DSN 351-3994)

PERSONAL SOFTWARE PROCESS (PSP) CLASS

9, 11, 16, 18, 23, 25 June; 14, 16, 21, 23, 30 July; 0800-1600; Training Center, Point Mugu. Instructors: Brad Clark & Jeff Schwalb

Note: Students will need to be present at a majority of these 12 sessions, and structured lessons from the 12 sessions must be complete to receive a certificate from the course.

The Personal Software Process (PSP) class presents a process-based method that software engineering can use to apply software engineering principles to their work. The course shows engineers how to plan and manage their work and how to apply process definition and measurement to their personal tasks. It uses quality management principles and the Capability Maturity Model (CMM) framework to demonstrate the benefits of using sound engineering principles in software development and maintenance work.

The PSP uses a structured sequence of defined processes—10 software-development and five data-analysis exercises—to demonstrate the methods introduced during the course. From analyzing data on their own work, engineers better understand how these methods work for them and gain the conviction to more consistently use the methods they find most effective. Engineers finish the course with a better understanding of their own capabilities and an appreciation of the ways in which they can improve personal performance. The PSP thus provides a powerful mechanism for individual and personal growth.

The data on the PSP introduction at several universities and companies show that engineers significantly improve the quality of their work, learn how to plan their projects, and improve their productivity.

To obtain more information or enroll in this class, contact Ruth at 939-7086 (DSN 437-7086).

NAVAL SURFACE WARFARE CENTER (NSWC) COURSES

Report Writing	5-7 May
Listening and Memory Development	19-20 May
Effectively Working With People	16-17 June
Laser Technology Systems and Applications	16-19 June
Troubleshooting Electronic Equipment	22-26 June
Electronic Communication Principles	18-20 August
Digital Communications	14-18 September
Digital Devices	22-24 September

These courses are sponsored by NSWC and offered to NAWCWPNNS employees on a space-available basis, and there is no cost. Supervisory permission is required to attend these courses. To register, contact Helen Casteel at (805) 989-3003 (DSN 351-3003) or via e-mail, or call Ron Rogers at (805) 989-3997 (DSN 351-3997).

training or experience in software development. The course begins at an intermediate level and progresses to an advanced level.

Note: There is no cost to NAWCWPNNS personnel.
 This course will include lecture, individual and group workshops, and discussion. Cleanroom software engineering is a managerial and engineering process for the development of high-quality software with certified reliability. Cleanroom focuses on defect prevention, instead of defect correction, and certification of reliability for the intended environment of use. Cleanroom represents a paradigm shift from traditional, craft-based practices to rigorous, engineering-based practices. This course prepares practitioners to develop a complete, consistent, traceably correct software specification and design using box structure methods. An overview of specification techniques is presented, including history-, state-, and procedure-based specifications. The most rigorous specification method—the sequence-based approach—is presented, demonstrated, and practiced. A stepwise approach to design and verification—to ensure the correctness of the function specification as implementation proceeds—is presented, demonstrated, and practiced. The information presented in this course represents the latest in research and up-to-date experiences in applying Cleanroom in government and industrial environments. The course focuses on practical techniques for maintaining intellectual control over the software development process.

To enroll, submit an On-Board Training Request (NAWC-WPNS 12410/2) to Lily Horton, Code 733000E. For more information, call (805) 989-3987 (DSN 351-3987).

MARKETING YOUR R&D PROJECTS IN WASHINGTON, D.C. (8 hrs.)

2 June; Tuesday, 0800-1600; Training Center, Point Mugu. By: Don Gay, TRACOR Inc.

3 June; Wednesday, 0800-1600; Training Center, China Lake. By: Don Gay, TRACOR Inc.

This 1-day course builds a firm foundation of marketing R&D projects within the Navy bureaucracy in Washington, D.C. This seminar will touch upon a full spectrum of marketing-related topics, including significant global, national, and budget trends and their implications for R&D; the DOD R&D structure and its terminology; relevant organizations in obtaining R&D funding; the significance of organizational relationships; the role of the political environment; developing a marketing plan and strategy; persuasion techniques; and presenting a project for maximum impact. Although focusing primarily on early R&D for the Navy, much of the class is applicable to the later phases of R&D and other government organizations.

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

To enroll, at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Nogle, Code 733000D. For further information, call 939-3159 (DSN 437-3159).

INTRODUCTION TO EMI ASSOCIATED WITH EEDS, FIRING CIRCUITS, AND ORDNANCE (24 hrs.)

2-4 June; Monday-Wednesday, 0800-1600; Training Center, China Lake. By: R&B Enterprises (Moshe Netzer)

This seminar covers the basic use and functions of electro-explosive devices, firing circuits, and ordnance. It explains how EM treats (ESD, LEMP, NEMP, HERO) evolve, the types of hazards encountered, and the mitigation techniques used to neutralize these hazards (deflagration, detonation, and explosion). The course defines safety and reliability criteria. This seminar also covers EED lot acceptance testing, qualification testing, accelerated aging testing, surveillance testing, and Bruerton analysis. Case studies are highlighted. Topics include an introduction, electro-explosive devices, EMI hardening concepts, major design elements of a firing circuit, EED reliability and safe testing, electromagnetic radiation hazards, cross-talk and ground interference, and hazards of electrostatic discharges.

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

ADMINISTRATIVE POLICIES AND PROCEDURES FOR NEW SUPERVISORS (32 hrs.)

2-5 June; Tuesday-Friday, 0800-1600; Training Center, China Lake. By: Center Staff

Intended Audience: New supervisors during the first-year probation period. This mandatory 4-day course provides probationary supervisors with basic information about important NAWC/NAWS administrative policies and

FSDB COURSES

Do you need financial summary reports that provide the data and format you need? If so, enroll now in one of our FSDB courses. The Financial Summary Database (FSDB) Project Office will be presenting the following courses from 0800 to 1600 in the Training Center Macintosh Labs at China Lake and Point Mugu.

BASIC FSDB COURSE

Prerequisites: Students should be proficient in Microsoft Excel. Experience in requesting and analyzing financial reports is desired. It is also highly recommended that students purchase the BusinessObjects client software prior to attending the class. To purchase the software, QuickMail your request to the FSDB Help Desk giving your full name, code, phone, and job order number. Request that they purchase and install the software for you. Immediately after completing the training course, contact Jessica Vincent at 927-1500 (DSN 469-1500) to request an FSDB account. With the software and an account, you can immediately start practicing what you have just learned in class.

Intended Audience: Administrative Officers, Business Managers, Budget/Financial Analysts, and anyone requiring financial summary data to create reports.

The FSDB v1.1 Basic Training course will introduce participants to the 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 BusinessObjects 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. When NAWCWPNNS converts to a new financial accounting system in 1998, FSDB will be one of the primary financial summary reporting tools for field users. Students are allowed to attend this course more than once.

ADVANCED FSDB COURSE

Prerequisite: Completion of the FSDB Basic Training course, plus additional time actually using FSD.

Intended Audience: Administrative Officers, Business Managers, Budget/Financial Analysts, and anyone requiring summary financial data to create reports.

The FSDB v1.1 Advance Training course will cover more advanced tools within BusinessObjects. The Reports Repository and Library will be discussed; we will show you how to download some of the Command's standard reports, in addition to special reports already created by various Competencies.

FSDB CLASS SCHEDULE

To enroll, QuickMail your request to the FSDB Help Desk with your name, code, and phone number, or contact Carol Anderson at 939-1157 (DSN 437-1157).

CHINA LAKE

(A)	5 May, Tuesday
(B)	7 May, Thursday
(B)	19 May, Tuesday
(A)	21 May, Thursday
(A)	2 June, Tuesday
(B)	4 June, Thursday
(B)	16 June, Tuesday
(A)	18 June, Thursday
(A)	30 June, Tuesday
(B)	30 June, Tuesday
(B)	16 July, Thursday
(A)	28 July, Tuesday

(B) = Basic FSDB Course
 (A) = Advance FSDB Course

POINT MUGU

(A)	5 May, Tuesday
(B)	7 May, Thursday
(B)	19 May, Tuesday
(B)	4 June, Thursday
(B)	16 June, Tuesday
(A)	18 June, Thursday
(A)	30 June, Tuesday
(B)	14 July, Tuesday
(A)	30 July, Thursday

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY98 SEMINARS

NAEI courses are designed for GS-13s/Lieutenant Commanders/Majors (or equivalent) and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMDP) participants are required to attend certain classes and have priority for available billets. Program costs, travel costs, and per diem expenses are funded by each participant's competency. Nominations are submitted on a NAEI form that must include a Job Order Number to cover program costs. A DD Form 1556 is not required. To obtain a nomination form, contact Mary Glasman, Program Coordinator, Code 733000E, Point Mugu, (805) 989-3982 (DSN 351-3982). Nominations must be submitted by the deadline dates listed below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO 733000D
Managing Individual and Organizational Change	26-30 July	14 May
The Washington Arena	27-31 July	14 May
Creating and Sustaining the High-Performance Organization	9-14 August	28 May
Contemporary Management Issues and Practices	17-28 August	11 June

CPR/FIRST AID CLASSES AT CHINA LAKE

The following CPR (4 hrs.) and CPR/First Aid (8 hrs.) classes are schedule at China Lake. All classes will be held at the China Lake Safety Office, Bldg. 00465, Training Room "A."
 To enroll, use the on-line registration address <http://vulcan/safety/index.htm> or call 939-2315.

Date	Class	Date	Class
9 June (Tuesday)	CPR (0730-1130)	15 July (Wednesday)	CPR/First Aid (0730-1630)
9 June (Tuesday)	CPR (1230-1630)	16 July (Thursday)	CPR/First Aid (0730-1630)
10 June (Wednesday)	CPR/First Aid (0730-1630)	21 July (Tuesday)	CPR (0730-1130)
11 June (Thursday)	CPR/First Aid (0730-1630)	21 July (Tuesday)	CPR (1230-1630)
16 June (Tuesday)	CPR (0730-1130)	22 July (Wednesday)	CPR/First Aid (0730-1630)
16 June (Tuesday)	CPR (1230-1630)	23 July (Thursday)	CPR/First Aid (0730-1630)
17 June (Wednesday)	CPR/First Aid (0730-1630)	4 August (Tuesday)	CPR (0730-1130)
18 June (Thursday)	CPR/First Aid (0730-1630)	4 August (Tuesday)	CPR (1230-1630)
23 June (Tuesday)	CPR (0730-1130)	5 August (Wednesday)	CPR/First Aid (0730-1630)
23 June (Tuesday)	CPR (1230-1630)	6 August (Thursday)	CPR/First Aid (0730-1630)
24 June (Wednesday)	CPR/First Aid (0730-1630)	11 August (Tuesday)	CPR (0730-1130)
25 June (Thursday)	CPR/First Aid (0730-1630)	11 August (Tuesday)	CPR (1230-1630)
14 July (Tuesday)	CPR (0730-1130)	12 August (Wednesday)	CPR/First Aid (0730-1630)
14 July (Tuesday)	CPR (1230-1630)	13 August (Thursday)	CPR/First Aid (0730-1630)