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• Office 97 Professional

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• PCI NIC Card • 32x CD ROM • PS2 Mouse
• 1.44MB Floppy • ATX Mid Tower
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THE ROCKETEER

THURSDAY, NOVEMBER 12, 1998

NAVAL AIR WARFARE CENTER WEAPONS DIVISION

VOL. 54, No.23

Final in strategic thrust series

Fleet Support: new dimensions for an old tradition

By Cliff Lawson
TID

Through wars, conflicts and times of peace, the thread that provides continuity between the Weapons Division of today and its predecessor organizations at China Lake and Point Mugu is fleet support. For more than half a century, fleet support has been the primary reason for NAWCWD's existence.

Fleet support has been provided through several avenues. Special programs — such as the Vietnam Science Assistance Program, the Naval Science Assistance Program and the Fleet Weapons Support Teams — have sent scientific and technical personnel to assist operational units throughout the world. In our laboratories and on our ranges, Division personnel have always put the resolution of urgent fleet problems before any other commitment. In a larger sense, NAWCWD has

continuously supported the fleet through the development of weapons and systems that have helped ensure fleet supremacy from the Pacific Islands in World War II to the skies over Bosnia in 1998.

A new laboratory/fleet partnership

The Aircraft and Weapons divisions are jointly engaged in a new Strategic Thrust for Fleet Support. The thrust's purpose is to improve working relationships between fleet operators and laboratory personnel by setting up small, individual projects that solve discrete problems or add new capabilities that the fleet wants.

"We go to the fleet operators, generally the aviators, and they come up with the idea or need, and then they work closely with the lab guys to implement the idea," explains Thrust Leader Bill Clark. "This process pretty much guarantees that there is a solid fleet 'buy in' right from the very beginning." The ground rules for these projects are that the technical solutions be small in scope, can be completed in less than a year and generally can be accomplished using commercially available off-the-shelf hardware.

Suggestions for projects come from the squadron level, often from the junior officers. Clark and his staff match each identified fleet need with the technical talents available within the Division. If a good match is found, the project is presented to senior-level officers (a wing commodore, for example) to confirm that solving the problem or developing the new capability will in fact be of general value to the wing. Once that confirmation is received, the laboratory and fleet personnel work directly together to produce a prototype device for fleet evaluation.

It was at NAWCAD, in 1996, that the new thrust was conceived. Today, the two divisions share a commitment to making the concept work. Clark coordinates his efforts with Paul Benner, manager of the Operational Support Office at Patuxent River, so that candidate projects are not duplicative and are, where possible, complementary.

Specific problems, specific solutions

To date, the thrust has four projects under way at NAWCWD. Each is driven by a real-world problem,

Please see **FLEET SUPPORT**, Page 12

Point Mugu's Tactical Electronic Reconnaissance Processing and Evaluation System Program fields first two upgraded systems

Story and photo
submitted by Team TERPES

The Tactical Electronic Reconnaissance Processing and Evaluation System (TERPES), a Marine Corps Systems Command-sponsored program, established in 1967 and supported since 1972 by the System Support Activity of Point Mugu, has achieved another milestone for its Fleet Marine Force user community.

The TERPES received authorization, Sept. 18, to field its first two upgrade systems. This has set in motion the final

phase of delivering a modernization and downsizing effort that will enhance the expeditionary role of the Marine Corps Electronic Warfare battle space management assets of the EA-6B Prowler squadrons, Marine Air Group 14 (MAG-14), home-based at Marine Corps Air Station, Cherry Point, N.C. Additionally, it will complete the planned Initial Operational Capability (IOC) requirement of the Milestone III decision that had been delivered to the program officer, Dec. 4, 1997.

The TERPES Project Office at Point Mugu is located in Building 3015 and is headed by CWO3 James Herme, TER-

PES project officer for the last three years; Mike Garcia, systems engineer; and Nels Kristofferson, task manager.

According to Herme, "TERPES supports the intelligence needs of the aviation command element of the Marine Air Ground Task Force with a full array of intelligence products for battle space management.

"TERPES processing and evaluation of tactically collected electronic support data is fused in near-real-time with other intelligence sources from numerous other agencies to maintain and manage the tactical order of battle for the area of operations," Herme adds. "Additionally,

TERPES is used for assessing the effectiveness of EW attack methods and direct action against specific weapons systems and sites targeted by the aviation commander."

"The Marine Corps Project Office at Point Mugu has taken the prototype to a new level of efficiency and moved the upgrade project from concept to IOC in just 35 months at significant cost savings while meeting and exceeding all fleet requirements," according to Nels Kristofferson. "Major upgrade features include cost reductions, size and packaging efficiency, portability, logistical

Please see **TERPES**, Page 13

NMCSA handed
to Ed Jeter

8

Kathi Ramont's
wild ride

10

Weather

October 28 - November 3

	High	Low	Gusts	Humidity
Wed	72	42	9	67-17%
Thurs	73	50	26	48-20%
Fri	69	51	26	46-20%
Sat	71	42	14	51-15%
Sun	74	42	23	53-16%
Mon	69	37	11	64-22%
Tues	71	37	10	66-17%
November 4 - 10				
Wed	74	35	14	67-17%
Thurs	69	36	12	57-20%
Fri	66	34	33	67-18%
Sat	69	36	46	56-23%
Sun	64	46	39	41-20%
Mon	60	31	14	56-16%
Tues	—	—	—	—

China Lake Calendar

Thursday, November 12

• Road closure — Burroughs Avenue, between Knox and Withington roads — through December 18.

Saturday, November 14

• Marine Corps Ball. Call 939-8099 for information.

Sunday, November 15

• Open season begins — Thrift Savings Plan

Tuesday, November 17

• EP3 Special Missions IPT ribbon cutting at 2 p.m. at airfield's Building 98012.

Thursday, November 19

• Navy Smokeout Day. See Page 4.

Thursday, November 26

• Thanksgiving holiday

THE ROCKETEER

RAAdm. Rand H. Fisher
NAWCWD Commander

Capt. John Langford
NAWS Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

Kathi Ramont
Associate Editor

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

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

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code 750000D, NAWCWD, 1 Administration Circle, China Lake, CA 93555-6100; 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 the PAO Info Line web page should be sent to Steve Boster at Code 750000D or he may be reached at 939-3511. The Info Line e-mail address is http://pewee.chinalake.navy.mil/~pao/infoline.html.

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Advertising deadline is noon, the Friday before publication.



Federal Thrift Savings Plan open season starts on November 15

The next Thrift Savings Plan open season begins Nov. 15. More than two million federal and postal employees — 86 percent of the work force — currently have accounts, the highest participation ever. More than 194,000 Federal Employees Retirement System workers, however, still don't invest in the 401(K)-style plan, even though it is a key part of their retirement benefits.

For information about federal jobs and benefits, visit the OPM Web site at www.opm.gov. The FEDWeek newsletter is at www.fed-week.com.

Burroughs Avenue closed to traffic

Burroughs Avenue, between Knox and Withington roads, will be closed to traffic Nov. 12 to Dec. 18. According to Ens. Joe Harder, assistant ROICC officer, the road will be closed for public safety reasons during the demolition of Capehart B housing units.

Obituary Nancy Carter

Anne Fairchild Carter, also known as Nancy Carter, formerly of Ridgecrest, died at Good Samaritan Hospital in Los Angeles on Sept. 24. She was 93.

Memorial services in Ridgecrest will be held at 2 p.m. on Sunday, Nov. 15, at St. Michael's Episcopal Church, 200 W. Drummond Avenue. Services will be followed by a reception in the Parish Hall. Carter was a long-time member of St. Michael's. Rev. Kenneth Richards will officiate. All family, friends and former colleagues are welcome to attend.

Carter was born in Milwaukee, Wis., on May 28, 1905. After graduation from Wellesley College (a physics major) in 1926, she worked for the telephone company as an electronics instructor. Considered a "woman before her time," she was "allowed to resign" in order to marry William Kirkman Carter. They had three children.

After their divorce in 1943, Carter taught radio mechanics for the military at Trux Field in Madison, Wis., and was a graduate instructor in the Physics Department at the University of Wisconsin, where she later earned her master's degree in physics. After teaching physics at Paul Smith's College in the Adirondacks, she went back to the University of Wisconsin for her master's of library science.

She was a China Lake and Ridgecrest resident from 1951 to 1983 and again from 1991 to 1995. Carter started work at the Naval Ordnance Test Station in July 1951 as a technical reports analyst in the Technical Library. After 18 months she joined the Sidewinder Program.

During her China Lake career Carter worked as a physicist, an electronics engineer, a scientific staff engineer, guided missile design engineer, a general engineer and project coordinator. After mandatory retirement from civil service at age 70, Carter went to work for several years for various defense contractors as a systems analyst.

During the last 15 years she also lived in Phoenix, Ariz., and Hollywood, Calif., where she enjoyed some success as an actress working in several commercials. She was a frequent guest on the cable television show "You Are the World." She belonged to the Screen actors Guild and AFTRA union.

Carter was a lay reader and Sunday school teacher in the Episcopal Church. She also held memberships in the Rosicrucians, the Edgar Cayce Association of Research and Enlightenment, AAUW, NAACP, WaCom, among others. She held a special interest in Native American cultures and world travel.

She is survived by her three children, all of whom worked in Michelson Laboratory at one time or another. She is survived by her sons, James Richmond Carter, of Oklahoma City, Okla.; Stephen Kiehle Carter, of Boston, Mass.; and daughter, Judith Anne Carter, of North Hollywood, Calif. She has nine grandchildren, 15 great-grandchildren and one great-great grandson.

In lieu of flowers, the family asks that friends make tithes or donations to their spiritual or inspirational source.

Pages From The Past

Nov. 11 & 18, 1988

Bob Corzine received a Navy Superior Civilian Service Award. . . . Nick Schneider and Bill Woodworth receive Navy Meritorious Civilian Service Awards. . . . Floyd Shoaf, Bob Martin, Dave Leighton, Bob Anderson, Satik Martinsen and Greg Tamacke are the Machine Shop's "Problem Busters." . . . Doris Laffoon received a Commander's Award. . . . Lois Herrington, of the Small Business Program Office, addresses the National Contract Management Association.

Nov. 9 & 17, 1978

China Lake celebrates 35th anniversary; Ridgecrest celebrates its 15th anniversary. . . Technical Director Awards presented to Bill Stone and Ronald Stoutmeyer in recognition of work on the vertical seeking ejection seat program. . . . Marine Corps holds 203rd birthday ball celebration. . . Bernard Wenzl and George Teate earn Technical Director Awards.

Nov. 15, 1968

Naval Weapons Center continues 25th anniversary celebration. . . . VAdm. Thomas Connolly, deputy chief of naval operations, was keynote speaker at anniversary dinner. . . . Ken Robinson and Charles P. Smith receive Dr. L.T.E. Thompson awards. . . . Floyd Maxwell, super bowler, named China Lake Athlete of the Month. . . NAF advanced 45 men in rank.

Nov. 14 & 21, 1958

Thompson Awards conferred at Advisory Board Meeting. . . . United Fund drive collects \$12,923. . . . Housing Office has up-to-date lists of available baby-sitters. . . . NOTS Galley plans big Thanksgiving dinner. . . . Propulsion Development Department issues rocket operator's licenses.

Nov. 10 & 17, 1948

RAAdm. A.G. Noble, chief of the Bureau of Ordnance, sent congratulations on the Station's fifth anniversary. . . . Group meets to plan centennial celebration of Manley Death Valley/Walker's Pass trek. . . . Marine Corps celebrates 173rd birthday. . . . Navy long-range jet carrier plane, the Douglas XF3D-1 Skyknight, features advancement in pilot safety.

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Kelley Blue Book \$18,330

No Bull Price \$15,998

1997 FORD ESCORT WGN LX

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No Bull Price \$9900

1997 FORD CROWN VICTORIA LX

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No Bull Price \$14,997

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No Bull Price \$12,996



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COMMUNITY EVENTS

The China Lake/Ridgecrest Chapter of NCMA and the IWV Navy League will present its first 18 hole benefit "Fun in the Sun," golf tournament at the NAWS China Lake Golf Course, Saturday, Nov. 14.

Cost is \$45 for the entry fee. Members and non-members are welcomed. For more information contact Andy Cook at 371-1630. Hole sponsors are Aegir Systems, CTA, Gary Charlon Insurance, EER, Northrup Grumman, INS Inc., Navy League, NCMA, PRC, RPI, SA-TECH, Sverdrup Technology Inc. and the Ridgecrest Automobile Dealers Association.

####

Tickets for CLOTA's dinner theatre production of "The Fantasticks" are on sale at City Books. All seats are reserved for the evening performances at Farris' Fine Dining at the Heritage, Nov. 13, 14, 20 and 21. The buffet begins at 6:30 p.m. and curtain time is 7:30 p.m.

Ticket prices are \$20 for opening night. All other evening performances are \$23 for single and \$42 for a couple. Tables of 10

N. Alvord Street. Hours for Friday are 8 a.m. to 4 p.m. and Saturday from 8 a.m. to 2 p.m. Please call the Ship at 375-4084 for further information.

####

A 55 Alive Mature Driver Refresher class will be held Nov. 17 and 18, starting at 10 a.m., at Kerr-McGee Center in Ridgecrest. There will also be a night class starting at 6 p.m. The fee is \$8 per person with payment by check preferred. The class is limited to 30 participants. To sign up, for the day class call Bryant Ferguson, 446-3755, and for the night class call Joseph Farris, 375-5254. If no one answers, please leave your name and phone number.

####

Terry Haven, from the NAWCWD China Lake F-22 Armament Integration Team, will present a general overview of the F-22 program to members of the AIAA

China Lake Section on Wednesday, Nov. 18, 11:30 a.m. at the Wreck Center. The program starts at noon.

Haven will give a perspective on the weapons integration activities and the test and evaluation tasks on-going at China Lake and Edwards Air Force Base.

He will provide some anecdotes regarding the peculiarities of executing one of the nation's major defense acquisition programs with a low risk philosophy in a high visibility atmosphere.

For more information call Ned Smith, 939-7444; Mark Lambert, 939-1130; Ed Jeter, 939-8492; or Steve Goad, 939-9704.

####

Boy Scouts of America Troop 41 will commemorate its 50th anniversary at the 10:30 a.m. Protestant service on Sunday, Nov. 22, at All Faith Chapel. All past and present members of the troop are welcome to attend.

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AUTOMOTIVE.....35
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Wanted - Van pool riders from Weldon to NAWS China Lake. \$80/mo. 378-3342 (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

Build your own business and raise a family. Call Sharon at 377-4032. Avon Independent Sales Representative. (TFN)

15 SERVICES/SCHOOLS

LOVING HOME environment for your child while you work. Full time openings for age 2 and above. CPR/First Aid Certified. Meals provided. Call Kathy at 499-1060. Navy Certified License #065-96. (TFN)

20 RENTALS

STUDIO 1 AND 2 BEDROOM APTS. on site laundry, all utensils pd. Starting at \$245/mo, \$200 security. W. Upjohn. 377-4627. (11/12)

2BR, 2BA, ceramic tile thru out kitchen & bath. New carpet & tile floors. W/T pd. \$425/mo + sec. 375-4007. (11/12)

Budget 2BR, 1 bath house with washer & dryer, fenced, grass, water paid, trees, pets ok. \$225 plus \$100 deposit. Call Toimette at 375-3900. (TFN)

TERRIFIC APARTMENT - 2 bedroom 1 bath room, priv w/d, refrigerator, dish washer, garbage disposal, landscaped, quiet, maintained, new paint/carpet, W/T pd. Landlord on premises. Off street parking. \$335/mo + dep. 375-3860 or 375-5798. (11/12)

CONVENIENT TO BASE & Inyokern Airport. Quiet guest quarters, furnished for your comfort. Low daily, weekly and monthly rates. Allens Mountain View Motel 446-4810. (11/12)

\$595 GREAT 4BR country home! 7 min. fr base, 2BA, block wall, no inside pets. 446-6209 or 446-4810. Eve ok. (11/12)

\$295-\$350. NEAR GATEWAY, like new 2BR duplex, must see to appreciate. Small dog! Water pd. 446-6209, 446-4810. (11/12)

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)

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

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

25 REAL ESTATE

RESIDENTIAL VIEW LOT in College Heights reduced to \$15,000 from \$25,000. Owner must sell. 2240 Reedy Street (off Gido). 371-7739. (12/24)

CLEAN STUDIO & 1 BEDROOM APARTMENTS starting at \$245, plus \$200 Deposit. All utilities paid, laundry on site. South Ridgecrest. 377-4627. (TFN)

MOBILE HOMES for sale or rent in the nicest park in Ridgecrest. Close to base and shopping, rent \$400 and up plus utilities, sale \$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 "Flintwood" mobile. - Fenced property - oversize garage, health forces sale \$65,000 Many extras - full carpet drapes, etc. (760) 378-3551 or 378-3146. (TFN)

35 AUTOMOTIVE

1998 HANLEY DAVIDSON Fat Boy. Violet Pearl. 4,600 miles, many extras. \$17,500. 371-1930. (TFN)

96 DODGE RAM VAN CONVERSION. Immaculate in & out! V-8, 20K miles, dual air, p/s, p/b, p/w. Brand new tires. \$17,500. (760) 499-9039. (TFN)

PROWLER 21 ft. travel trailer. Needs work. \$800 OBO. 378-3342. (TFN)

2 12" Phoenix Gold car speakers already in box. 499-6033. (TFN)

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

95 HONDA PASSPORT, V-6, 24 valve, automatic, air conditioning, \$16,500. 375-4807. (TFN)

45 PETS & SUPPLIES

Purebred Chow Pup for sale. 499-6033. (TFN)

Call 375-4481 to place your ad.

Clark McKay—getting the job done quietly for 40 years

By Barry McDonald
Editor

‘Am I retiring?’ was the response of Clark McKay, deputy commander of Test Wing Pacific, when a large crowd of co-workers, former co-workers (some retired), family members and upper managers surprised him in the Management Information Center in Point Mugu’s Headquarters Building, Thursday, Oct. 29. He still wasn’t sure what was up, until Steve Mendonca, head of the Test and Evaluation Competency, announced, “It really is a tribute to Clark that such a large and diverse number of people would come to recognize him for 40 years of government service.”

Mendonca went on to say, “We wanted to make this a big deal, because Clark was instrumental in the development of the Point Mugu site. He’s contributed to the site throughout his history here. He’s one of those guys that doesn’t make a lot of noise, but he sure gets the job done. Point Mugu wouldn’t be what it is today if it wasn’t for Clark.”

The 5.0 leader then read a congratulatory letter from Capt. Tom Russell, former commander, Test Wing Pacific, now of the Navy’s International Program Office. Russell wrote, “As a plank owner of the Test Wing Pacific, you expertly developed a concept into a fully functional and effective Type Wing organization. From aircraft readiness, to pilot training, to the ever present funding

issues, your guiding hand was ever present. Every member of the wing has benefited from your leadership.”

Mendonca then presented the 40-year pin to McKay’s wife, Judi, who attached it to her husband’s lapel. He also received a certificate for 40 years of service from Secretary of the Navy John Dalton.

RAAdm. Rand Fisher noted, as others had, that the 58-year-old McKay didn’t “look old enough to have 40 years.” The NAWCWD commander dittoed what Mendonca and Russell had said, and added, “The message here is that no good deed ever goes unpunished,” about the large gathering of well-wishers.

“I can truly say I was surprised,” McKay said to the crowd. “Forty years... that really sounds like a long time, but I’ve enjoyed every minute of it — especially with the great people I worked with. And it’s great to have the family here.”

The gathering adjourned to the lobby of Mendonca’s office for refreshments. Besides his wife, McKay’s son, Scott, daughters Carrie, Kelly and Sherri, son-in-law Gary and granddaughters, Hanna and Rylee, seemed to be well known, even by some of the China Lakers who were there on other business, but stopped in to congratulate McKay. Tom DiDomenico, the test wing’s operations officer, said, “The test wing is a really good example of how Point Mugu and China Lake can be integrated by common organizations. Clark is very well known at both sites, especially at the air fields. And while I work out of China



Photo by George Mangum, PR&F Department

AND COUNTING—Judi McKay does the honor with 40-year federal service pin for her husband, Clark.

Lake, I’m over here at Point Mugu at least a couple days a week.”

McKay began his civilian career in the Targets Department in 1962, following four years in the Navy, where he became certified as an electronics technician. He moved to the Aircraft Targets Branch as a GS-9 electronics technician in 1966. Between 1962 and 1969 McKay completed basic engineering courses at Ventura Junior College and an electronic engineering technology curriculum through Capitol Radio Engineering Institute.

By 1973 he’d advanced to GS-12 in the Engineering Branch, having worked

as a project engineer and task manager on a variety of target programs. He was promoted to section head, GM-13, in 1986 and was responsible for operational engineering support of full-scale aerial targets. In 1989 he became associate head of the Aircraft Target Division as a GM-14, advancing to head of the division in May 1991 and subsequently promoted to GM-15. With the merger to NAWCWD in 1992 he helped stand up and then led the Aerial Targets Division. Then in October 1994 he was selected for the deputy wing commander position.

During his career, McKay has worked

Security reviews of government web pages begin at NAWCWD

Computers have brought us to an information age that provides opportunity to share information with millions of people through the Internet and intranets. These nets, such as the World Wide Web (www), provide us with a powerful tool to convey information quickly and efficiently on a broad range of topics. The global reach of the Web makes information easily accessible to everyone. At the same time, it may provide our adversaries with the ability to obtain, correlate and evaluate an unprecedented volume of aggregated information concerning our activities and personnel.

Deputy Secretary of Defense Dr. John Hamre and Secretary of the Navy John Dalton have directed that security reviews be conducted of information placed on publicly available Internet sites of the Department of Defense.

To meet the above direction, representatives of Security, Public Affairs and the Information Management Department at NAWCWD are currently reviewing our publicly accessible web pages to identify and remove the following:

•Plans or lessons learned which reveal sensitive military operations, exercises or vulnerabilities;

•Information that would reveal sensitive movements of military assets or location of units, installations, or personnel where uncertainty regarding location is an element of the security of a military plan or program; and

•All personal data such as social security account numbers, dates of birth, home addresses and telephone numbers other than phone numbers of duty offices that are available to the general public. In addition, names, locations and any other identifying information about family members of DoD employees and military personnel must be removed.

A DoD task force will develop policy and procedural guidance related to the use of DoD web sites. This guidance will be released in approximately 60 days.

As an interim policy, commanders have been directed to evaluate the sensitivity of technological data on their web sites and ensure web sites comply with this guidance and Navy Computer Security Instructions. Commanders will ensure that:

•Information will not include classified or sensitive information, or information that that could enable the recipient to infer classified information.

•Information will not violate personal privacy or the

requirements of the Privacy Act.

•Information will not violate DoD Policy that protects the disclosure of names and duty station address of individuals who are stationed overseas, routinely deployable or in a sensitive unit, with the exception of flag officers and public affairs officials.

•Photographs, e-mail addresses, organizational charts that list names and other biographical data of individuals are not placed on publicly available web sites.

•Electronic reading room materials on the command’s web site must be cleared for third-party disclosure under the provisions of the Freedom of Information Act (FOIA).

•Publicly available information will be cleared through the Public Affairs Office.

•Web site home page will display a tailored privacy and security notice as stipulated.

New security guidance does not diminish plans to use Internet technology. Our goal is to protect critical information from exploitation by our adversaries. We need to be more attentive to the security implications of this technology. Security and efficiency can be achieved at the same time.

Air Test and Evaluation Squadron Nine completes carrier suitability testing onboard USS Constellation

By LCdr. James E. Goebel
VX-9

China Lake's Air Test and Evaluation Squadron Nine recently completed carrier suitability testing of the Joint Direct Attack Munitions (JDAM), Joint Programmable Fuse (JPF), Standoff Land Attack Missile-Expanded Response (SLAM-ER) and the Navy's newest radar warning receiver, the ALR-67(V)3, onboard USS Constellation.

A total of four JDAM-containing JPF fuses and two SLAM-ERs were loaded onto three VX-9 F/A-18C/Ds. Each of these aircraft was equipped with the ALR-67(V)3. They were flown to Constellation on Oct. 15 for five days of carrier catapult and arrested landings. The aircraft returned to China Lake Oct. 19 after recording a total of 115 arrested landings and catapult launches.

"VX-9 did a tremendous job in completing the test requirements on the four projects in a relatively short time span," said Capt. John Stivers, VX-9's commanding officer. "Specifically, maintenance personnel did an outstanding job supporting the detachment in a demanding environment. They maintained the aircraft and ordnance in an operational status through daily six-hour periods of high tempo carrier qualifications."

Carrier operations were required because demonstration of carrier suitability is an important phase for any Navy program. The catapult launches and arrested landings an aircraft endures can significantly reduce the capability of a weapon or avionics system.

According to Stivers, the professionalism of the VX-9 personnel was commended by all onboard Constellation and even caught the attention of members of the crew of the TV show "Pensacola: Wings of Gold." VX-9 personnel performing maintenance operations on the F/A-18's were shot by the film crew and should see themselves in footage in upcoming episodes.

"The carrier crew was really very helpful," said Capt. Casey Travers, operational test director for SLAM-ER. "I worked with the ordnance crew and they were very receptive to the SLAM-ER training."

"The numerous catapults and arrested landings performed during the test simulate the stress that occurs during carrier cyclic operations," added Stivers. "I'd like to congratulate everyone involved for completing a difficult phase of operational test."



Photo by Capt. Casey Travers

DET—VX-9 went to sea onboard USS Constellation Oct. 15 for five days of carrier catapult and arrested landings. They completed carrier suitability testing of JDAM, JPF, SLAM-ER and ALR-67(V)3.

November 19 Navy Smokeout Day encourages smoke-free wellness for Sailors and Marines

(NNS) — Health and wellness are consistent themes in today's Navy. Sailors and Marines are not just treated for maladies anymore, they are encouraged to practice healthy lifestyles.

In keeping with that philosophy, Navy Smokeout Day is scheduled for Nov. 19 in cooperation with the American Cancer Society's Great American Smokeout. The smokeout is a community-wide effort to encourage tobacco users to give up tobacco (both smoking and smokeless) for 24 hours.

Participation in the smokeout often is the precursor to permanently giving up the use of tobacco.

At the China Lake Branch Medical Clinic, a table will be set up in the front lobby from 7 a.m. to 5 p.m. with many free items promoting breaking the tobacco chain. According to Micki Edge-Obergfell, phone numbers of people willing to help smokers and dippers overcome

their tobacco habits will be available. "This is the number one preventable cause of many diseases," said Edge-Obergfell.

Although Navy smoking rates are declining, its 35 percent smoking rate still exceeds the national average of 31 percent. Smoking is a preventable cause of heart disease, cancer, bronchitis, emphysema and other illnesses.

Smokeless tobacco can lead to oral cancer, mouth sores and disfigurement. Commands must continue to promote healthy lifestyles and strive to reduce tobacco use in order to improve the overall health of all Sailors, Navy civilians and family members.

Great American Smokeout kits are available at no cost by calling the American Cancer Society at 800-227-2345.

For more information on local events, call Edge-Obergfell at 939-8019.

MILITARY NEWS

TRICARE answers insurance questions

Question: How do we obtain emergency care under TRICARE, and does the co-payment increase?

Answer: Any eligible beneficiary should access the nearest emergency room of any military or civilian hospital for true emergencies, regardless of which TRICARE option you use. There are no out-of-pocket costs for any care received at a military hospital, including emergency room care. The out-of-pocket costs for care received at a civilian emergency room for families of E-4 and below enrolled in Prime is \$10. For families of E-5 and above, retirees and their families with Prime, the co-pay for an emergency visit is \$30. This single payment includes all emergency room services provided. For those who have TRICARE Standard, or use the TRICARE Extra program, their regular deductibles and co-payments apply.

"Service is our Business"

THE LAKE TODAY

Morale, Welfare & Recreation Department, Naval Air Weapons Station, China Lake, CA

Watch TV
Channel 20 for
Up-to-Date
Programs &
Events!

SPORTS

Take the Holiday Challenge

Be consistent, healthy and motivated through the upcoming holiday season, November 9-January 1. Meet the eight week minimum standards, in any or all of the mentioned categories, and receive a specially designed T-shirt. Walk 28 miles, run 48 miles, cycle 56 miles, swim 30 miles or use weight room for 28 hours. Register at Sports & Fitness Complex, 939-2841.

Laser Tag Mania

Excitement continues at Castle X every Friday!
927-8336

Teens (12-17)

Dec. 4, Jan. 8

Teens (12-17) & Parents

Jan. 15

Youth (8-11) & Parents

Jan. 22

Young Adults (18-20)

Nov. 27, Jan. 29

Pro Tips

Learn physical exercise techniques! For beginner and intermediate levels. Topics cover Strength/Cardiovascular training or Nutritional education
• Second Monday of each month.

December 14 Strength Training
January 11 Cardiovascular Training

Want to be Heart Smart?

- Follow easy "Low Impact" and "Step" aerobics
- Offered six days a week
- Free for Members. Call 939-2334.
- Certified instructors
- Sports and Fitness Complex Aerobics Room
- Monday-Saturday (except holidays & 12/24, 12/31)

5:30 a.m.-6:30 a.m.	(M/W-Intermediate level)
9:30 a.m.-10:30 a.m.	(Mon. - Fri.-Beginner level)
11:30 a.m.-12:30 p.m.	(Mon. - Fri.-Intermediate)
4:30 p.m.-5:30 p.m.	(Mon. - Thurs.)
5:30 p.m.-6:30 p.m.	(Mon. - Thurs.-Intermediate/Advanced)
6:30 p.m.-7:30 p.m.	(Tues. & Thurs. Intermediate)
8:30 a.m.-9:30 a.m.	(Sat.)

OPEN SKATING

Saturdays

All Ages • Outdoor Rink, 4:30 p.m. to 6:30 p.m.

Adult, Active Duty	Free (Includes skates)
Other Military	50¢
DoD	\$1.00
Community (Public)	\$2.00
Hockey Gear Rental	\$2.00
Skate Rental	\$1.00

Outdoor Rink Rental Available Too!
939-6884



Join the Holiday Roll-Out Racquetball Tourney

Entry Deadline: November 30

- Tournament Director: Michelle Archuleta, 939-2334
- Double Elimination Competition
- December 4-6, 1998
- Sports & Fitness Complex

Military	1st Event, \$12	2nd, \$7
DoD	1st Event, \$14	2nd, \$9
Community	1st Event, \$16	2nd, \$11

- Start time is 5:00 p.m.
- Tournament uses 3 courts
- Event t-shirt given to all entrants
- Trophies awarded to 1st and 2nd place finishers
- Gatorade provided for players
- Tourney ball provided by MWR for play
- AARA rules apply
- Best 2 out of 3 games wins the match

FUN

"Come on Down!" You're the next Contestant

Price is Right trip is December 2. Open to military, DoD and Contractors. Space is limited so sign-up today! Military-\$7 and all others-\$10. For details, call 939-8660.

LIFE-STYLE

Art Sale!

Don Banfield's work now on sale at Craftech. Various outdoor scenes available at substantial savings. A 16" x 20" is only \$35 and an 18" x 24" is a mere \$45. Hurry! Limited pieces available, 939-3252.

Annual Holiday Brochure Out Soon!

Over 100 MWR holiday programs and events unfold for your enjoyment! Copies available at all MWR facilities. Call 939-2010.

SPECIAL EVENTS

Shoot Your Turkey with a Bowling Ball

Calling Active Duty Military! Get a strike on the 3rd, 6th or 9th frame during open bowling and win a turkey! Bowl at Hall Memorial Lanes from November 15-25. Begins at 3:00 p.m. on weekdays and noon on weekends. Call 939-3471.



Tradition & Merriment are strong at Wreck Center

Why cook? Let Wreck Center staff delight you with a traditional turkey dinner with all the scrumptious trimmings on November 26 from 11 a.m. to 3 p.m. Active duty military FREE! Sponsored by CPOA. All Faith Chapel and LIBERTY™ Program. Call 939-8660 for reservations or details.

Great Food. Great Cents!

Mondays

Start the week right! Buy one pizza and get the next one for half price (of equal or lesser value). Valid 4-8 p.m. Call ahead and have it ready for pickup.

Tuesdays

Spaghetti with meat sauce, garlic bread and dinner salad for only \$5.25 per person, 4-8 p.m.

Wednesdays

TAKE HOME SPECIAL Full rotisserie Chicken, corn on the cob, mashed potatoes with gravy and dinner rolls for \$9.95. What a deal! Call before 1 p.m. to reserve your bird. Serves 4.

Thursdays

Famous Hot Wings! Only 10¢ each, 5-8 p.m.

Fridays

Beer Battered Fish and Chips with Cole Slaw! \$4.95, 4-8 p.m.

Phone-in orders accepted! Call 939-2739.

FSC Happenings

Upcoming classes

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

Dec. 1, 10-11:30 a.m., **How to Focus Your Job Search**, CTC coordinator will discuss career search strategies and putting together an effective resume. This class is open to all. Call 939-1373 to register.

Dec. 2, 10-11:30 a.m., **Housing Assistance Program (HAP)**, The program manager, Lincinda Lundin, will present what this program consists of and the requirements and time frames for

using it. The last half-hour will be devoted to a question and answer session. This class is open to all. Call 939-1373 to register.

Dec. 9, 1-3 p.m., **Resume Writing**, A great resume is a must in a successful job search. You won't actually write your resume in this class but you will learn about the difference types of resumes and how to prepare the resume that will help you win the job you want. Call Joan at 939-0966 to register. Military and family members only.

The FSC continues to sponsor a women's support group and a men's support group. Call 939-3743 for more information.

Holiday season mailing dates

It's not too early to mail your 1998 Christmas cards and packages to and from military addresses overseas. The Naval Supply Systems Command Postal Policy Division encourages family and friends stationed overseas to beat the last minute rush.

For military mail addressed to APO and FPO addresses, the suggested mail-

ing deadline for air letters, cards and priority is Dec. 3. For parcel airlift and space available the suggested mailing deadline is Nov. 21, and for surface mail it was Nov. 1.

For mail destined for all U.S. domestic ZIP codes the date is Dec. 5 for both air letters, cards and priority mail, and Dec. 1 for space available mail.

Veterans Day message from the chairman, Joint Chiefs of Staff

At the end of World War I, President Woodrow Wilson proclaimed Armistice Day to honor the memory of all who served in the "war to end all wars."

Now we celebrate this holiday as Veterans Day, an opportunity to honor those who have worn the uniform in defense of our country. This year, in every small town and every big city across this broad land, America will pause to thank those who served. Our Nation is powerful, prosperous and at peace — due in no small part because when America called, America's sons and daughters answered.

Today, that legacy of duty and love of country has been handed down to the

Soldiers, Sailors, Airmen and Marines who guard our freedom. Whether in the skies over Bosnia, in the waters of the Persian Gulf, in the deserts of the Sinai and the mountains of Macedonia, or elsewhere, they stand tall in defense of freedom, doing the hard and dangerous work that must be done to bring peace and stability to a troubled world.

On behalf of the Joint Chiefs of Staff and the men and women of our Armed Forces, I am proud to salute our veterans on this special day. May their example of service and sacrifice continue to inspire us all, and may we always treasure the gift of freedom they fought and, in some cases, died to preserve.

—Henry H. Shelton, Gen., USA

Sea/shore rotation tours revised

WASHINGTON (NNS) — A revised sea/shore rotation list for Sailors will become effective April 1999, according to NAVADMIN 192/98, which was released by the Bureau of Naval Personnel.

In an effort to achieve equitable manning distribution, several policies have been initiated and implemented to help balance the sea/shore billet ratio for sea intensive ratings and increase overall at-sea manning for all ratings.

Policy changes include a change in designated E-1 to E-3 shore tour lengths to 24 months, a change in general detail Sailor sea/shore rotation tour lengths to 54 and 24 months respectively, and the reallocation of approximately 4,500 general shore-duty and sea billets.

Sailors with an increased sea tour will see an average increase of about six months. The full sea/shore rotation list with all details is in NAVADMIN 192/98 at www.bupers.navy.mil.

Health benefits open season thru Dec. 14

Federal Employees Health Benefits (FEHB) Program is having its annual open season from Nov. 9 through Dec. 14. Changes made during open season will take effect on Jan. 3, 1999. During open season you can enroll if not currently enrolled or change from one plan or option to another.

China Lake is having a Health Fair at the Training Center Annex on Nov. 19, from 8 a.m. to 4 p.m.

Point Mugu is having a Health Fair at Building 366 on Nov. 17 and 18, from 10 a.m. to 2 p.m.

Booklets for all plans, and enrollment forms, will be available at each health fair and afterwards, in the lobby of Building 211 at Point Mugu and in Room 114 of the Human Resources Department Building at China Lake.

Since benefits will transition to the Human Resources Service Office-Southwest for all actions with effective dates on or after Dec. 6, 1998, all Health Benefits Enrollment forms (SF-2801)

must be sent to them for processing. Their address is: HRSC-SW, Attn: Benefits, Code 516, 525 B Street, Suite 600, San Diego, CA 92101-4418.

Please note MetraHealth is dropping its participation in FEHB beginning in 1999. If you are enrolled in MetraHealth, you must select a new health plan, otherwise, you will not have any health benefits after Jan. 2, 1999.

Care America has merged with Blue Shield HMO. If you are currently enrolled in Care America, your enrollment will automatically change to Blue Shield HMO.

Foundation Health has merged with Health Net. If you are currently enrolled in Foundation, your enrollment will automatically change to Health Net.

For more information about the health fairs or the open season, please call Peggy Topham at 805-989-3323 or DSN 351-3323. At China Lake, call Mia Carreno at 939-3892.

Richard Danzig confirmed as next SECNAV, turnover is scheduled for Monday, Nov. 16

By Navy Office of Information

WASHINGTON (NNS) — Richard Danzig was confirmed Sept. 25, as the next Secretary of the Navy (SECNAV).

Danzig served as under secretary of the Navy from 1993 until 1997. He also served as principal deputy assistant secretary of defense for manpower, reserve affairs and logistics from 1979 to 1981, and as a deputy assistant secretary in that same office from 1977 to 1979.

With the Senate's confirmation of Danzig as the 71st secretary of the Navy, he and the current secretary, John Dalton, have set the date of Nov. 16 to conduct a formal turnover of the office.

To facilitate an orderly transition, Danzig was appointed to a limited-term

Senior Executive Service position in early October.

This arrangement enables him to receive briefings, participate in meetings and hold discussions with Navy Department officials before the formal turnover date and to provide assistance to Secretary Cohen on issues of importance to the Navy and Marine Corps.

Dalton plans to return to the private sector, but has said he does not intend to announce in what capacity until he has left government.

The SECNAV is responsible for business operations of the Department of the Navy, including recruiting, organizing, supplying, equipping, training, mobilizing and demobilizing for the U.S. Navy and U.S. Marine Corps.

Thanks for a job well done

Teammates,

When I learned several months ago that I was being temporarily assigned to ASN(RDA), I had mixed emotions. I knew my time at RDA would be well spent, helping to develop a new strategic plan for the Navy acquisition team and participating in other projects and studies important to our future. But I also knew my responsibilities at RDA would leave me little time to concentrate on our command's day-to-day business.

It didn't take long, however, to confirm what I already knew — that RADM. Steidle would be quick to pick up the reins and carry out the decisions and actions necessary to keep our TEAM on the right course. I'd like to extend my sincere thanks to Admiral Steidle and our entire leadership team, for doing a tremendous job leading our Business Process Reengineering efforts, laying the foundation for a new TEAM Strategic Plan, and managing the daily demands of our business without missing a beat.

I'd also like to remind every member of our TEAM, of just how outstanding a job you are doing, every day for the fleet. I always knew we had world-class people and products, but I never had a good way to measure that, until hearing what others had to say about the value we bring. We've built a reputation for excellence, and with it, the expectation to do more. Our Navy is depending on us to help solve some difficult problems, and I know we have the expertise and the collective will to deliver real solutions.

Thanks again for your dedication, commitment and hard work. It is great to be back among a winning team!

With the greatest respect,
John Lockard
NAVAIR Commander

ASN(RDA) visits WD sites



Photo by Mike Johnson, TID

ON TOUR—Dr. H. Lee Buchanan, who was just sworn in as assistant secretary of the Navy for research, development and acquisition on Oct. 2, is making the rounds. He visited Point Mugu and China Lake last week. Above, escorted by Dr. Karen Higgins, NAWCWD executive director (left), Buchanan gets the quick course on propellant mixers from Stuart Blashill, head of the Propulsion and Energetic Systems Division, in the China Lake Propulsion Lab's display room. The ASN also visited China Lake's Simlab, MESA and the F/A-18 Advanced Weapons Lab. At Point Mugu he visited the Weapons Integration Lab, Range Operations, Missile Systems Evaluation Lab and Targets Building 333. Bob Campbell, deputy Weapons/Targets (background), and T&E Director Steve Mendonca (not shown) also accompanied Buchanan.

TYBRIN corporation SYSTEMS ENGINEERS NETWORK ANALYST, DATA MANAGER

TYBRIN is a high technology company specializing in state-of-the-art engineering and computer services. As an SEI certified Level 3 organization, we employ repeatable software engineering processes. We are seeking high quality computer scientists and engineers for our Edwards AFB location. Excellent benefits/relocation package.

Systems Engineer (5 positions) - Serve as a Systems Engineer in the definition, design, implementation, and maintenance of state-of-the-art computer and network systems. Will test military, general aviation or special purpose systems, applying engineering principles and techniques. Conduct system analysis, requirements trace, design verification, integration, testing, and validation. B.S. in Engineering or Computer Science is required.

Network Systems Analyst - Expertise is required in the areas of network connectivity, network operating systems, LAN design and integration, and Network Architecture. Will perform evaluations of existing Network/Server software and hardware in order to determine development and deployment platforms, tools and packages. B.S. Computer Science or related field preferred.

Data Manager - Primary responsibility is to maintain data for the organization. Also expected to manage the selection, generation, preparation, acquisition, and use of data from IPT and its government counterparts. Must ensure that practices are consistent with Program Management Directive. Provide the IPT members expertise and advise on data management issues and advise on the propriety of data management practices. Maintain control over existing documentation and changes, as well as documentation under development. H.S. and some college required, Bachelor's a plus.

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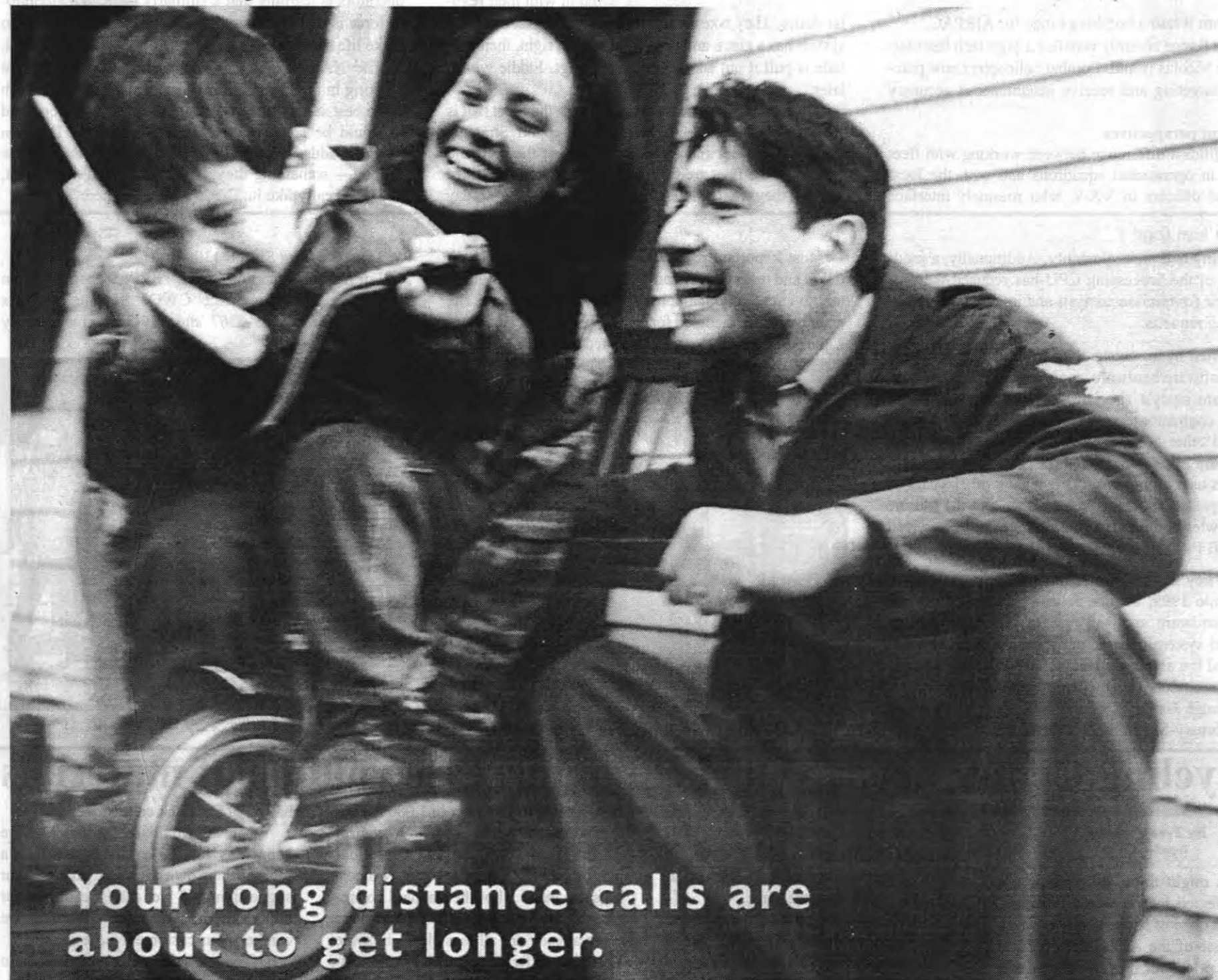
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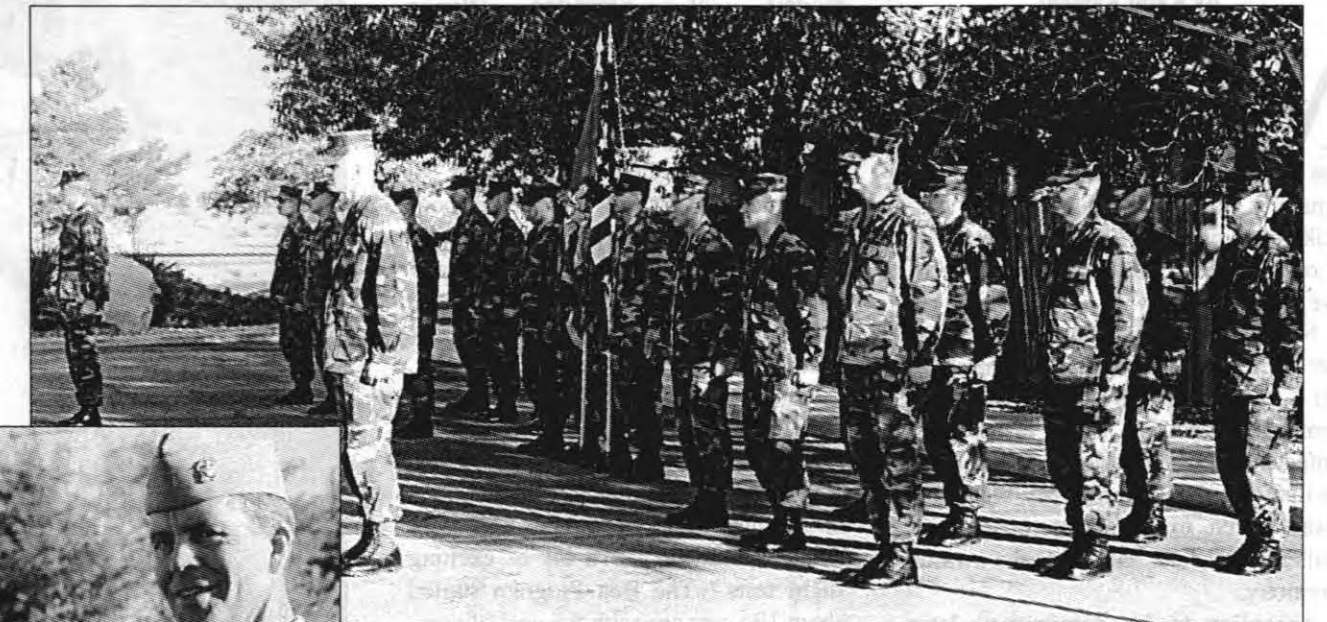
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Col. Kevin Leffler takes command of the MAD

NEW CO—At a change of command ceremony on Thursday, Nov. 5, Col. Kevin Leffler (below, center) took command of the China Lake Marine Aviation Detachment. Cdr. Bob Rutherford, CO of the China Lake Weapons Test Squadron (left), and Capt. John Stivers, CO of Air Test and Evaluation Nine, welcome Leffler to the desert and congratulate him on his new command.



Photos by Janie McLaury, Public Affairs Office



TROOPS READY FOR BIRTHDAY BALL—Members of the China Lake Marine Aviation Detachment are shown above at the change of command ceremony Nov. 5. On Nov. 10, 1775, the Continental Congress established the Marine Corps when it passed a resolution stating that "two battalions of Marines be raised" for service as landing forces with the fleet. This resolution, sponsored by John Adams, established the Continental Marines and marked the birth date of the United States Marine Corps. Any former or retired Marine who desires to attend the 1998 Marine Corps Ball should contact CWOR Ken Redmond or SSgt. Robert Corsey at 939-8099/6601. The celebration will be held on Nov. 14, at Mesquite Hall at the Desert Empire Fairgrounds. It starts at 6 p.m. Last minute tickets are on sale at the MAD, Building 00670, at Lauritsen and Nimitz roads.

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DESERT EMPIRE FAIRGROUNDS

Ed Jeter's career leads to a Navy Meritorious Civilian Service Award

By Kathi Ramont
Associate Editor

Much of Edward Jeter's career at China Lake has been spent in the development and application of computer methods in structural dynamics, loads and structural analysis. "Like everyone else," said Jeter recently, "I only came to the desert for three to five years."

Now, 35 years after starting as a summer hire, Jeter found himself honored on Oct. 23, when Weapons Division Commander RAdm. Rand Fisher presented him with a Navy Meritorious Civilian Service Award. "My work has always been exciting, interesting and challenging," Jeter said after the awards ceremony.

According to his nomination, Jeter pioneered the development of computer tools for structural analysis at NOTS, NWC and NAWCWD and has been instrumental in obtaining and utilizing the latest computer-aided engineering tools in his work. Recent acquisitions include state-of-the-art methods in aerodynamic load predictions during captive carry and launch separation from aircraft.

During the early part of his career, Jeter worked in a structures support group and applied his talents to many of the weapons systems under development at China Lake including Walleye,

Bigeye, Fireye, and structural dynamic models of Extended Range Antisubmarine Rocket, Sarah (a version of Sidewinder AIM-9C), Chaparral (Army version of Sidewinder), Sidewinder, Quickturn, Agile, Asrock, Shrike, Trident, Phoenix and HARM.

More recently, Jeter has been responsible for the overall program management, planning, scheduling, costing and coordination of the Boa ("the snake"), which is the precursor to AIM-9X, airframe development.

One of Jeter's most significant contributions to the Division is the in-house expertise developed through the Boa project. "This Boa project was the most interesting," said Jeter. "It was very detailed and we had a lot of exciting flight tests." The Boa Program started about 10 years ago with the goal of coming up with low cost changes to Sidewinder that would increase maneuverability as well as reduce drag. Eleven missiles were launched successfully from static launchers, the SNORT track and aircraft launches at China Lake and Point Mugu. The Boa missile designs entailed variations to the basic Sidewinder airframe, including modified wing and fin platforms, changes in static margin and more recently, replacement of the pneumatic servo by an electro-mechanical servo and a digital autopilot to limit roll rates.



Photo by TID

HONORED—Ed Jeter and his wife, Carol Marchetti Jeter, show his Navy Meritorious Civilian Service Award, the Navy's third highest civilian award.

Other areas of development were telemetry improvements due to changing from pulse-amplitude modulation to pulse coded modulation. The digital autopilot developed for BOA was the first all digital autopilot flown successfully in an air-to-air missile.

"Ed was a major contributor in maintaining the Weapons Division's capability in the various disciplines needed to design, fabricate and test missiles," wrote Brad Harlow, of the Airframe, Ordnance and Propulsion Division, in the nomination write-up.

As the project manager of the Navy portion of the joint Navy/Air Force Air Combat Supremacy Project, Jeter directed the analysis of store loads during captive carriage and launch from the F-22 aircraft.

He developed an advanced captive airframe for use in actual air combat evaluations of an Agile missile with a high off-boresight seeker and a helmet-cueing system carried aboard an Agile (thrust-vector) aircraft, the USAF F-16 Vista.

Jeter is currently the principal investigator of the hypersonic airframe integration technology task, which involves efforts to develop technology for applica-

tion to the next generation hypersonic strike weapon airframe. Since 1989, Jeter has been a member of the F-22 Armament Integration IPT for AIM-9. This team is currently monitoring contractor efforts to develop a new loads analysis capability for extreme captive carry and launch off of F-22.

Jeter is originally from Oklahoma and earned his bachelor's of science degree in mechanical engineering from the University of Oklahoma. He was recruited to China Lake before his senior year. "I didn't think they'd hire me because the recruiter said they were only hiring 50 people that year, so when I heard I'd been hired I jumped in the car and came on out," he said with a laugh.

He also spent two years on fellowship at Stanford University working toward another engineer's degree and his master's in engineering mechanics during the late 1960s.

Vice chairman of the China Lake Chapter of the American Institute of Aeronautics and Astronautics, Jeter said he has no immediate plans to retire. "I see a lot of really interesting work coming up in the next few years," he said. "I think I'll stick around and see it through."

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FLEET SUPPORT from previous page

following years, the T&E Competency made a significant resource investment to clean the 76-square-mile area and turn it into a bombing range for AIRPAC.

The Sea Range recently installed a high-tech laser target on San Nicolas Island. Combat helicopters now practice laser targeting and receive instantaneous accuracy feedback.

Different perspectives

Roush finds a difference between working with fleet personnel in operational squadrons and with the local Sailors and officers in VX-9, who routinely interface

TERPES from Page 1

supportability and maintainability. Additionally, a modernization of the processing CPU has reduced the processing time for mission analysis and intelligence reporting/briefing requests.

"Supported by an outstanding team of Marines, government software/hardware engineers, acquisition support/program analyst specialists, resource management personnel, contractor teams from numerous DoD support teams, and other NAWC-based agencies, the TERPES Project Team has demonstrated the 'can do easy' motto to the fleet user community. Our legacy of 31 years of service is preserved in this latest effort, and the Marine Corps Prowler community will continue to be serviced by the EOB Pathfinder specialists of TERPES."

Several key fielding events this past year, which will continue into 1999, include follow-on test and evaluations of hardware and software of the sheltered and unsheltered systems; team participation in operational checks; and the anticipated arrival of the two final shelters this December. Those operational checks will commence through January 1999. Final fielding is scheduled for the February-March 1999 time frame.

with the laboratory community. "The fleet guys at North Island are trying to squeeze our demo in with their regular duties. They take a very no-nonsense approach. If the system has a glitch and isn't working just right, their attitude is pull it out and get on with things. Fiddle with it later."

It is precisely this direct interface with the Fleet that is such a valuable benefit of the Fleet Support Strategic Thrust. Engineers and scientists learn that the men and women of the fleet are fast-paced and mission-dedicated and that they want practical solutions for their day-to-day

problems. At the same time, a new generation of fleet operators is learning that a similarly dedicated laboratory force is striving to support the warfighters' mission to make life simpler and safer on the ocean and in the field.

The NAWCWD technical folks are excited about working in the Fleet Support Strategic Thrust. "This job is the best satisfaction you can get," says Anderson. And he could be speaking for himself or for the Division when he adds, "You put something in the hands of the sailors — something they asked for — and they use it, and they really like it. That's why we're here."

Most importantly, the TERPES Team invites NAWCWD and tenant command DoD employees and contractors to attend an open house to view these shelters. The open house is scheduled for Jan. 7, 1999, from 10 a.m. to 2 p.m. The shelters will be located between Building

509 and Building 512 on 13th Street.

For more information on the TERPES Program or on the open house, contact CWO3 Herme or Nels Kristofferson at 989-0267 and 989-3780, respectively (DSN 351).



TEAM TERPES—Military and civilian group responsible for latest upgrade to TERPES.

Recycling Center needs your help to increase volume of materials

By Tree Crabtree
Recycling Center

You might think your job is not affected by the world economy, but none of us are totally exempt. The collapse of the Asian economy has driven the prices for recyclable products very low.

In order to continue a high level of recycling participation at NAWS we are looking at making changes to our current recycling contract. In essence, we are looking to increase the volumes of material generated and to reduce the costs of collection and handling.

For most of us we will not notice much of a change. The contractor will continue to operate out of the current facility, and collection and destruction controls will still be the same.

NAWSCLINST 5090.1 has been issued and contains provisions which will assure that recyclable materials are not placed in waste receptacles. We are also eliminating programs which are not cost effective. We are phasing out the scrap wood lot on Decatur Avenue and we have stopped processing expanded polystyrene (Styrofoam.)

Our other area of concern is to streamline collection methods and costs. We

have limited the contract to 1,000 collection points per week. We plan to control frequency of collection and consolidation of collection points so that two persons can make all of the standard collections. The suggestions that have been made already are all feasible — in some areas, but different areas may prefer different changes. The suggestions already discussed include: (1) Change the frequency of collection from weekly to every two weeks in areas which do not generate large amounts of material; (2) Require the building managers to consolidate collection locations; and (3) Have occupants place their materials in the

hallways for quick collection.

What we would really like to have happen is for our customers to take a look at their own area and give us your suggestions. If we can streamline our collection process voluntarily then we can keep our customers more satisfied.

Of course, the other solution is to recycle more of our paper. If the contractor collects more products he does not have to reduce his manpower. Let us hear your ideas about how to make this program work to everyone's advantage. You may call me at 939-2522 or send a QuickMail to Tree Crabtree in the NAWSSTAFF_MC Mail Center.

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FLEET SUPPORT from Page 1

and, for each, NAWCWD technical experts are finding practical, workable solutions.

Brian Garone is working to add a low-cost link to augment the capabilities of a NAWCAD-developed moving-map display. The link will allow the map display, in PC format, to be transmitted over existing communications systems from the E-2C aircraft to lap-top-equipped helicopters.

Mike Anderson is developing a communications scanner system for the S-3B aircraft. This monitoring-and-recording device will be used by the tanker crews to increase their situational awareness within the battlespace and to augment the intelligence and surveillance efforts of other battlegroup elements.

Phil Souza is analyzing Just-In-Time Ordnance Delivery (JITOD). This new concept of continual helicopter-borne ordnance replenishment for carriers avoids the need to shut down carrier operations for traditional sea replenishment. His assessment is an independent look at the practicality of such a system in a future battle scenario.

Greg Roush is providing a wireless intercom system for the CH-46D helicopter. The new system will replace the communications cord by which crew members now connect to the intercom system.

A case study

These are fleet-driven, not lab-driven projects. Take for example Roush's wireless intercom project. It began

with the 53-foot long communications cord that currently connects a helicopter crew member's headset to the aircraft's intercom system. These cords have always been a hindrance and tripping hazard to the crew, particularly when the crew is moving cargo in the helicopter.

But in 1997 two helicopters went down at sea in unrelated crashes. In both cases, crew members reported serious entanglement problems with the cord while they were trying to get out of the helicopter. In one of the crashes, a crew member could not free herself until the helicopter was 70 feet below the surface.

Roush and Paul DeRuiter investigated a variety of wireless communications systems, including the standard system used to take orders in fast-food restaurants. During their research, they found that an Air Force Special Operations Group had been working on a similar project — a wireless system suitable for crew members who needed to leave the helo during hot-refueling operations — and had recently let a contract for such a system.

"Since the Air Force had already worked seven years on the system, that virtually eliminated our technical risk," says Roush. The manufacturer, Communications Applied Technology Co., Inc., agreed to lend a unit to the NAWCWD team for testing in the CH-46. The demo unit is now flying with the HC-3 squadron at NAS North Island and has been well received by the crew members.

An H-60 helicopter squadron is also interested in the

new system. With up to a 1,000-foot range, the wireless intercom is well adapted to the H-60's search-and-rescue missions, where crew members must frequently exit the helo to work outside.

Technical challenges

Even though solutions rely largely on commercial off-the-shelf equipment, they are not exactly plug and play. In Roush's wireless intercom, some modifications were necessary to optimize performance of the system. "We had to clip a few resistors here, and add some there," he notes.

In developing the communications scanner, Mike Anderson found that the cheapest available time-code generator for the scanner's player/recorder was large and was more complex than necessary. Eric Frisbee custom built a small, inexpensive microcontroller that exactly suited the project's need.

When the scanner was plugged into the S3-B's intercom system, the player/recorder (straight from the shelves of J&R's Music World) didn't have enough power to drive the intercom. That night, Anderson drove to Radio Shack and bought a battery-powered amplifier for \$10. "We put that in line and it took care of the problem."

Range support

The Division's ranges are valued highly by the fleet because they are essential to maintaining readiness. Clark and his staff look for areas where range capability and expertise can resolve fleet problems. This task is made easier because the Test and Evaluation Competency has a standing policy of making its resources available to the operational forces at minimum cost and with maximum flexibility.

In 1993, for example, the Weapons Division took over the Superior Valley Range from the Air Force. In the

Please see next page



RIGHT HERE—Paul DeRuiter (left, front) and AMEC Ray Adams, a Helicopter Combat Support Squadron Eleven CH-46 crew member, point out spots where the Wireless Intercom, above, could be installed.



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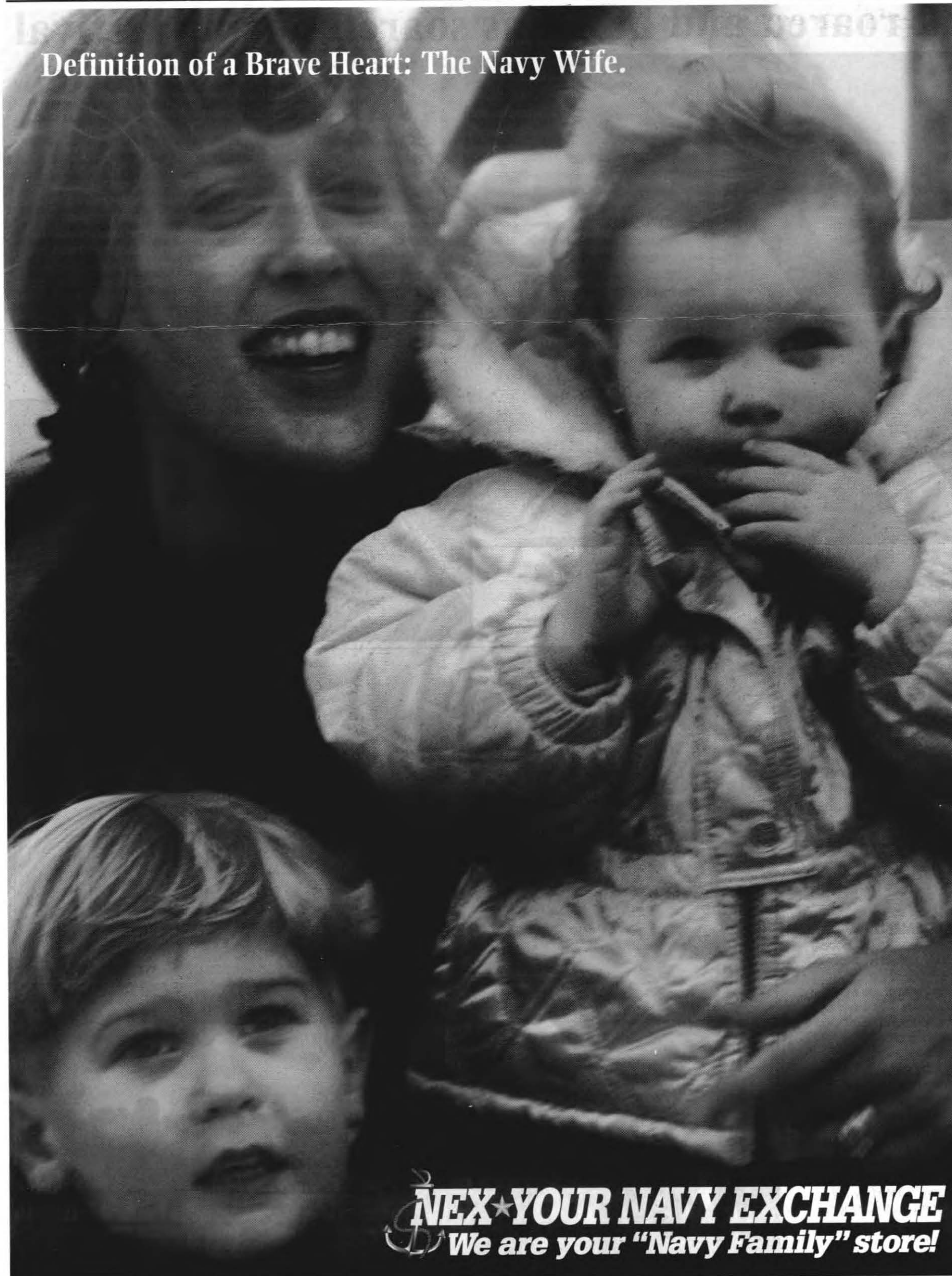
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Wind roared and balloons soared during festival



Photos by Kathi Ramont

"MORNING GLORY"—The Rocketeer's associate editor Kathi Ramont had opportunity at a special media event to take a free flight in the sherbet-colored balloon shown left. Taking a deep breath, this cowardly flyer jumped into the rattan basket of Bill Norwood and LaDonna Payne, of Asheville, N.C.'s Sky Tours, Inc., and sailed straight up 2,700 feet to hover over the festival grounds. With knocking knees and shaking hands she tried to take pictures of two F/A-18's that were flying off to the north, but was unable to keep the camera steady. After a short flight over downtown Inyokern, Norwood brought Morning Glory down in Dixie Wash where he learned about desert shrubbery. Shortly after "an adventurous landing," Ramont and her co-passenger, Kevin, a reporter from the Antelope Valley Press, were picked up by Ridgecrest's Muncy Family Chase Team. Linda Muncy, of Corporate Operations, her husband, Larry, and their son, Michael, joined Kevin and the balloonist by squashing the air out of the balloon (below) and storing it in Payne's truck. After a traditional glass of champagne, and receiving a certificate of flight, Ramont was able to stop her quaking knees and admit, yes, it was indeed kinda cool. A new experience for the visiting balloon pilots was getting their truck unstuck from the sandy wash (a big thank you goes to the Muncys for having a jeep).



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warm hands.
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that God has joined you in
your laughter.
And has set you gently back again
into the loving arms of Mother Earth.

—Bill Norwood, Morning Glory pilot,
reciting balloonist poem
after special media event

BALLOON EXCITEMENT—A crowd of approximately 3,000 people were on hand early Saturday, Nov. 6, to see the 39 balloons at the Ridgecrest Balloon Festival site in Inyokern. "Gypsy Rover II," piloted by Don Morgan of Woodland, Calif., is shown just before take off. The Burroughs High School Marching Band started the day off by playing "Over the Rainbow." The hot air balloon, "Sundowner," piloted by Harold Biedermann of Fresno, Calif., won first place. "Desert Sun" piloted by Jeff Wages of Phelan, Calif., came in second place; and "Dae Ja Vu" piloted by Dean Ekdahl of Temecula, Calif., and "Cloud Chaser," piloted by Bill Woodhead of Grants Pass, Oregon, shared third place.



Veteran's Appreciation Day

Honoring those who have served through blood, sweat and tears

By Kathi Ramont
Associate Editor

Incourage all of you to use this day as a reminder," said RAdm. Rand Fisher, Weapons Division commander, during a Veteran's Appreciation Day ceremony held Saturday, Nov. 7. "A day to celebrate the peace. . . a day to appreciate what we have.

"Take a moment to reflect on what life would be like if we lived in a war-torn country that lacked stability and freedom."

As part of the Ridgecrest Balloon Festival, the Veteran's Coordinating Council, American Legion and Veteran's of Foreign Wars organizations hosted a patriotic ceremony at the festival grounds that included a fly over of four F/A-18's from Air Test and Evaluation Squadron Nine and the Naval Weapons Test Squadron and jumpers from California City Sky Diving Club who landed on target only a few yards from the stage.

Members of Fort Irwin's Color Guard performed colors and the American Legion Honor Guard performed a POW/MIA flag ceremony. Bill Dietzel, head of Aviation West Museum, read a

stirring poem and the Positive Force Drill Team, composed of youngsters from the Barstow area performed an energetic drill program.

Cold, high-speed winds came to a sudden stop, dark clouds disappeared and the sun shone brightly as a large crowd came together to take part in this veteran's ceremony.

"We enjoy freedoms that are basically unparalleled in any other country," said Fisher during his speech. "Some say that we are lucky. I have found that luck is more the result of hard work — that luck and fortune favor the bold.

"This country did not just happen, it was forged out of blood, sweat and tears. The history of our growth and success can be attributed to the almost selfish defense of the principles of those who came to America before us. Our principles. . . our resolve and creativity, are trademarks for our success both in peace and in war.

"Most of the veterans, past and present, that we recognize today were not born warriors. They were and are, everyday men and women who served this nation by defending the freedoms we enjoy today.

"We enjoy the privilege of living in

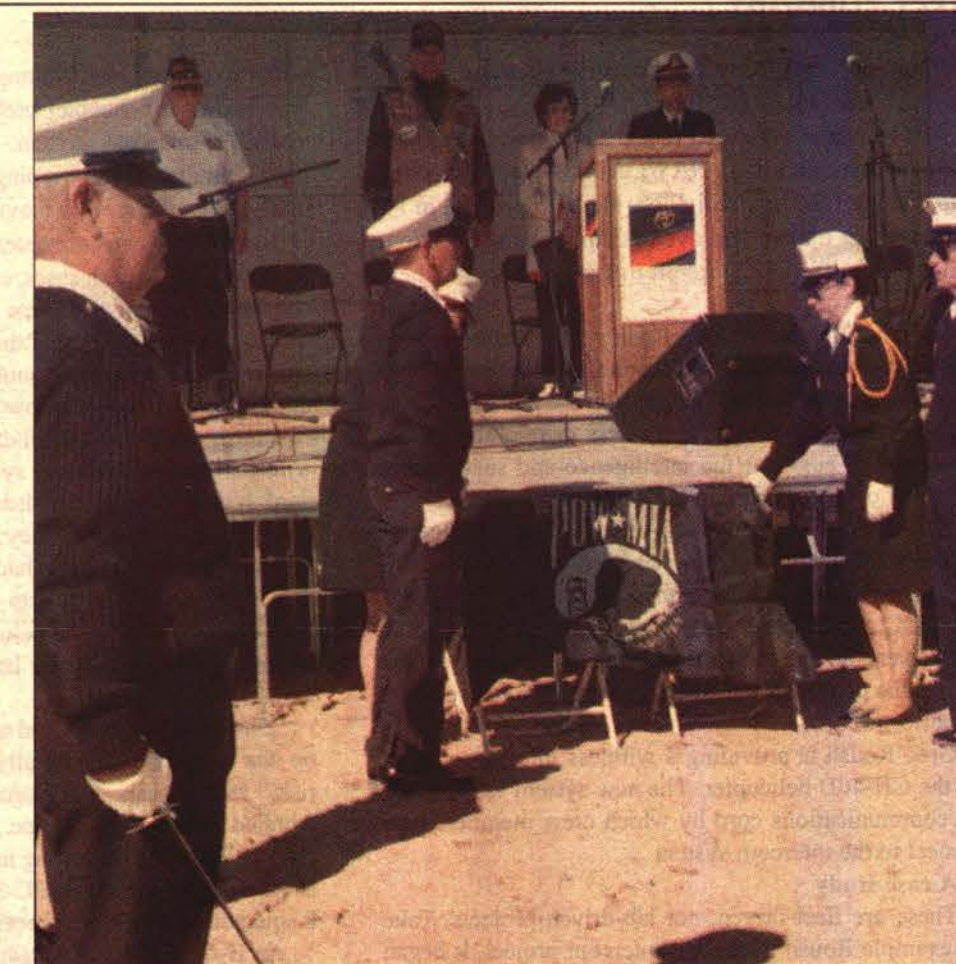
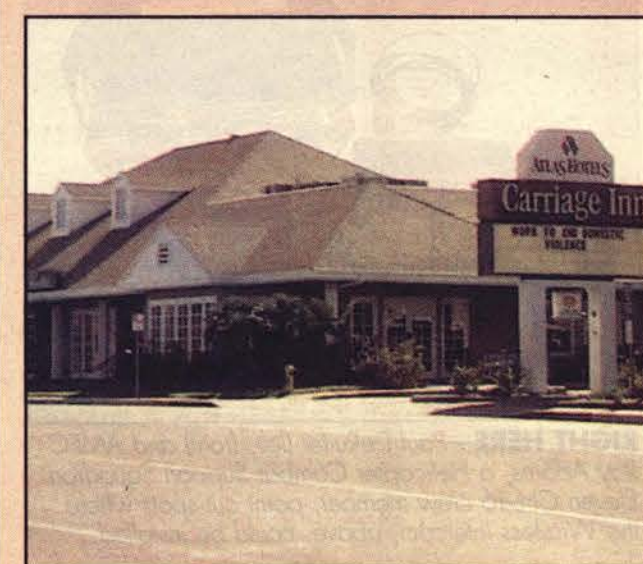


Photo by Kathi Ramont

MISSING MAN—Members of the American Legion Post 684 Honor Guard performed a POW/MIA flag ceremony during a Veteran's Appreciation Day ceremony at the balloon festival site on Saturday, Nov. 7. NAWCWD's RAdm. Rand Fisher was guest speaker.

America because of their sacrifices. It is important that we never forget, that we don't take for granted what so many have fought so hard to provide us."



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requirements for experience, education, and training for Level III of the Systems Planning, Research, Development and Engineering Acquisition Career Field within 18 months of entering the position. Promotion potential to DP-4 but not guaranteed.
Notes 1 and 4 apply.

No. 473-028-RP8, Interdisciplinary (Environmental/General/Mechanical/Electronics/Aerospace/Chemical Engineer/Physical Scientist/Physicist/Chemist), DP-801/819/830/855/861/893/1301/13101320-2/3, Environmental Protection Office, Airframe, Ordnance and Propulsion Division, Weapons/Targets Department—Code 473P20D. Area of Consideration: All current permanent civilian NAWCWD employees (all sites). **Duty Station:** China Lake. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Selecting Official:** Michael Osburn, (760) 927-2855. **HRD Contact:** Robert Peoples, (760) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent is responsible for keeping written Division policies and procedures in conformance with the laws, regulations, and requirements of the Environmental Protection Agency (EPA), State of California, local agencies, and the Navy as they apply to hazardous materials and hazardous material waste control and management; and developing and maintaining operational procedures or model procedures for hazardous chemical handling. Responsibilities include enforcing these policies and procedures and conducting periodic inspections to certify equipment, processes, facilities, and personnel. Conducts and facilitates the training of Division personnel on applicable laws, regulations, policies, and procedures. Incumbent is the focal point for Code 473 in all environmental related matters and in dealing with other organizations both on and off Center. It is the intent at some point in the future to combine the duties of this position with those of the Division Safety and Operations Officer. Incumbent must be capable of assuming these duties also. Emphasis is on explosive safety. **Technical Quality-Ranking Factors:** Knowledge of environmental laws and regulations, and knowledge of R&D, chemicals, chemical hazards, explosives, and explosive processing. **DAWIA Quality-Ranking Factor:** Ability to meet the mandatory DAWIA requirements for

experience, education, and training for Level 3 of the Systems Planning, Research, Development, and Engineering Acquisition Career Field within 18 months of entering the position. Applicants must be able to obtain and maintain a Secret clearance. Full-performance level of this position is DP-3. **Note:** Previous applicant need not reapply.
Notes 1 and 4 apply.

NATIONWIDE/CURRENT CIVILIAN DOD EMPLOYEES

No. 20-001-RS8, (1) Supervisory Contract Specialist, DP-1102-03/04, Contracts Competency, T&E and Logistics Contracts Department, Code 220000E—Area of Consideration: Current civilian DOD employees nationwide. **Opening Date:** 11-12-98. **Closing Date:** 12-10-98. **Selecting Official:** Blaine Manson, (760) 939-8147. **HRD Contact:** Rosalie Sommer, (805) 989-3231. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Department Head of a multi-site organization, geographically separated by 200 miles. Frequent travel between the two sites is required. Plans and directs acquisitions of complex or unique major weapons systems. Responsible for reviews, analysis, evaluations, and recommendations that may have major NAWCWD-wide impact or affect major technical programs. Incumbent serves as level higher for the Procuring Contracting Officers (PCOs) of the department on all contractual aspects. Plans, directs, and supervises the overall effort of the Department, ensuring all employees are aware of EEO policies and procedures. Assigns work and provides training to subordinates. Establishes performance plans/elements and performs quarterly evaluations. Manages department budget. Manages contract close-out teams at both sites. **Quality Ranking Factors:** 1) Ability to meet statutory and DOD Contracting field mandatory certification Level III requirements; 2) Ability to direct major weapons systems and subsystems acquisitions, including acquisition planning, complex cost proposals, analysis, and negotiations; and, 3) Ability to supervise and support EEO and Affirmative Action programs.

NAVY WIDE

No. 471-006-GB8, Interdisciplinary (Electronics/Aerospace Engineer/Physicist), DP-855/861/1310-4, Research and Engineering Competency, Weapons/Targets Department, Weapons Systems Engineering Division, Weapons Engineering Analysis Branch, Code 471700D—Area of Consideration: Current permanent civilian Navy employees. **Duty Station:** China Lake. **Opening Date:** 10-29-98. **Closing Date:** 11-30-98. **Selecting Official:** William Walters, (760) 939-1654. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the principle investigator for performance assessment and development of mathematical models to describe a new Rolling Air Frame Missile (RAM) dual mode IR/RF seeker and guidance processor. The major goals of this effort are to enhance the simulation of the RAM target and background environment, the missile gyro model, and the signal processing over the previous RAM simulation to provide the capability to perform simulation studies to determine the overall performance capabilities of the RAM Block 1 upgraded missile. The incumbent is responsible for planning, organizing, executing, evaluating, and coordinating the work of a multi-disciplined simulation development and analysis team. Duties include interaction with the NAVSEA Program Manager and his staff, foreign and domestic contractors, and representatives of U.S. and German activities. **Technical Quality-Ranking Factor:** Ability to manage projects involving the development of dual mode IR/RF missile simulations. **DAWIA Quality-Ranking Factor:** Ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development, and Engineering Acquisition Career within 18 months of entering position; selectee must be a current member of the Acquisition Professional Community (APC) or become an APC member prior to assignment. **Note:** Applicants must be able to obtain and maintain a Secret clearance. Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least 3 years. Full performance level is DP-4.
Note 4 applies.

USAF TEST PILOT SCHOOL POSITIONS AVAILABLE

The following two positions are immediately available at the USAF Test Pilot School at Edwards AFB. Interested parties should contact Dave Eiband, head of the Manpower Initiative Program, at 939-0423 (DSN 437-0423).

Flying Qualities Engineering Position:

- Description of duties:
- Develops, implements and teaches FQ courses
 - Edits FQ technical manuals and teaching material
 - Evaluates and recommends changes to:
 - The adequacy of the test aircraft inventory
 - Appropriate updates to incorporate new flight test techniques into flying
 - Data acquisition and instrumentation requirements
 - Computer data reduction procedures and techniques
 - Attends weekly scheduling meetings and integrates semiannual scheduling issues
 - Available Monday through Friday

Essential qualifications:

- BS in Aero or ME with a detailed knowledge of control theory
- EE may be considered based on Aero/ME options
- 2 Years of FQ test experience
- Parameter identification experience including:
 - Stability derivative extraction
 - Frequency response estimation

Highly desired qualifications:

- MS in Aero or ME
- At least 5 years of FQ experience
- Flight control system design and test experience
- Test Pilot School graduate
- Military or civilian flight test experience as test pilot or test engineer
- Teaching experience
- Simulator experience

Performance Engineering Position:

Description of duties:

- Develops, implements, and teaches Performance courses
- Edits Performance technical manuals and teaching material
- Develops and implements student test plans
- Debriefs student test reports
- Evaluates and recommends changes to:
 - The adequacy of the test aircraft inventory
 - Appropriate updates to incorporate new flight test techniques into flying
 - Data acquisition and instrumentation requirements
 - Computer data reduction procedures and techniques
- Attends weekly scheduling meetings and integrates semiannual scheduling issues
- Available Monday through Friday

Essential qualifications:

- BS in Aero or ME with a detailed knowledge of Performance Testing
- Any engineering degree considered based on Aero/ME options

- 2 Years of Performance test experience
- Modeling and Simulation experience including:
 - Knowledge of aerodynamic and engine models, performance prediction
 - Flight test methods of model validation

Highly desired qualifications:

- MS in Aero or ME
- five years of performance experience
- Test Pilot School graduate
- Military or civilian flight test experience as test pilot or test engineer
- Teaching experience
- Simulator experience
- Academic background or flight test experience in:
 - Aerodynamics and propulsion
 - Pitot statics
 - Modeling & simulation
 - Aircraft performance (energy concepts, takeoff/landing, cruise)

Note: The Performance Branch at the USAF Test Pilot School is currently updating the curriculum to emphasize modeling and simulation in modern performance testing. A new data reduction system is being developed which will be incorporated into the curriculum. We need an individual who can work these issues and be a point of contact for students in the course. Plan on daily contact with the students.

Systems Branch Engineering Position:

Description of duties:

- Develops, implements and teaches aircraft systems courses, including but limited to radar, electronic combat, electro-optical sensors, avionics integration, human factors, aircraft structures/aeroelasticity, and store certification.
- Edits Systems phase technical manuals and teaching material
- Evaluates and recommends changes to:
 - The adequacy of the test aircraft inventory
 - Appropriate updates to incorporate new flight test techniques into the flying
 - Data acquisition and instrumentation requirements
 - Computer data reduction procedures and techniques
- Attends weekly scheduling meeting and integrates semiannual scheduling issues
- Available Monday through Friday

Essential Qualifications:

- BS in EE, Physics, or ME
- 2 Years of systems test experience

Highly desired qualifications:

- MS in EE, Physics or ME.
- At least 5 years of aircraft systems test experience
- Aircraft systems design or integration experience
- Test Pilot School Graduate
- Military or civilian flight test experience as test pilot or test engineer
- Teaching experience

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 can send items for the Announcements to Code 750000E, Attn: Ron Rogers, FAX 989-9846 (DSN 351-3997). 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).



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

UNIVERSITY OF TENNESSEE (UTSI) ENROLLMENT INFORMATION

UTSI's program is designed for engineering and science majors. All courses are for graduate credit. Prospective students may request admission in a nondegree status or as degree candidates. Graduates of Navy and Air Force Test Pilot School may receive credit for 12 to 15 graduate hours. This program leads toward a Master of Science degree in Aviation Systems from the University of Tennessee. To obtain more information and a list of available classes, visit our website at www.utsi.edu. Start now on the admission process and get a head start on the paperwork. Spring Term registration begins on 17 December with classes beginning on 13 January. Fees are \$848 for out-of-state students and \$515 for students with a home of record in one of the Southeastern states. For more information, call (760) 927-8874 and leave your name, fax number, and phone number. The local UTSI office is in the Family Service Center, Office U, 610 Blandy. Office hours are 1530 to 1630 Monday through Thursday. For further information regarding other programs available at UTSI via video tape, contact UTSI's Dean of Academics by e-mail at kcreddy@utsi.edu.

CAREER INFORMATION

One of the best ways to find a new career or a new part-time job is to search the internet. Computers are available for both civil servants and military personnel at the Family Service Center located on Blandy. Call Joan at 939-0966 or Pat at 939-1373 for additional information. Periodically the Career Transition Center will list some useful URLs. The following are some internet Job Search Sites for those seeking jobs elsewhere:

CaJOBS
www.caljobs.ca.gov

Employment Development Department
<http://www.edd.cahwnet.gov/>

Labor Market Information (LMI) Internet Home Page
<http://www.calmis.cahwnet.gov/>

America's Job Bank
www.ajb.dni.us/

California Job Source (this site has state, county and city job listings)
<http://www.statejobs.com/ca.html>

Government Jobs:

Federal Jobs
<http://www.usajobs.opm.gov/>

Federal Job Opportunities
<http://www.jobweb.org/search/jobs/>

US Park Police
www.doi.gov/u.s.park.police/

Edwards AFB
<http://affc.edwards.af.mil/vac/index.html>

(5) alternate contact and phone number, (6) equipment make and model number, (7) serial and bar code number, and (8) a brief description of the problem.

If you have questions or problems, contact Linda Dailey, Code 727100D, at (760) 939-7283 (DSN 437-7283).

SILICON GRAPHICS, INCORPORATED (SGI) HARDWARE MAINTENANCE FOR CHINA LAKE AND POINT MUGU

The current contracts for SGI hardware maintenance at China Lake and Point Mugu will expire 31 October 1999. The Customer Support Branch (Code 727100D) of the Information Management Department is in the process of preparing a package for the follow-on contract. The follow-on will provide for repair, preventive maintenance, upgrades for Government-

owned SGI equipment, and attached peripherals. This encompasses existing equipment and equipment to be acquired during the life of the new contract. It is anticipated that the follow-on contract will provide for both on-call and per call service for both sites. On-call service is charged at a fixed monthly rate that varies with the configuration of the system. The system must be on the contract prior to receiving service under on-call provisions. Per call service is provided on a case-by-case basis and only when requested by the customer. Each call is charged individually on a per hour time and materials basis.

Anyone at either site interested in using the new contract should contact Linda Dailey, Code 727100D, (760) 939-7283 (DSN 437-7283).

WORKFORCE MANAGEMENT ANNOUNCEMENTS

WORKFORCE MANAGEMENT ANNOUNCEMENTS
The Workforce Management Announcements Section provides information on a wide range of workforce-related topics that we hope are useful to NAWCWPNS managers, supervisors, and employees. Workforce Management is one of the strategic initiatives developed by the DRMB. The Workforce Management Initiative was announced on 31 March in an all-

hands memo from RADM Fisher, NAWCWPNS Commander, and Sterling Haaland, Executive Director. 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 effective workforce management and to provide employees with the information required to make informed career-planning decisions with

respect to opportunities internal and external to NAWCWPNS. If you have questions or comments, pass them on to any Workforce Management team member.

Other workforce management and related information (e.g., retirement planning workshops, job fairs, etc.) can be found throughout the Announcements Section of *The Rocketeer* and *The Missile*.

HUMAN RESOURCES

A broad array of information related to workforce management can be accessed through the Human Resources Department website at

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

Information includes, but is not limited to, schedules of training events, merit-promotion opportunities, questions and answers, internet private/federal sector job advertisements, and CSRS to FERS conversion information. The Workforce Management Enterprise Team (WMET) webpage is available at

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

TASK ASSIGNMENT AD PROCESS IMPLEMENTED AND READY FOR USE

The task assignment ad process has been implemented to provide a rapid response for the entire workforce (supervisors, managers, team leaders, and employees) to obtain information regarding funded work assignments that need additional personnel.

This is a tool for supervisors and managers to utilize in securing funded taskings for employees who are not funded and to provide opportunities for development of their employees. It will also help employees take an active role in career planning with their supervisors.

The task assignment ad process supplements the basic personnel system; it is not a replacement. The use of this process is not to circumvent the personnel system nor to displace the CAO organization requirements; it is intended for assignments where no organizational transfer of an employee is required.

This process will provide a vehicle for increased information-sharing regarding work assignments and is expected to stimulate communication and cooperation between IPT/EDT leaders and Competency managers, between supervisors and employees, competencies, and sites. In cases where there are competing forces for the employee's efforts, the decision should be made in terms of what is best for NAWCWPNS. If there is disagreement between the parties as to what is in the best interest of NAWCWPNS, the appropriate levels above the parties should be consulted for resolution.

Although employees apply directly to the POC listed in each ad, they are expected to discuss their interest with their supervisors. The decision to move an employee to a new task is based on inputs from the employee, the person who has the funded task, and the employee's supervisor.

Scanning the Ads for Task Assignment Ads

Step 1. Supervisors and employees access the WMET home page, at <http://hrdmugu.mugu.navy.mil/hrd/>. Click on task assignment ads to view.

Step 2. Supervisors directly contact POC listed in the task assignment ad to pursue placing their unfunded employees or to provide a developmental opportunity for their employees. Supervisors are expected to fully utilize this process to secure funded tasks for their unfunded employees and to keep their employees informed.

COLOR COPIES AT A REDUCED RATE

The Photo Lab has reduced their color copy and labor fees. "Do-it-yourself" color copies off the glass are \$1 per copy, or we can do the work for you at a reduced labor rate.

Have you carefully selected colors for your viewgraph presentation but can only afford black and white handouts? Let us produce color bond copies from MAC or PC based applications at a price you can afford.

Come see us in Electronic Imaging in Mich Lab, Room 1136, or call 939-1115, 939-1118, or 939-1864.

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

WORKFORCE MANAGEMENT ENTERPRISE TEAM (WMET) MEMBERS

Jim Kneppshield, Program Manager	939-8570
Eva Bien	939-2434 or 989-3271
Karen Buehler, Communications Manager	939-3109
Bryan Hill	939-5975
Don Hilliard	989-9370
Neil McCarthy	989-9201 or 939-4882
Terry Mitchell	939-2534
Debby Young	989-0285

Program Offices:

Joyce Hinkle, Officer Manager (CL)	939-2353
Kay Sams, Site Coordinator (PM)	989-1347

Step 3. Employees apply directly to the POC listed, but are expected to discuss their interest with their supervisors. The decision to move an employee to a new task is based on inputs from the employee, the person who has the funded tasks, and the employee's supervisor. In cases where there are competing forces for the employee, the decision must be made in terms of what is best for the corporation.

Step 4. Review the Team Assignment Form, which is available by clicking on the Team Assignment Agreement words. This form will provide the appropriate discussion points with the POC; it is the vehicle to ensure that all parties (employee, competency supervisor, and gaining leader/supervisor) are informed and in agreement.

Instructions for inputting the task assignment ad have been issued to sponsors who are defined as supervisors, managers, and team leaders. Any sponsor who needs a copy can request it from his/her PMA or from John Allen via e-mail. An electronic copy will be forwarded.

CAREER CENTER INFORMATION

Need help planning a career transition or searching for a new job? There's more help out there than you might think. Career Transition Centers (CTCs) at Point Mugu and China Lake are combining resources and expertise from the NAWCWPNS Training Division and NAWS Family Service Centers (FSCs) under a single roof at each site. This Workforce Management Enterprise Team (WMET) initiative will cut costs while providing even better services to both civilian and military customers. The combined operation at China Lake located at 610 Blandy officially began 15 June with the assignment of Transition Manager Pat Baczkiewicz (939-1373). The Point Mugu CTC, headed by Cristel Gartman (989-3998), is located in Building 366.

What does a CTC offer employees?

- Friendly, competent staff to assist employees
- Computers (both PC and Macintosh), printers, scanners, and fax machine

- One-on-one counseling to determine individual needs, assist with searches, and explore career or education alternatives
- A Website at "<http://pmtrain.mugu.navy.mil/ctc/>" with lists of classes available on site links to numerous job search sites and tools
- A library of over 200 "how to" tapes, videos, and books available for check out
- Courses on resume, SF-171 and OF-612 preparation; interviewing techniques; job search skills; and other practical topics
- Volunteer community speakers who give career transition talks

In addition, the CTCs now sponsor major Job Fairs.

JOB AND CAREER CHANGE RESOURCES

China Lake

- WMET Program Office: Joyce Hinkle, 939-2353
- Career Transition Center, 610 Blandy: Pat Baczkiewicz, 939-1373
- Family Service Center, 610 Blandy: Joan Telles, 939-0966

Point Mugu

- WMET Program Office: Kay Sams, 989-1347
- Training Division: Ron Rogers, 989-3997
- Career Transition Center, Building 366: Cristel Gartman, 989-3998
- Family Service Center: Dan Savage, training information, 989-1022

NAWCWPNS Web Sites

- Human Resources "<http://hrdmugu.mugu.navy.mil/hrd/>"
- WMET "<http://hrdmugu.mugu.navy.mil/hrd/wmet.htm>"
- Training "<http://pmtrain.mugu.navy.mil/classes/>"
- CTCs "<http://pmtrain.mugu.navy.mil/ctc/>"

CHINA LAKE

TRANSITION ASSISTANCE PROGRAM (TAP) CLASSES

Although TAP classes are designed for transitioning military, transitioning civilians can also enroll in these classes at China Lake on a space available basis. For more information or to be placed on the waiting list, call Joan at 939-0966.

17-20 November	18-21 May
26-29 January	20-23 July
9-12 March	28 September-1 October
20-23 April	

Local #460, and the International Brotherhood of Electrical Workers Local #45. The President is Bobby Martin, who can be

reached at Bldg. 95, located behind the Training Center on Inyokem Road, 939-7116, e-mail bmartin@lwisp.com

leadership and direction for multi-disciplined teams working on designing, qualifying, testing, and deploying guided air-to-surface tactical weapons. **Supervisory Quality-Ranking Factor:** Knowledge of affirmative action principles, including a willingness to implement EEO practices. **DAWIA Quality-Ranking Factor:** 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 but is not guaranteed.

Notes 1, 2, and 4 apply.

No. 47-002-RP8, Electronics Engineer, DP-855-03, Weapons/Targets Department, Systems Engineering Division, Sidewinder Project Office, Code 47HR00D—Area of Consideration: All current permanent civilian NAWCWD employees. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Roy Hageman, (760) 939-9865. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as lead systems engineer for all Sidewinder projects. Responsible for overall technical guidance, definition, integration, and direction of multi-disciplined teams such as propulsion, airframe, guidance, control, ordnance, fuzing, test equipment, logistics, anti-lamper, software, computer, and interface which design, qualify, test, and deploy these weapons. Interfaces directly with the PMA, OSD, operational forces, and other services in the overall technical direction of the programs. **Technical Quality-Ranking Factor:** Ability to provide technical leadership and direction to multi-disciplined teams. **DAWIA Quality-Ranking Factor:** Ability to meet the mandatory DAWIA requirements for experience, education, and training for Level III of the Systems Planning, Research, Development and Engineering Acquisition Career Field within 18 months of entering the position. Incumbent must be able to obtain and maintain a Top Secret clearance. Full performance level is DP-4, but is not guaranteed.

Notes 1, 3 and 4 apply.

No. 47-004-RP8, Interdisciplinary (General/Electronics Engineer/Operations Research Analyst), DP-801/855/1515-03, Weapons/Targets Department, Air Weapons Systems, SLAM/Harpoon/Penguin Project Office, Code 47HC00D—Area of Consideration: All permanent employees within NAWCWD. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Allen Jones, (760) 939-4217. **HRD Contact:** Robert Peoples, (760) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Deputy for software engineering within the SLAM/Harpoon/Penguin Project Office. The incumbent is responsible for the overall technical and programmatic aspects of the design and integration of Missile Guidance and Mission Planning Software for the SLAM, SLAM ER and Harpoon weapon systems. The incumbent is the USN Co-Chair for the Guidance/Software/Mission Planning IPT for the SLAM/SLAM ER, weapons systems, and the USN software lead for Harpoon Missile Software developments.

Interfaces directly with PMA, class desk, aircraft project offices, TAMPs IPT, and other SLAM/SLAM ER/Harpoon IPT leads in the overall direction of guidance and software for the programs. **Technical Quality-Ranking Factor:** Ability to manage a large technical team and manage software developments in accordance with DOD-STD-2167. **DAWIA Quality-Ranking Factor:** 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. Position requires extensive travel. Incumbent must be able to obtain and maintain a Top Secret clearance. Full performance level is DP-4.

Notes 1, 3, and 4 apply.

No. 41-025-KR8, Electronics Technician, DP-856-3, Systems Engineering Department, Platform Simulation and Integration Laboratory Engineering Division, AV-8B/AH-1/EP-3 Laboratory Engineering Branch, Code 413900D—Area of Consideration: All current permanent civilian NAWCWD employees. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Ken Jutzi, (760) 939-9737/(805) 989-4015. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the AV-8B Weapons System Support Facility (WSSF) Laboratory Manager within the AV-8B/AH-1/EP-3 Laboratory Engineering Branch. Via a task assignment agreement the incumbent also serves as a key member of the AV-8B Joint Systems Support Activity Integrated Product Team (IPT) responsible for the maintenance, upkeep, and user test support for the AV-8B WSSF. Incumbent coordinates on a frequent basis with representatives of major weapon system contractors, outside government agencies, AV-8B IPT management, equipment vendors, and local security activities. Incumbent serves as Technical Assistant to delivery order contracts. Incumbent leads the day-to-day operations and maintenance activities of the WSSF, including lab scheduling and implementing security procedures; performs duties of the Lab Manager for the teams assigned spaces; coordinates building issues with Public Works and other agencies; and coordinates the WSSF lab computer accreditation process and Y2K corrections. Incumbent provides laboratory user support during scheduled test activities; develops and manages laboratory maintenance contracts; develops and processes small purchase procurement packages, briefings, budget estimates, status reports, etc.; as well as attending and representing the WSSF at various meetings, briefings, and events when required. Incumbent directs the activities of 1 to 2 Government employees and develops and monitors task assignments for 2 to 4 contract employees. Background in the following is desirable: AV-8B avionics hardware, software, and system testing processes; VME systems operations and maintenance; electronic fabrication techniques; procurement processes; Navy and local security policies and practices; VxWorks; UNIX; Windows NT; 95; 3.X; and DOX; and Mac OS; and LANs. **Technical Quality-Ranking Factor:** Experience with AV-8B combat system level test and integration laboratory environments. Full performance level is DP-3.

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 appointable applicants according to the Area of Consideration statement in each announcement. Appointable may mean that the applicant either is a current employee, reinstatement eligible, transfer eligible, reassignment eligible or it may mean that the potential applicant may be hired via a special authority such as VRA, handicapped authority, or other via an executive order. Please read the Area of Consideration statement in each announcement for clarification.

NOTES

- If selection is made below the full-performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. **PROMOTION IS NOT GUARANTEED.**
- First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.
- Drug Testing Designated Position.** An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a DOD testing designated position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/command.
- This is a DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. P.L. 101-510 requires that all applications for DAWIA designated positions, which are advertised by evaluating utilizing a quality ranking factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants wishing more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields may contact the DAWIA representative within their Competency.

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

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

GENERAL INFORMATION

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

All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance. As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 90 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

No. 47-005-RP8, Electronics Engineer, DP-855-03, Weapons Systems Department, RF Guidance Division, Antenna Technology Branch, Code 473100D—Area of Consideration: All current permanent civilian NAWCWD employees. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Tex Hoppus, (760) 939-3080. **HRD contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** As an Electronics Engineering leader in the Advanced Antenna Technology Branch, incumbent is responsible for technical leadership in areas of electromagnetic theory and modeling, RF measurements, and RF system and component design and evaluation. More specifically, the incumbent must technically excel in the conceptual development, design, fabrication, integration, testing, and evaluation of advanced RF antennas, subsystems, and components. Incumbent must excel in the theory and practice of taking RF measurements of such parameters as radar cross section (RCS). Incumbent must also have extensive background and skills in RF systems and subsystems for guided missiles, such as RF missile seekers, RF missile fuze systems, GPS subsystems, and similar RF system applications for advanced weapons. Incumbent must perform as a technical leader of exploratory and advanced development of RF concepts, subsystems, and systems, and perform as a technical leader and consultant for RF designs being integrated and incorporated in guided missile and other system designs. **Technical Quality-Ranking Factor:** Ability to conceive, sort out, plan, and perform complex weapons system engineering processes, which include system requirement definition, requirement flowdown, system development and integration, test and evaluation, and data analyses. **DAWIA Quality-Ranking Factor:** Ability to meet the mandatory DAWIA requirements for experience, education, and training for Level III of the Systems Planning, Research, Development and Engineering Acquisition Career Field within 18 months of entering the position. Incumbent must be able to obtain and maintain a Top Secret clearance. Full performance level is DP-4, but is not guaranteed.

Notes 1, 3 and 4 apply.

No. 41-026-KR8, Senior Office Manager, DG-303-2/3, Systems Engineering Department, Systems Engineering Management Division, Code 411000D—Area of Consideration: All current permanent civilian NAWCWD employees. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Terry Haven, (760) 939-4876. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is the clerical lead to the F-22 Integrated Product Team (IPT) Site Director, technical Deputies, lead engineers, and Business/Financial Manager (BFM). The incumbent must demonstrate initiative, discretion, and independent judgment in making decisions and be able to handle the demands of a high traffic office. Must have working knowledge of NAWCWD directives and instructions pertaining to all clerical areas. Duties include the full range of clerical function; domestic and foreign travel coordination; SLDCADA timekeeping; training credit tracking; correspondence and filing; maintaining and updating program administrative information on the IPT server; maintaining and inputting program documentation into established databases using application software on MAC and PC computing resources; assisting the IPT Site Director and Deputies in creating schedules for all F-22 WBS tasks; travel; employee leave and vacation; transfer of program data from all types of computer media to archival system; Secret Control Officer functions; SPEDI buyer; plant account database maintenance and reconciliation; and assistance to BFM with data entry and contract files management. Must be able to obtain and maintain a Top Secret clearance. **Technical Quality-Ranking Factor:** Ability to perform independently in an organized manner as the primary office support staff to a complex IPT organization. Full performance level is DG-3.

Notes 1 and 3 apply.

No. 471-007-GB8, Supervisory Interdisciplinary (Electronics Engineer/Operations Research Analyst/Computer Scientist), DP-855/1515/1550-3, Weapons/Targets Department, Weapons System Engineering Division, Weapons Mission Planning Branch, Code 471800D—Area of Consideration: All current permanent civilian NAWCWD employees. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Brad Harlow, (760) 939-3164. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is Head of the Weapons Mission Planning Branch. Duties include technical management and supervision of a group of scientists and engineers supporting weapons interfaces with mission planning systems or weapons unique mission planning subsystems such as the development or support of mission planning modules. **Technical Quality-Ranking Factor:** Knowledge of weapons mission planning systems. **Supervisory Quality-Ranking Factor:** Knowledge of affirmative action principles, including a willingness to implement EEO practices. **DAWIA Quality Ranking Factor:** Ability to meet the mandatory DAWIA requirements for experience, education, and training for Level III of the Systems Planning, Research, Development and Engineering Acquisition Career Field within 18 months of entering the position. Promotion potential to DP-4 but not guaranteed.

Notes 1, 2, and 4 apply.

No. 471-008-GB8, Computer Scientist, DP-1550-3, Weapons/Targets Department, Weapons System Engineering Division, Signal Processing Technology Branch, Code 471600D—Area of Consideration: All current permanent civilian NAWCWD employees. **Opening Date:** 11-12-98. **Closing Date:** 11-26-98. **Duty Station:** China Lake. **Selecting Official:** Brad Harlow, (760) 939-3164. **HRD Contact:** Kay Behrmann, (760) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as the Technical Manager for the Direct Attack Munition Affordable Seeker (DAMASK) Fleet Advanced Demonstration (FAD) and leads a multi-disciplined team in the development and evaluation for this critical project. The individual establishes program goals and milestones; and assigns work and manages engineers, scientists, technicians, and contractor personnel as required. The individual coordinates with representatives of various organizations within NAWCWD, NAVAIR, ONR, OPNAV, USAF, and private industry. **Technical Quality-Ranking Factor:** Knowledge of project management processes, especially as related to the management of in-house development efforts including the design, fabrication, and integration of both hardware and software aspects of a weapon system. **DAWIA Quality-Ranking Factor:** Ability to meet the mandatory DAWIA

DAWIA ON-SITE COURSES FOR FY99

EXECUTIVE TEST AND EVALUATION MANAGEMENT (TST 301)

4-9 January 1999, Point Mugu.
This course is required for Level 3 in test and evaluation management.

ADVANCED SYSTEMS PLANNING, RESEARCH DEVELOPMENT AND ENGINEERING (SYS 301)

1-11 February 1999, China Lake.
This course is required for Level 3 in systems planning, research, development, and engineering.

INTERMEDIATE SYSTEMS ACQUISITION (ACQ 201)

17 August-3 September 1999, Point Mugu
27 October-13 November 1999, China Lake

This course is required for Level 2 in Acquisition Logistics: business, cost estimating, and financial management; communications and computers; manufacturing production, and quality assurance; program management; systems planning research, development, and engineering; and test and evaluation management.

Register for these courses using the Navy's new electronic registration system. The URL address is <http://www.REGISTER-NOW.cms.navy.mil>. For further information, contact Helen Casteel at 989-3003.

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

CHINA LAKE

No. 5J-001-DWE98, Senior Office Manager, DG-303-3, Test and Evaluation Competency, Joint Electronic Combat Test Using Simulation (JECSIM) Code 5J0000D—Area of Consideration: China Lake. Duty Station: China Lake. Opening Date: 11-12-98. Closing Date: 11-26-98. Selection Official: Wayne Doucette, 939-7709. HRD Contact: Diana Eggleton, 939-8111. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent performs office manager functional duties associated with the support to the Joint Electronic Combat Test Using Simulation (JECSIM) Project Office Externally Directed Team (EDT) Managers, Deputies, and lead engineers. JECSIM is a major project office within Joint Test & Evaluation (JT&E) and is a geographically separated program with diverse missions and customers. Interfaces with all levels of management within all services; including, OSD, DIA, NAWCWD. The incumbent must demonstrate initiative, discretion, and independent judgment in making decisions. The incumbent must be able to handle the demands of a high traffic office and to assist in planning and executing high-level functions such as the Technical Advisory Board, Senior Advisory Council, Joint Test Directors, and JECSIM JTF meetings. Incumbent maintains and inputs program documentation in established databases on Macintosh and PC computing resources. Duties include: Specialized administrative support services in budget, security, facilities, and property management. Maintains familiarization with all appropriate instructions, laws, rules, and regulations for the JECSIM Tri-Service and OSD interactions. The incumbent serves as the JECSIM OPSEC and Security Officer and SPEDI and Bankcard buyer; performs plant account database maintenance and reconciliation; provides the full range of clerical functions including timekeeping, procurements, correspondence, travel, and financial and administrative processes and procedures. Quality-Ranking Factors: Skill in manipulating JT&E database software and development structures, processes, and reconciliation.

No. 47-003-RP8, Senior Office Manager, DG-303-3, Weapons/Targets Department, Air Weapons Systems, SLAM/Harpoon/Penguin Project Office, Code 47HC00D—Area of Consideration: Permanent employees at China Lake. Opening Date: 11-12-98. Closing Date: 11-26-98. Duty Station: China Lake. Selection Official: Allen Jones, (760) 939-4217. HRD Contact: Robert Peoples, (760) 939-8120. Permanent Change of Duty Station Authorized: No. Summary of Duties: This position is Senior Office Manager for the SLAM/Harpoon/Penguin Project Office. Duties include answering and placing calls; planning for conferences; maintaining and coordinating the supervisor's calendar; and reviewing and editing standard correspondence, reports, and other documents. The incumbent will ensure that proper grammar, spelling, and punctuation are reflected in correspondence; appropriate formats are used; and information is presented in an effective manner. The Senior Office Manager provides support to the SLAM/Harpoon/Penguin OPT and provides backup support to the Tomahawk IPT as necessary. Other duties include filing; receiving and processing incoming and outgoing mail; travel arrangements (including foreign travel) and vouchers; timekeeping; ordering supplies via Telemart and SPEDI; and preparing stubs and 7300is. Administrative duties include preparing personnel packages; responsible as key custodian; responsible for computer accreditation (GRASP); dealing with facilities issues; and tracking training of office personnel. Incumbent should be experienced in using the Macintosh computer and related software, include, Microsoft Word, Excel, Powerpoint, and Filemaker Pro. Quality-Ranking Factors: Knowledge of office management services including preparing/editing correspondence, timekeeping, processing mail, preparation/processing of stubs/7300's, ordering supplies, travel arrangements, computer accreditation, and key custodian duties. Incumbent must be able to obtain and maintain a Secret clearance. Full performance for this position is DG-3.

Note 1 applies.

OXNARD PLAIN/ALL APPOINTABLE CIVILIAN EMPLOYEES

No. 529-47-JM8, Ecologist, DP-408-03, Pacific Ranges & Facilities Department, Sea Range Office, Capability Development Branch, Code 529120E—Area of Consideration: All appointable civilian employees on the Oxnard Plain. Duty Station: Point Mugu. Opening Date: 11-12-98. Closing Date: 11-25-98. Selecting Official: Paul Knight, (805) 989-8751 (DSN 351-8751). HRD Contact: Jan Meadows, (805) 989-3261 (DSN 351-3261). Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent is responsible for all environmental

issues that affect the Sea Test Range. The incumbent will be responsible for preparing environmental impact reports to be presented to program and Sea Range managers for evaluation. These reports will be a major factor in the planning and execution of test operations. The incumbent will become familiar with major programs that could potentially have an impact on the wildlife environment on or surrounding San Nicolas Island. These programs include RAM, VANDAL, SLAM, and JDF. The incumbent must be proficient on SNI Barge Landing operations and will be able to apply this knowledge in a practical manner so as to minimize the impact on the Indigenous wildlife that may be present during certain periods of operation. The duties of this position will require that the incumbent work on San Nicolas Island for extended periods of time. The incumbent will be required to obtain and maintain a Secret clearance. Quality-Ranking Factor: Demonstrated expertise on environmental issues relating to the planning and staging of Sea Range operations at San Nicolas Island. The ability to analyze data, draw conclusions, and make recommendations to test operation planners. Ability to communicate orally and in writing.

No. 529-48-JM8, Environmental Protection Specialist, GS-028-11, Pacific Ranges & Facilities Department, Sea Range Office, Capability Development Branch, Code 529120E—Area of Consideration: All appointable civilian employees on the Oxnard Plain. Duty Station: Point Mugu. Opening Date: 11-12-98. Closing Date: 11-25-98. Selecting Official: Paul Knight, (805) 989-8751 (DSN 351-8751). HRD Contact: Jan Meadows, (805) 989-3261 (DSN 351-3261). Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent is responsible for environmental protection planning support for the Sea Test Range. Incumbent will be responsible for assisting and advising management in the development of Sea Range policies and procedures as they relate to environmental protection activities. Incumbent will be the point of contact for all San Nicolas Island hazardous material issues that concern Sea Range operations. Incumbent will be responsible for preparing environmental reports to be presented to Program and Sea Range managers for evaluation. The duties of this position will require that the incumbent work on San Nicolas Island for extended periods of time. The incumbent will be required to obtain and maintain a Secret clearance. Quality-Ranking Factor: Demonstrated experience with environmental protection issues relating to the planning and staging of Sea Range operations at San Nicolas Island. The ability to analyze data, draw conclusions, and make recommendations to test operation planners. Ability to communicate both orally and in writing.

NAWCWPNS

No. 54-016-DWE8, Supervisory General/Mechanical/Electrical/Electronics/Aerospace Engineer, DP-801/830/850/855/861-3, Telemetry Technology Branch, Weapons Instrumentation Division, Test Article Preparation Department, Code 543300D—Area of Consideration: All current permanent civilian NAWCWD employees. Duty Station: China Lake. Opening Date: 11-12-98. Closing Date: 11-26-98. Selecting Official: Donald Scofield, (760) 927-1303 (DSN 437-1303). HRD Contact: Diana Eggleton, (760) 939-8111 (DSN 437-8111). Permanent Change of Duty Station Authorized: No. Summary of Duties: The Weapons Instrumentation Division is responsible for the disciplines necessary to design, develop, implement, and evaluate the technology needed to instrument state-of-the-art weapons systems platforms. The Division has interdependent organizational elements at both China Lake and Point Mugu. The Telemetry Technology Branch, Code 543300D, is responsible for approximately 14 employees with a skills mix of technicians and engineers. The incumbent is responsible for the management, supervision, and administration of the personnel, facilities, and equipment for the conduct of weapons instrumentation design, development, test, documentation, and field support within the Weapons Instrumentation Division. The Telemetry Technology Branch is responsible for applying state-of-the-art technology as required to develop components and sub-systems to instrument DOD/FME weapons systems. This responsibility includes oversight of the hands-on electrical and mechanical design, prototype fabrication, laboratory testing and calibration, documentation, and captive/light test field support (cradle-to-grave RDT&E). The incumbent is responsible for providing the guidance and management oversight/monitoring to apply technical resources to define customer requirements, establish quality/schedule/cost commitments, and apply the resources needed to meet those commitments. The Telemetry Technology Branch works closely with the Telemetry Project Office, Code 543C00D. The primary responsibility of the incumbent is the technical management/supervision of resources, while funding is the primary responsibility of the Telemetry Project Office. Technical Quality-Ranking Factors: Skill in applying telemetry technology concepts to design, develop, implement, and

evaluate the technology needed to instrument state-of-the-art weapons systems platforms. Supervisory Quality-Ranking Factors: Ability to lead a technical team; organize a complex variety of simultaneous tasks; apply EEO/affirmative action principles in making personnel/employment decisions; and communicate with a diverse group of managerial, technical, and contract employees, both orally and in writing. DAWIA Quality-Ranking Factors: Ability to meet the mandatory experience, education, and training requirements of the career development program for Level III of the Systems, Planning, Research, Development and Engineering (S) Career Field or of the Test and Evaluation (T) Career Field within 18 months of entering the position. The full performance level of this position is DP-3. Note: Previous applicants need not reapply. Notes 1, 2, and 3 apply.

No. 54-017-DWE8, Supervisory Engineering/Electronics Technician, DP-802/856-3, Telemetry Technology Branch, Weapons Instrumentation Division, Test Article Preparation Department, Code 543300D—Area of Consideration: All current permanent civilian NAWCWD employees. Duty Station: China Lake. Opening Date: 11-12-98. Closing Date: 11-26-98. Selecting Official: Donald Scofield, (760) 927-1303 (DSN 437-1303). HRD Contact: Diana Eggleton, (760) 939-8111 (DSN 437-8111). Permanent Change of Duty Station Authorized: No. Summary of Duties: The Weapons Instrumentation Division is responsible for the disciplines necessary to design, develop, implement, and evaluate the technology needed to instrument state-of-the-art weapons systems platforms. The Division has interdependent organizational elements at both China Lake and Point Mugu. The Telemetry Technology Branch, Code 543300D, is responsible for approximately 14 employees with a skills mix of technicians and engineers. The incumbent is responsible for the management, supervision, and administration of the personnel, facilities, and equipment for the conduct of weapons instrumentation design, development, test, documentation, and field support within the Weapons Instrumentation Division. The Telemetry Technology Branch is responsible for applying state-of-the-art technology as required to develop components and subsystems to instrument DOD/FME weapons systems. This responsibility includes oversight of the hands-on electrical and mechanical design, prototype fabrication, laboratory testing and calibration, documentation, and captive/light test field support (cradle-to-grave RDT&E). The incumbent is responsible for providing the guidance and management oversight/monitoring to apply technical resources to define customer requirements, establish quality/schedule/cost commitments, and apply the resources needed to meet those commitments. The Telemetry Technology Branch works closely with the Telemetry Project Office, Code 543C00D. The primary responsibility of the incumbent is the technical management/supervision of resources; while funding is the primary responsibility of the Telemetry Project Office. Technical Quality-Ranking Factors: Skill in applying telemetry technology concepts to design, develop, implement and evaluate the technology needed to instrument state-of-the-art weapons systems platforms. Supervisory Quality-Ranking Factors: Ability to lead a technical team; organize a complex variety of simultaneous tasks; apply EEO/affirmative action principles in making personnel/employment decisions; and communicate with a diverse group of managerial, technical, and contract employees, both orally and in writing. DAWIA Quality-Ranking Factors: Ability to meet the mandatory experience, education and training requirements of the career development program for Level III of the Systems, Planning, Research, Development and Engineering (S) Career Field or of the Test and Evaluation (T) Career Field within 18 months of entering the position. The full performance level of this position is DP-3. Note: Previous applicants need not reapply. Notes 1, 2, and 3 apply.

No. 47-001-RP8, Supervisory General Engineer, DP-801-3, Weapons/Targets Department, Ordnance Systems, Tactical Weapons Project Office, Code 47HT00D—Area of Consideration: All current permanent civilian NAWCWD employees. Opening Date: 11-12-98. Closing Date: 11-26-98. Duty Station: China Lake. Selecting Official: Joe Oliver, (760) 939-1996. HRD Contact: Kay Behrmann (760) 939-2736. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent serves as senior technical manager and PMA-242 Assistant Program Manager, Systems & Engineering for Tactical Weapons Projects. Responsible for overall technical guidance, planning, budgeting, and coordination of all Tactical Weapons Projects including Maverick, Hellfire, and TOW. Responsible for overall systems engineering guidance, planning, budgeting, and coordination of GBU-24. Responsible for providing technical leadership and direction of multi-disciplined teams that design, qualify, test, and deploy these weapons. Interfaces directly with PMA, operational forces, and other services in the overall technical direction of the programs. Supervises project office workforce. Technical Quality-Ranking Factor: Ability to manage and provide technical

RETIREMENTS AND FAREWELLS

KEN WESCHE

Ken Wesche is leaving the CAEP Department and NAWCWD with over 10 years of service. A luncheon will be held in his honor at Santa Fe Grill on 30 November at 1130. To make reservations, contact Dale Hutton at 939-1561 or Mike Stephens at 939-1563.

SONJA GIULIANI

Sonja Giuliani is retiring after 35 years of civil service at China Lake. A retirement luncheon will be held in her honor at Farris' at the Heritage on 4 December at 1130. A buffet will be served for \$9.50 per person, including tax and gratuity. For presentations, gift donations, and to purchase tickets, contact Cathey Mattox at 939-1568 or Mike Stephens at 939-1563. Tickets must be purchased by 30 November.

BARBARA MANNING

Barbara Manning is retiring after 26 years of federal service at China Lake. A luncheon will be held in her honor at Santa Fe Grill on 8 December at 1100. Order from the menu. For reservations, gift donations, and presentations, contact Becky Souza at 939-2745.

JAMES PINNELL

Jim Pinnell is retiring after 12 years of federal service at China Lake. A luncheon will be held in his honor at the Outback Restaurant on 15 December at 1100. Order from the menu. For reservations, gift donations, and presentations, contact Carol Baker at 939-3521.

CAREER TRANSITION CLASSES AT CHINA LAKE

The Career Transition Center is sponsoring the following classes in November and December. All China Lake employees, civilian and military, as well as their spouses, may attend. Reserve a space in any class by calling CTC at 939-1373 at least one work day in advance and leaving your name and work phone number. Reservations are on a space-available basis. The class is first come-first served. Enrollees will receive confirmation via e-mail approximately 2 work days prior to offering.

MANAGING YOUR CREDIT EFFECTIVELY

17 November; Tuesday, 1000-1130; Family Service Center, Room D. By: NWCFCU Financial Counselor Debbie West
This class will cover a variety of credit topics, including surviving a layoff, the pitfalls of bankruptcy, getting a handle on your credit card debt, and effective budgeting.

OVERVIEW OF INVESTMENT STRATEGIES AND RELATED TOPICS

18 November; Wednesday, 1000-1130; Family Service Center, Room N. By: Investment Counselor Ernie Martell
A variety of investment topics of interest to anyone considering a career transition or retirement will be discussed. These topics will include TSP: what to do in a volatile marketplace, IRA conversion: Pros and Cons of Converting to a Roth IRA, and what Insurance Coverage Do You Need? (health, life, long-term care).

WHAT YOU NEED TO KNOW ABOUT SOCIAL SECURITY

19 November; Thursday, 1000-1130; Family Service Center, Room D. By: John Powers (formerly of NWC and the Social Security Administration)
A presentation will be given on this vital topic and answers your individual questions will be answered.

HOW TO FOCUS YOUR JOB SEARCH

1 December; Tuesday, 1000-1130; Family Service Center, Room D. By: Pat Baczkiewicz, CTC Coordinator
Career search strategies and putting together an effective resume will be discussed.

HOUSING ASSISTANCE PROGRAM (HAP)

2 December; Wednesday, 1000-1130; Family Service Center, Room D. By: Lincinda Lundin, Program Manager
A presentation will be given on what this program consists of and the requirements and time frames for using it. The last half hour will be devoted to a Q&A session.

POINT MUGU

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Dennis Burum is Point Mugu's new CEAP coordinator. His office is in the northeast outside corner of Human Resources Building 211. The CEAP is readily accessible and is for anyone seeking help for themselves or their family. Treatment is completely confidential.

Counseling sessions and referrals are available through the CEAP coordinator. If additional help is needed, an appointment can be scheduled with a Therapist or Doctor. Management referrals are also accepted for everyone's benefit. In this time

when everything is moving so fast, most people are susceptible to stress and other life problems. So do not hesitate to utilize these services. For more information, call 989-8161.

CEAP office hours are currently:

First Week: Monday, 0700-1630; Tuesday, 0600 to 1700; Wednesday, 0730 to 1730; Thursday, 0730 to 1630; and Friday, 0730 to 1630.

Second Week: Monday, 0700-1700; Tuesday, 0600 to 1700; Wednesday, 0700-1700; and Thursday, 0730 to 1630.

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.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) NEWS

EQUAL EMPLOYMENT OPPORTUNITIES (EEO) INFORMATION

It is NAWCWDS' policy to provide EEO to all employees and applicants regardless of a person's race, color, religion, sex, national origin, age, or disability. EEO is an integral part of all personnel policies and procedures having to do with employment, development, advancement, and treatment of our human resources. To carry out the goals and objectives of the program, the EEO Division has undergone a reorganization. Following is a listing of the division's personnel:

Deputy EEO Officer/Division Head	Arlene Black	989-3309
EEO Counselors:	Ferdie Carlos	939-0200
	Cec Cilley	989-3354
	Liz Culver	989-3224
Formal Complaints Manager	Tamara Morrison	939-8131
Affirmative Employment Program	Catherine Rogers	939-8125
Disabled Employees Program	Jeanie Salyer	939-3701
Special Emphasis Program	Veronica Vasquez	989-3254

Discrimination in employment based on a person's race, color, religion, sex, national origin, age, disability, or in reprisal for EEO activity is prohibited by federal law and DOD/DON/NAWCWPNS regulations. NAWCWPNs discrimination complaint procedures are in place to provide counseling and processing of all complaints. Frequently, disputes and issues arise from poor communication, personal conflicts, and other unresolved differences. When these situations develop, all parties have the responsibility to make good faith efforts to address the issues quickly, fairly, and at the lowest possible level. Neutral third parties may be helpful in sorting out critical issues from other beliefs, rumors, and perceptions. The staff of the EEO Division is available to assist in resolving these conflicts. The EEO Counselors designated for NAWCWPNs are Ferdie Carlos, 939-0200; Cec Cilley, 989-3354; and Liz Culver, 989-3224. As a reminder, an employee must contact an EEO Counselor within 45 days of the alleged discriminatory conduct in order to preserve his/her rights under the law.



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 the Administration Offices at Point Mugu and Telmarr at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E; completed forms for China Lake may be mailed to Pat Oliver, Code 731000D. For additional information, call Estela Padilla at (805) 989-3222 or Pat Oliver at (760) 939-2537.

CHINA LAKE

Shelley Fulton, Code 333000D

Shelley is recovering from a deep vein thrombosis, or blood clots, and has to work shortened days until the blood clots have dissolved. She has been ill since mid-July.

Ana Aguon, Code 230000D

Ana is under a doctor's care.

Brandy Camacho, Code 868000D

Brandy is on maternity leave.

Jeanie Salyer, Code 734000D

Jeanie is receiving kidney dialysis while awaiting a transplant.

Arvella Orrell, Code 83C000D

Arvella has a herniated nucleus pulposus and degenerative disc disease.

Joyce Cercone, Code 543400D

Joyce is recovering from knee surgery.

Shirley Carroll, 455300D

Shirley is under doctor's care.

Gail Furnish, Code 841100D.

Gail is recovering from major surgery.

Frank White, Code 526210D

Frank is recovering from surgery.

Susie Gill, Code 528200D

Susie is recovering from foot surgery.

Marvin Kennedy, Code 526220D

Marvin is awaiting lower back surgery.

Ann Doty, Code 882000D

Ann is under a doctor's care.

Martha Harrington, Code 4BT100D

Martha is recovering from chemotherapy.

Leon Biesiadecki, Code 525220D

Leon is recovering from spinal fusion surgery.

POINT MUGU

Harold Kent, Code 522720E

Harold is under a doctor's care.

Jerry Farmer, Code 522730E

Jerry is recuperating from surgery.

Judith Cancel, Code 531000E

Judith is under a doctor's care for a broken leg.

Dale Park, Code 761200D

Dale is recovering from heart surgery.

Roxanna Diaz, Code 52DA00E

Roxanna is undergoing surgery and is under a doctor's care.

Anita Retome, Code 4KK3000E

Anita's daughter is under a doctor's care.

Almeda Marcus, Code 521100E

Almeda is undergoing chemotherapy treatments.

Ann Marie Anaya, Code 486200E

Ann Marie is on maternity leave.

Richard A. Czebatol, Code 457300E

Richard is under a doctor's care.

Brian Smith, Code 763100E

Brian is recovering from reconstructive foot surgery.

Debby Casillas, Code 562E00E

Debby is hospitalized with ulcerative colitis.

Benjamin Asuncion, Code 531200E

Benjamin is undergoing chemotherapy and other cancer-related treatment.

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.

APPLIED STATISTICS FOR ENGINEERS (16 hrs.)

17-18 November; Tuesday-Wednesday, 0800-1630; Training Center, China Lake. By: Clyde Irvine

This course is designed to equip technical professionals with a working set of statistical techniques for collecting, analyzing and presenting data relating to the research, development, testing and evaluation of aircraft and tactical weapon systems. Statistical topics will be illustrated with problems drawn from missile design (physics and engineering) and missile cost analysis (economics) fields. Problem solution techniques (formulas, tables, etc.) are drawn from standard statistical texts but will be presented in a format showing Excel code to obtain the same answers. The course will address probability concepts, permutations and combinations, probability distributions, statistical inference, measures of central tendency and variability, nonparametric statistics, parametric statistics, regression and correlation, analysis of variance (ANOVA), experimental design (Taguchi approach) and risk analysis.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D. For further information, call 939-2359 (DSN 437-32359).

TEST AND EVALUATION USING ADVANCED DISTRIBUTION SIMULATION (ADS) (6-7 hrs.)

February 1999; China Lake. By: Arman Tchoubineh, Code 454110E.

Note: This is a survey to determine if there is an interest in offering "Joint Advance Simulation Test and Evaluation with Advanced Distributed Simulation."

The Joint Advanced Distributed Simulation (JADS) program is in a unique position to offer invaluable insights into distributed simulation from a tester's perspective. ADS offers the means to integrate actual live tests with virtual testing capabilities (hardware-in-the-loop) and simulators in order to obtain better data. This extraordinary course offers testing professionals valuable knowledge on the utility of this new tool, while giving distributed simulation practitioners a better understanding of a tester's perspective and needs. This is an introduction to all the basic distributed simulation concepts and terms

CSUC COMPUTER SCIENCE PROGRAM

The following spring semester courses are being offered at China Lake in the California State University, Chico (CSUC), Computer Science Program (bachelor's and master's degrees). To obtain course descriptions, book order forms, registration forms, and tuition support information for these courses, call Cecil at 939-0878. Classes will be held in the Training Center, beginning 26 January and ending 20 May, except for CSCI152 and CSCI298C-2, which begin 4 January and end 28 April. With the exception of CSCI152 and CSCI298C-2, the courses are held on Tuesdays and Thursdays and are received via satellite. CSCI152 is held on Mondays and Wednesdays and is on videotape, with a lab on Tuesdays from 1700 to 1800. CSCI298C-2 is on videotape and is self paced.

CSCI152:	Operating Systems Programming; 1130-1245; Lab 1700-1800
CSCI397C-27:	Distributed Component Technology; 0800-0915
CSCI331:	Topics in Computer Graphics: Programming Graphics on the Internet with Java and VRML; 0930-1045
CSCI356:	Design and Analysis of Algorithms; 1100-1215
CSCI223:	User Interface Design and Implementation; 1230-1345
CSCI272:	Multi-User Operating Systems; 1400-1515
CSCI223:	Artificial Intelligence; 1520-1630
CSCI298C-2:	Algorithms and Data Structures in Java, self paced

featuring Distributed Interactive Simulation (DIS) and the new High Level Architecture (HLA). It provides an introduction to ADS terminology and technology (including DIS and HLA). Gain an understanding of potential applications of this technology in T&E, and increase the awareness of JADS test programs and some of the tough lessons learned. This course will cover concepts, definitions, and regulations and is a quick overview of JADS and how useful ADS really is for T&E. Learn how we have handled the problems with ADS, in designing, VV&A, and execution of out of tests, and evaluation of the

data. Our tests are real. The lessons we have learned have been tough and we are here to share them with you. Distributed testing in action: Watch a JADS test played back in real-time. See how we prepare, train, and conduct our tests. Look at the tools we use to analyze our test data, both in real-time and post test. This is the same course (with a few improvements) that we have offered in conjunction with ITEA and Georgia Tech.

Enrollment Deadline: 5 January

INFRARED WINDOW AND DOME MATERIALS (6 hrs.)

18 March; 0800-1700; Mich Lab Conference Room B/C, China Lake. By: Daniel C. Harris

This 8-hour course presents an overview of the optical, thermal, and mechanical characteristics of infrared-transmitting window and dome materials, for missiles and aircraft, including highlights of the most recent developments in materials such as sapphire and diamond. Other topics include thermal shock response, rain and particle erosion, protective coatings, antireflection coatings, electromagnetic shielding, material fabrication, and optical finishing. The latest advances in dome and window design and testing will be discussed. This 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 Materials* by Daniel C. Harris (SPIE Press, 1992) is included in the course materials for each person enrolled in the course.

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

RETIREMENT PLANNING SEMINARS

PRE-RETIREMENT PLANNING WORKSHOP (16 hrs.)

8-9 December; Tuesday-Wednesday, 0730-1600; Conference Center, China Lake.

14-15 December; Monday-Tuesday, 0800-1600; Training Center, Point Mugu.

Start Times at China Lake: CSRS and CSRS offset employees start time is 0730 on both days. FERS employees start time is 0900 on the first day and 0730 on the second day.

Note: Pre-retirement planning workshops are designed for personnel within 5 years of retirement.

This workshop will include presentations on CSRS and FERS retirement systems, including creditable service, military service, Catch 62, deposit/redeposit service, how annuities are computed, TSP, health and life insurance, and social security. Presentations will also be given on topics such as financial planning, estate planning, wills and trusts, taxes, etc.

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

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

FINANCIAL TRAINING

INTRODUCTION TO FINANCIAL MANAGEMENT AND ACCOUNTING (24 hrs.)

17-19 November, Tuesday-Thursday, 0800-1600, Training Center, Point Mugu. By: Navy Financial Management Career Center

This course provides an overview of managing appropriated funds in the Department of the Navy, the principles of comptrollership, the Navy accounting policy, overview of systems, and the flow of funds between the DON and Defense Finance and Accounting Service. Concepts taught include the general processes involved in various appropriations and the management of fund flow.

PRINCIPLES OF NAVY BUDGETING (24 hrs.)

23-25 February, Tuesday-Thursday, 0800-1600, Training Center, Point Mugu. By: Navy Financial Management Career Center

This course provides both general and detailed information on Navy budgeting procedures, processes, and terms, as well as several exercises that will allow the student to practice selected budgetary procedures. Class includes identification of budgetary responsibilities; key players in the process that their roles; the planning, programming, and budgeting processes; and budget execution overview information.

INTRODUCTION TO NAVY WORKING CAPITAL FUND (24 hrs.)

15-17 June; Tuesday-Thursday, 0800-1600, Training Center, Point Mugu. By: Navy Financial Management Career Center

This course provides an introduction to the Navy Working Capital Fund (NWCF), 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, submit an On-board Training Request (NAWCWPNS 12410/2) to Helen Casteel, Code 733000E or by e-mail.

LEADERSHIP COURSE AT POINT MUGU

The Big Three - Drs. Stephen Covey, Ken Blanchard, and Tom Peters - will lead the third annual "Worldwide Lessons in Leadership Series," spanning closed-circuit locations across America and more than 50 countries around the globe. This year's title is "WORLD CLASS: How to Team Up for Success Wherever You Live and Work." As a special bonus to the day-long event, participants can interact with Jack Welch, Chairman and CEO of General Electric; and Herb Kelleher, Chairman, CEO, and President of Southwest Airlines, in this lively 75-minute exchange, you'll experience the latest insights and strategies for success from these inspiring "world class" leaders. The conference is hosted by California State Polytechnic University—Pomona's Center for Advanced Computer Technology; Center for Enterprise and Investing; and the College of Extended University and Business Administration, all in cooperation with FORTUNE magazine.

Expect to learn how to count on hard work as the only way to lead by example, how everyone can build a climate of trust and openness, how to help everyone around you find their hidden strengths—and put them to work, how to grow your mental toughness and competence, how to develop a healthy sense of urgency, how to see "the big picture" - by acting like a "business person," how to learn from - and earn from - past experience, how to catch your boss "doing things right" and have the boss do the same with you!

When: Wednesday, 18 November, 745 to 1430. Doors open at 1845.

Where: Residence Inn by Marriott at River Ridge, 2101 West Vineyard Avenue, Oxnard.

Space is limited, so enroll early.

Each person will receive a hardcover edition of "Lessons in Leadership From YOUR Neighborhood" (517 pages, \$29.95 retail value). This book will not be available to the general public until its release in 1999. I contacted Angela Brooks, Director of NAEI to inquire if they are planning to bring this closed circuit session to the field activities. She said, she will look into it. I also contacted Judy Weisman, Assistant Dean of UCSB extension. If possible we'll try to get it to China Lake's Training Center, but if all fails, registration for the 18 November closed circuit session at the Residence Inn by Marriott is open for now.

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

FINANCIAL SUMMARY DATABASE (FSDB COURSES)

Do you need financial summary reports that provide the data and the format you want? If so, enroll now in one of our FSDB courses.

The 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

1) The FSDB v1.1 Basic Training course will introduce participants to the Financial Summary Database (FSDB), which provides a streamlined, flexible, and powerful tool for querying and reporting financial information from the NIFMAS financial system. Participants will learn how to use the Business Objects query and reporting software to obtain the financial information they need. The class will also cover defining, organizing, and using the financial information available from FSDB. When NAWCWPNS converts to a new financial accounting system, FSDB will be one of the primary financial summary reporting tools for Field Users. Students are allowed to attend this course more than once.

Prerequisites: Proficient in Microsoft Excel. Experience in requesting and analyzing financial reports is desired. It is also highly recommended that students purchase the Business Objects client software prior to attending the class. To purchase, QuickMail your request to the "FSDB Help Desk," giving them your full name, code, phone number, and a JON. Request they purchase and install the software for you. After completing the training course contact Jessica Vincent at 927-1500 (DSN 469), to request a FSDB account. With the software and an account, you can immediately start practicing what you've just learned in class.

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

ADVANCED FSDB COURSE

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

Prerequisite: Completion of the FSDB Basic Training course, plus additional time in activity using FSDB, are prerequisite for the Advance FSDB course.

FSDB CLASS SCHEDULE*

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

China Lake

- (A) 19 November, Thursday
- (B) 10 December, Thursday
- (A) 17 December, Thursday

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

Point Mugu

- (A) 24 November, Tuesday
- (B) 8 December, Tuesday
- (1) 15 December, Tuesday