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# FINAL EDITION



## THE ROCKETEER

THURSDAY, DECEMBER 10, 1998

NAVAL AIR WARFARE CENTER WEAPONS DIVISION

VOL. 54, No.25

Happy Holidays

## Victories and challenges: A pause to reflect and look ahead

By RAdm. Rand Fisher  
NAWCWD Commander

The Naval Air Warfare Center Weapons Division has come a long way over the past year. In meeting my commitment to keep you informed of our progress and plans, I'd like to share with you the Division's progress in 1998, and to discuss the opportunities and challenges that 1999 holds in store. The message I hope to convey is threefold.

First, I would like to reflect on an outstanding year. Through hard work and renewed focus, we maintained our commitments to the fleet and exceeded our financial expectations.

Second, I want to assure the work force and those who do business with us that we are finding solutions to some difficult challenges that affect the way we do business now, and the way we will do business in the future.

Third, I would like to emphasize that although we had a very successful year in 1998, 1999 presents challenges and opportunities that are every bit as formidable as those we have faced in the past. Our job is to provide the warfighter with the best systems in the world. To do that, we must continue to maintain our focus, to strive for excellence, and to encourage



**SUPER HORNETS**—NAWCWD plays a major role in the future of naval aviation with the arrival this year of F/A-18s F2 and E5 for weapons integration testing. Please see the story on Page 16 on last week's successful dual HARM launch from F2.

teamwork. We must continue to learn.

### Fleet support

Several remarkable events stand out in our 1998 accomplishments. Early in the year we responded rapidly to support our naval aviation forces at a time of high tension in the Persian Gulf. Our contributions ranged from a major upgrade for the F-14B, to updated HARM files cov-

ering the latest threat emitters, to new and safer crew equipment for combat aviators.

May marked the first flight of the AV-8B Open System Core Avionics Capability. OSCAR enhances the Marine Corps' ground-attack capabilities and demonstrates the viability of inserting commercial off-the-shelf technology into

military avionics.

In June, the first JSOWs went to sea aboard the U.S.S. Eisenhower. Early fleet introduction of this powerful new weapon increases the strength and flexibility of the naval aviation arsenal.

June also saw the successful completion of the SLAM ER Development Test. Please see **YEAR IN REVIEW**, Page 12

## The Weaponeer replaces The Rocketeer in January

By Steven F. Boster  
NAWCWD Director of Public Affairs

Today's issue of *The Rocketeer* marks the end of one tradition and the start of another. This is the very last *Rocketeer* written, printed and distributed to the work force at the Naval Air Warfare Center Weapons Division. On Jan 7, 1999, a brand new NAWCWD publication, *The Weaponeer*, will debut, providing news and information for and about NAWCWD employees. Six employees submitted the name "The Weaponeer" in the contest. They include David Paggen, Kathy Seals, Dwaine Campbell, Diane Eggleton, Bill Webster and Cecil Rivier.

Personally, this is a bittersweet event. My long association with *The Rocketeer* began exactly 14 years ago today, when I moved from the *Ridgecrest Daily Independent* to become associate editor of *The Rocketeer*. To see the end of a 50-year plus tradition is difficult, but this is a positive step toward the "One TEAM" vision for NAWCWD. Rather than two command newspapers we now have one voice, one vision for serving the customers.

When *The Weaponeer* debuts next year, you will notice more than just the name has changed. The staff is spending a good part of the traditional holiday break in publications designing an all new look for your newspaper. We will be anxious for your reaction to the design changes. What will not change is the focus on the work force, on NAWCWD, on the NAVAIR TEAM, on news for and about you, the readers.

On a practical note, the newspaper staff needs the help of the readership to continue changing and improving the paper. With only two people dedicated to newspaper support, they cannot personally cover all the events they would like, or all you would like to see them attend. It must be up to the codes seeking publicity or needing to share information to provide information to the staff, provide photos and, if needed, have technical articles written in house or by TID writers. The newspaper staff works at the China Lake site, but will go to Point Mugu or White Sands when required to ensure fair coverage of all segments of NAWCWD.

The most important aspect of an internal, employee-

focused publication such as *The Weaponeer* is you — the employee, the reader. After all, we write and edit the paper to meet your needs, not ours. We more than just want your input, we need your input, your help, for NAWCWD to have a paper you can and will use. I encourage you to provide feedback, good or otherwise, to the editorial staff or to me directly.

We now send *The Rocketeer* into the Navy archives, just as we decommission a ship, or disestablished the old Naval Weapons Center or Pacific Missile Test Center when creating NAWCWD. The people and the mission have not changed. Only the name we use to carry out that mission has changed.

I know many of you are unhappy with the name change. I encourage you, actually I challenge you to help the newspaper staff make *The Weaponeer* meet your needs as much as *The Rocketeer* did for more than 50 years. The change in names is another challenge for the staff, but it is also an opportunity, an opportunity to finally have a single, focused publication all Weapons Division employees can embrace as theirs.



## Weather

November 25 - December 1

	High	Low	Gusts	Humidity
Wed	71	34	12	78-20%
Thurs	70	32	9	69-21%
Fri	58	34	8	56-30%
Sat	55	37	14	79-34%
Sun	57	33	9	96-26%
Mon	63	30	16	92-26%
Tues	65	45	13	60-23%

December 2 - 8

	High	Low	Gusts	Humidity
Wed	67	37	13	79-21%
Thurs	69	32	33	85-19%
Fri	54	34	28	54-15%
Sat	53	31	21	46-9%
Sun	53	30	32	28-12%
Mon	49	23	16	46-14%
Tues	49	18	16	47-15%

## China Lake Calendar

### Thursday, December 10

•Codes: Call 939-3354 if you didn't return your "new newspaper" distribution survey, or you may find you don't get the first issue of *The Weaponeer* on Jan. 7.

### Monday, December 14

•Entry deadline for holiday office decorating contest. Call 939-2602 for more information.

### Wednesday, December 16

•Flu shots at Branch Medical Clinic. Call 939-8037.

### Thursday, December 17

•Pre-holiday safety briefings by fire and police personnel, Michelson Lab, Room 1000D, 8-9:30 a.m.

### Thursday, December 31

•Too much party to drive safely? Call the NAVS Quarterdeck at 939-2303 for a ride home.

## THE ROCKETEER

RAadm. Rand H. Fisher  
NAWCWD Commander

Capt. John Langford  
NAWS Commanding Officer

Steven F. Boster  
Director of Public Affairs

Barry McDonald  
Editor

Kathi Ramont  
Associate Editor

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

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

This deadline also applies to submittals for the *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 Outlook to Barry McDonald. 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](mailto: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/~paoinfoline.html>. Advertising is the sole responsibility of High Desert Newspapers, Inc., 224 East Ridgcrest Blvd., Ridgcrest, CA 93555, 760-375-4481.

Advertising deadline is noon, the Friday before publication.



## The Commanding Officer's Desktop

By Capt. John Langford  
NAWS Commanding Officer



As we celebrate our holiday season, it is customary for us to welcome our family members into work centers for a tour and lunch. This time-honored tradition serves a multitude of purposes, including the reminding of our fellow China Lakers that the family is important to us, and it allows us a chance to show appreciation to our family for the sacrifices they have made throughout the year in order that the mission may continue. I strongly support this function and encourage all to participate.

An open house is scheduled for Friday, Dec. 18, from 11:30 a.m. through 1:30 p.m. All departments requiring badges for their guest(s) must submit the list of names and Social Security numbers to the Physical Security Branch, Visitor Center (Code 841100D), no later than close of business on Thursday, Dec. 10.

I remind all that it is our responsibility to ensure that no one has access to any information that they are not cleared for, and that we provide a safe environment for our guest(s) and family members to enjoy. I am sure we will accomplish these tasks in a manner that will not distract from the festive spirit.

In closing, I wish you and yours a joyous holiday season.

## Editor's Note

### On putting The Rocketeer to bed

As I contemplated this eulogy, it finally hit me that the name change really isn't that big a deal. This isn't the first time the paper's name has changed — it's the second. The first time was 53 years ago, when on May 15, 1945, the seven-inch by 10-inch monthly magazine, *The Rocketeer*, replaced the *NOTS News* after a year and a half as the Station's news publication. That time there was just one winner of the "name the magazine" contest; Cdr. Gordon Lantz received a \$25 war bond for submitting the winning name. In August 1945 the publication became a semi-monthly newspaper, and in March 1946 it went weekly and moved to an 11-inch x 17-inch format.

Over the years the name could have been changed a number of times to better reflect what we do here. After all, there hasn't been a Rocket School here, and we've been building other weapons, for decades. The Sidewinder, The Tomahawk, The Hornet; it could have been any of those — and I'm sure Command Historian Leroy Doig and others could come up with some more specific names. I guess it's just that we did so many things, we didn't want to be specific, and "Rocketeer" was traditional and generic enough that it withstood the many changes. Finally now, change has caught up to *The Rocketeer*, and we move to the slightly more specific, but still generic, *Weaponeer* — if there's one thing we can be relatively certain of doing for the next 50 years, it'll be weapons.

Looking through five decades of *Rocketeers* is quite a history lesson — a lesson in changing social mores and in what was "fit to print." When the publication first started, it had an "editor in chief" — Navy Chaplain C. A. Reeves. While Pastor Reeves and the two clerics that followed him in that role, H.M. Carpenter and H.E. Meade (apparently men didn't have first names back then), did little more than write the Chaplain's Corner, it just wouldn't have been proper to have a civilian, and a mere woman, to be the head of the publication. I'm sure the first managing editors, Patricia F. Olcott and Erma Peirson (both of whom had first names), and their staffs did most of the work.

While we had to have a line drawing of a woman's provocative face removed from an ad in the Nov. 25, 1998, issue, far more provocative line drawings were used to promote fire safety in issues in 1947. These weren't locally generated. They came from the Camp

Please see **FAREWELL**, Page 14

## Pages From The Past

Dec. 9 &amp; 16, 1988

Jack Brown receives Kit Skaar award. . . *Rocketeer* is one of six Navy-authorized commercial enterprise newspapers honored in a Navy-wide journalism Merit Award Contest sponsored by the Chief of Naval Information. . . Marines spearhead annual Toys for Tots drive. . . Richard Bauers receives Commander's Award. . . Michelson Lab Awards presented to Dr. David Andes, Sandy Rogers, Werner Hueber and Clara Erickson.

Dec. 8 &amp; 15, 1978

Alex Shlanta is employee in the spotlight. . . New timing system installed as part of range modernization program.

. . . December is Safe Driving Month. . . Seabee Reserve Unit earns outstanding rating at annual inspection. . . Charles Cass, Jerry Morrison and Cecil Laing share Beneficial Suggestion Award. . . Jack Russell, head of Engineering Department, is Outstanding Science Advisor of the Year. . . Santa rode in a jeep instead of a sleigh in the Ridgcrest Christmas parade.

Dec. 6 &amp; 13, 1968

Thirty-nine scientists shared 25 awards for 28 inventions produced for the Navy at NWC Corona during the third quarterly period of 1968. . . Letter from Santa Claus makes promise to visit little China Laker's soon. . . NAF Bluejackets build aircraft from scrap parts to be used to test the new ZAP rocket on the SNORT sled.

Dec. 12 &amp; 19, 1958

The Navy gives all non-essential workers an extra day off work after Christmas. . . Nellis AFB commander thanks NOTS personnel for support of a live fire GAR08 air to air missile test. . . NOTS-developed camera will track friendly and unfriendly satellites. . . Construction continues on new hangar.

Dec. 8 &amp; 15, 1948

Americans honor those who suffered seven years ago at Pearl Harbor. . . Four hundred show up for new dance club. . . Santa Claus will be at Hangar One on Saturday. . . Hockhounds hold dinner and put fruit punch in a 30-inch, 500-pound chalcedony geode. . . Commander RAadm. W.G. Switzer, and his wife, offer Christmas greetings.

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Kelley Blue Book \$14,165

No Bull Price **\$11,900**



### 1998 MUSTANG LX

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Kelley Blue Book \$18,330

No Bull Price **\$15,900**



### 1997 SABLE GS 4DR

auto, air, cass, tilt, cruise, p/w & locks & more. #58103

Kelley Blue Book \$15,350

No Bull Price **\$12,900**

### 1997 ESCORT LX WAGON

auto, air, tilt, cruise, cassette, roof rack & more! #27014

Kelley Blue Book \$12,030

No Bull Price **\$9,900**

### 1997 THUNDERBIRD LX

V-8, auto, air, cass, tilt, cruise, p/w & locks, lthr and more! #50895

Kelley Blue Book \$17,445

No Bull Price **\$14,900**

### 1996 THUNDERBIRD LX

V-8, auto, air, cass, tilt, cruise, p/w & locks and more! #48342

Kelley Blue Book \$14,380

No Bull Price **\$12,900**

### 1996 MERCURY SABLE GS 4DR

V-6, auto, air, cass, tilt, cruise, abs, alloy wheels & more! #16144

Kelley Blue Book \$13,250

No Bull Price **\$11,900**

### 1996 MERCURY MYSTIQUE

auto, air, cruise, p/windows & locks & more! #12695

Kelley Blue Book \$12,035

No Bull Price **\$9,900**

### 1996 MERCURY COUGAR XR-7

V-6, auto, air, cassette, p/windows & locks, alloy wheels & more! #1704

Kelley Blue Book \$13,045

No Bull Price **\$10,900**

### 1996 PROBE SE

auto, air, cassette, p/steering, alloy wheels & more! #05723

Kelley Blue Book \$12,870

No Bull Price **\$10,900**



### 1998 RANGER SUPERCAB "SPASH"

4.0L V-6, 5 spd, air, cass, cd player, tilt, cruise, alloy wheels & more! #13010

Kelley Blue Book \$19,320

No Bull Price **\$16,900**



### 1997 AEORSTAR EXTENDED LENGTH

4.0 L, V-6, auto, rear, a/c, cass, tilt, cruise & more! #07010

Kelley Blue Book \$18,470

No Bull Price **\$15,900**



### 1997 E-150 CARGO VAN

V-8, auto, air, tilt, cruise, p/seat, alloy wheels & more! #07084

Kelley Blue Book \$18,730

No Bull Price **\$16,900**

### 1997 MERCURY VILLAGER GS WAGON

V-6, auto, rear air, quad chairs, full power, abs & more! #53129

Kelley Blue Book \$21,870

No Bull Price **\$17,900**

### 1997 AEROSTAR REG. LENGTH

V-6, auto, air, xlt pkg, low miles & more! #54969

Kelley Blue Book \$15,985

No Bull Price **\$13,500**

### 1996 EXPLORER SPORT 4X4

V-6, 5 spd, air, cass, tilt, cruise, p/windows & locks & more! #83379

Kelley Blue Book \$20,520

No Bull Price **\$17,500**

### 1996 EXPLORER SPORT 4X2

V-6, 5spd, air, cass, tilt, cruise, p/windows & locks & more! #10233

Kelley Blue Book \$19,260

No Bull Price **\$14,900**

### 1996 RANGER SHORT BED XLT

4 cyl, 5 spd, air, cass, p/steering, alloy wheels & more! #40314

Kelley Blue Book \$11,505

No Bull Price **\$9,900**

### 1996 BRONCO 4X4

351 V-8, auto, air, cd player, tilt, cruise, p/windows & locks & more! #95919

Kelley Blue Book \$24,575

No Bull Price **\$21,900**

### 1996 TOYOTA TACOMA 4X4 XTRA CAB

V-6, 5 spd, p/steering, air, cass, tilt, cruise & more! #08166

Kelley Blue Book \$11,505

No Bull Price **\$9,900**

## SUPER VALUES ON OLDER TRUCKS

### 1982 F-150

V-8, auto, cassette, camper shell & more! #36596

No Bull Price **\$3,495**

### 1986 F-350 CREW CAB

Turbo Diesel, auto, air, cass, camper shell & more! #5785

No Bull Price **\$5,550**

### 1988 F-350 SUPERCAB

460 V-8, auto, air, cass, tilt, cruise, tow pkg & more! #10848

No Bull Price **\$9,500**

### 1990 F-150 SUPERCAB

V-8, auto, air, cass, tilt, cruise, aux fuel & more! #87386

No Bull Price **\$9,900**

### 1991 EXPLORER 4X4

V-6, auto, Eddie Bauer Pkg, air cass & more!

No Bull Price **\$8,900**

### 1991 DODGE VAN

6 cyl, auto, air, p/steering & more! #57984

No Bull Price **\$6,400**

### 1992 F-350 HI CUBE BOX

460 V-8, auto, air, aux fuel, 10' box & more! #42520

No Bull Price **\$11,900**

### 1992 F-350 CREWCAB

460 V08, auto, air, xlt pkg, tilt, cruise & more! #64184

No Bull Price **\$11,900**

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ROSAMOND**

\* All prices plus doc fee, tax & lic. All vehicles subject prior to sale. Priced good through December 17, 1998



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A rummage sale to benefit the orphans of Bosnia will be held at the multi-purpose room in St. Ann's Parish Hall on Dec. 11 and 12, from 8 a.m. to 4 p.m. Raffle tickets will be sold for \$1 each for items donated by local restaurants and stores. Items for donation can still be brought to the church on the morning of the sale. For more information call Inge Delp at 375-3422.

####

Bakersfield's Symphony Orchestra and Civic Center Dance Center will present Tchaikovsky's Nutcracker ballet on Friday, Dec. 11, at 8 p.m.; Saturday, Dec. 12, at 1 p.m. and 8 p.m.; and Sunday, Dec. 13, at 1 p.m., at the Bakersfield Convention Center.

Ticket prices are \$22 and \$20 for adults; \$11 and \$10 for students 18 and under; and children six and under are free. Tickets can be purchased at the Convention Center ticket office, 1001 Truxtun Avenue, or call 805-327-7553.

####

Members of the Burroughs High School Band and the BHS Band Boosters are holding a raffle to raise the money

needed to send band members to Governor-elect Gray Davis' Inaugural Parade on Jan. 4.

They need to raise nearly \$7,000 by Jan 1, to send about 100 band members to the parade. Local individuals and businesses are helping the band by donating items to raffle off. Tickets will be available at the Band Booster booth at Wal-Mart, on Dec. 12 and 13, from 10 a.m. to 4 p.m. Tickets cost \$2 each or three for \$5. Winning tickets will be drawn Dec. 16 at the BHS Instrumental Holiday Concert.

Band members will also have a "Can Day" on Dec. 12. After the Elks' Christmas Parade, uniformed band members will be accepting donations at McDonald's on China Lake Boulevard.

####

Tickets are on sale for the Bakersfield Symphony Orchestra's holiday pops concert, sponsored in part by Symphony Associates and Texaco. The performance will be held on Monday, Dec. 21, 7:30 p.m., at the Bakersfield Convention Center.

The orchestra will perform a number

of holiday favorites from the classical and light classical music repertoire as well as holiday pop classics.

Tickets are priced for families at \$10 for adults; \$5 for students if purchased in advance; and \$15 and \$7 if purchased at the door.

####

Low-cost pregnancy screening services are scheduled at the Health Department, 250 W. Ridgecrest Blvd. Dec. 21, by appointment only from 8 to 10 a.m.

Available services include pregnancy testing, counseling, health education and referral information on prenatal and family planning services. There is a \$5 charge for each test and Medi-Cal is accepted at the Ridgecrest office. Call 375-5157 for an appointment.

####

Students interested in pursuing a career in engineering, mathematics or the natural sciences are invited to apply for the Congressionally-established Barry M. Goldwater Scholarship and Excellence in Education Program. This foundation provides opportunities for U.S. students with excellent academic records and demonstrated interest in or potential for careers in these fields.

In April 1999 the foundation will award scholarship to students who will be college juniors or seniors during the 1999-2000 academic year. In order to be considered, the student must be nominated by their institution. The deadline for

receipt of all 1999 nominations is Jan. 15, 1999. This scholarship covers eligible expenses up to \$7,500 per year. Contact Martha Metcalf at Cerro Coso Community College's Financial Aid Office at 384-6221 for more information.

####

Kern County's AIDS Advisory Board has announced the availability of funds for services to persons with HIV/AIDS under the Ryan White CARE Act Title II, Year Nine. Submission of proposals need to be in by Feb. 4, 1999. Applicants will receive notification of funding decisions no later than Feb. 11.

Ryan White CARE Act funds cannot be used for AIDS education. Only direct services to persons with HIV/AIDS and their families are considered for funding. For more information contact Doug Lassley or Jean Lee, Kern County Department of Public Health, at 805-868-0219.

####

Whiskey Flat Days will be celebrated Feb. 12-15 in Kernville. During the four-day event there will be two parades, one on Saturday, Feb. 13, starting at 11 a.m., and a smaller one on Monday, Feb. 15, at 10 a.m.

Other activities include carnival rides, a frog jumping contest, food and craft booths, costume and whiskerino contests, gunfighter shows and music, dancing and melodramas.

For more information call 376-376-2629 or 800-350-7393.

## NAWCWD announces tentative decision in A-76 cost comparison

Officials of the Naval Air Warfare Center Weapons Division recently announced a tentative decision to retain in-house performance of the propulsion, warheads and environmental test function at the China Lake site.

This decision was reached after a 22-month public and private competition process.

This process, known as a commercial activity study, is governed by the Office of Management and Budget Circular No. A-76, which allows the government and

the private sector to compete for commercial functions currently performed by the government.

The results of this competitive process determines which source can perform more efficiently and with less cost to the taxpayer.

The propulsion, warheads and environmental test study was spun off of the range operations study, begun in January 1997 as a result of the Navy's initiative to reduce its costs.

As a result of this competition, the

propulsion, warheads and environmental test function will continue to be performed by government employees, operating as a newly structured Most Efficient Organization, pending the results of the A-76 Administrative Appeal process.

In a meeting with affected employees at China Lake, Dennis Sorges, head of the Ordnance Operations Division, officially announced the tentative decision and explained the new Most Efficient Organization structure, which will be

implemented to continue the government's in-house performance of the work. He also discussed, in general terms, how and when transition to the new organization is expected to take place.

However, officials said the decision will not become final until completion of the administrative appeal process, and official approval of the decision has been received from the Chief of Naval Operations.

## Commonly asked questions about the Point Mugu claimancy transfer

Q. What functions have changed since the transfer?

A. Most of the functions transferred were services provided to employees and customers, and there should be no change. These include service functions such as police, fire, safety, air operations, air traffic control, passenger terminal support, etc. The only change in these services is their funding source and organizational control. The funding for these services is in the process of being transferred to CBC Port Hueneme for Base Operating Support types of service and transferred to the Naval Air Station Point

Mugu for airfield services. For all of these services, there is no anticipated change in the level of service.

Q. What do I do if there is an emergency?

A. The basic procedures in case of emergency remain unchanged. If an emergency requires either police or fire response, employees should call 911, just as they have in the past. If the emergency requires a public works response, call the trouble desk at 989-8888 and provide the trouble desk with your name, a description of the problem and the building number of the facility with the emer-

gency. The building number is necessary in order to update the facility maintenance database and to assure that the charge for the response is appropriately logged.

Q. What is the NAWCWD policy for performing work for CINCPACFLT without a fund document in place?

A. During the transition phase of the transfer, there are several temporary systems in place to assure that services continue to be provided as bugs are worked out of the financial systems. However, when the transition phase of the transfer has been completed, a fund document

will have to be provided in advance of the beginning of work unless an approved Commander's Order is place allowing NAWCWD to begin work without a funding document in hand.

Q. When people call in trouble calls, how are those calls being logged against the appropriate funding?

A. The key to costs for trouble call being appropriately charged is the building number. From the building number, the trouble desk personnel determine the command and code responsible for maintenance and the charges are lodged accordingly.

## Trio of WMET web sites help match employees with funded work

By Karen Buehler  
Workforce Management Enterprise Team

If funding cuts or a drop off in workload has you down, a trio of web sites created by the Workforce Management Enterprise Team (WMET) could be the boost you need to find funded work requirements that match your skills and experience.

The WMET's "Employee Postings" site joins "Task Assignment Ads" and "Labor Sourcing" as NAWCWD's newest work force management tool. Any employee, supervisor, competency or team leader can use these NAWCWD Intranet tools to look for possible matches between unfunded or under-utilized employees and funded work opportunities, with just a few clicks of a mouse. All three sites are accessible at <http://hrdmugu.mugu.navy.mil/hrd>.

"These three web sites benefit the NAWCWD corporation on a daily basis," says WMET Program Manager Jim Kneppshield. "They make funded work requirements, and the skills of individual employees in search of work, more visible to the broader NAWCWD community.

This helps us resolve our business and work force balance challenges in a proactive way. The more people use these sites, the better they work."

"Employee Postings" began operation in early December. This friendly site gives employees seeking work assignments within NAWCWD a place to market their talents and experience. The site explains step-by-step how to fill out the

short biographical sketch and post it.

Team and competency leaders needing people to perform funded tasks review the postings online, then contact the employee directly for more information or an interview. Useful ideas and samples help users define their career objectives, identify desired work areas, and highlight their accomplishments and experience.

This site has links to other parts of the Human Resources Department web site, and other WMET pages. WMET member Neil McCarthy designed and developed this site in concert with Richard Cracraft and webmaster John Allen of the HR Department (who supported the implementation of all three sites).

The second work force tool is the "Task Assignment Ads," online since July. Similar to help wanted ads, they let team leaders and others announce available funded tasks to the work force at large. Each ad describes the work to be performed and desired qualifications and experience. Assignments are typically part time or of limited duration. Task Ads are not full-time, permanent, positions (which require organizational transfer of an employee and which must be filled through the standard HR vacancy announcement process).

Site visitors scroll through a list of current ads, then respond or request further information by e-mail from the web site directly to the point of contact for the ad. Task Assignment Agreement forms are also available. Some recent task ads have sought product/task management, financial support and database adminis-

tration skills. This site was created by the team of HR Department Head Eva Bien, Bob Anderson, Terry Clark, John Freeman, Bryan Hill, Terry Mitchell, Darren Smith, Neil McCarthy and Steve Underwood. Task ads are posted for two weeks.

"Labor Sourcing" is the third, and perhaps most innovative, of the initiatives. With this process, competencies and employees have the opportunity to bid on known work requirements before a decision is made to send this work out to contract. Managers post a description of the work to be performed and estimated level of effort, similar to a *Commerce Business Daily* announcement.

Competency leaders or employees interested in bidding on work respond via e-mail from the web site to the point of contact. Labor Sourcing notices are posted for seven calendar days. The Labor Sourcing process was developed by the

team of Arlo Mickelsen, Alita Gilchrist, Bryan Hill, Dan Moretti, Joe Oliver, Annette Torres and Tom Wiknich. They began beta test operation in October.

Since March 1998, the WMET has pursued its goals of developing an integrated employee support structure that enables employees to take charge of their careers and futures, and facilitating robust communication about work force management initiatives and opportunities such as these. This trio of web sites helps make under-utilized employee capabilities and viable work opportunities more visible. Together, they give us a boost in using our internal resources to meet the business challenges of the 21st century.

Need help getting on the web? The Career Transition Centers have computers, Internet access and people who can help. Contact them at China Lake (610 Blandy Avenue, 939-1373) or Point Mugu (Building 366, 989-3998).

## Processes Bulletin provides updates on the TEAM's latest reengineering initiatives

The first issue of the "Processes Bulletin" was released last week to TEAM employees via e-mail. A product of the Process Communication Team, the Bulletin was designed to provide brief, timely status reports on the TEAM's reengineering effort.

Each issue of the Bulletin will include several short updates, including comments from NAVAIR's senior leadership (the first edition features VAdm. John Lockard), current status and upcoming events, BPR lessons

learned (from public and private companies), employee feedback (from the web site and BPR briefings), and highlights on BPR implementation efforts around the TEAM.

If you have a story idea for the Processes Bulletin, please send an e-mail to [processbulletin@navair.navy.mil](mailto:processbulletin@navair.navy.mil).

The Bulletin will be distributed via e-mail about twice a month, and can also be accessed on its web site at <http://nawcad.navy.mil/processes>.

# ROCKETEER CLASSIFIEDS

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

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

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

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

### CLASSIFICATIONS

PERSONALS.....1  
LOST & FOUND.....5  
HELP WANTED.....10  
CHURCHES.....12  
SERVICES/SCHOOLS.....15  
RENTALS.....20  
REAL ESTATE.....25  
BUSINESSES.....30  
AUTOMOTIVE.....35  
MISC. FOR SALE.....40  
WANTED TO BUY.....42  
PETS & SUPPLIES.....45  
GARAGE SALES.....50

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

OR DROP IT BY  
**THE DAILY INDEPENDENT**  
224 East Ridgecrest Blvd.

### 1 PERSONALS

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

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

Wanted - Van pool riders from Weldon to NAW's 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 #0065-96. (TFN)

### 20 RENTALS

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)

CONVENIENT TO BASE & Inyokern Airport. Quiet guest quarters, furnished for your comfort. Low daily, weekly and monthly rates. Allens Mountain View Motel 446-4810. (12/10)

\$595 GREAT 4BR country home! 7 min. fr base, 2BA, block wall, no inside pets. 446-6209 or 446-4810. Eve ok. (12/10)

\$295-\$350. NEAR GATEWAY, like new 2BR duplex, must see to appreciate. Small dog? Water pd. 446-6209, 446-4810. (12/10)

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/opener, 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 Cielo), 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)

Weldon. \$29,900 Also 2 1/2 acres, \$19,000. (760) 378-3342. (TFN)

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

### 35 AUTOMOTIVE

1998 HARLEY 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) 499-0039. (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. 375-0307. (TFN)

### 40 MISC. FOR SALE

Glass dining room table with 4 arm chairs. \$75. 499-6125. (12/10)

FOR SALE - Whirlpool trash compactor, Whirlpool electric slide - in range w/state grill & covered grill, Sears Kenmore under counter dishwasher. Frigidaire refrigerator. Best offer. Patio furniture, porch swing & wood burning stove. California King Waterbed & other household items. 384-2634. (TFN)

GOLF CLUBS - Men's. Right hand and left hand irons, used. Very reasonable. 375-2418. (TFN)

ELECT ORGAN, Schafer & Sons, xlnl cond, many rhythms & speeds, orchestra, percussion, memory, etc. \$650 firm. 384-3512. (TFN)

LITTLE TIKES COUNTRY COTTAGE, \$150. Like New Oak Rocker, \$100. Sharp Carousel II Microwave, \$50. Kolcraft Stroller/Infant Carrier Combo, \$40. Serta Posture Deluxe Queen Sz. Mattress Set, \$125. 499-1420. (TFN)

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

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

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

KENMORE Extra Capacity Washer and Dryer, 3yrs old, xlnl cond. \$500/set OBO. 446-0040. (TFN)

### 42 WANTED TO BUY

Handgun and deer Rifle-Retired. Call anytime. 378-3146. (TFN)

### 45 PETS & SUPPLIES

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

Call  
**375-4481**  
to advertise



# Secretary of the Navy sends message to Navy and Marine personnel

Dear Sailors and Marines — I liked the late Adm. Mike Boorda's habit of sitting at his typewriter (we never could get him to use a computer) to write a very personal letter to his commanders, and, through them, to all Sailors. Usually, he talked about what he'd seen and done the previous week. I intend to do this occasionally (though not as often as every week).

Sworn in on Monday, I spent Wednesday through Friday (Nov. 18-20) with Marines at Pendleton and Miramar and with Sailors in San Diego.

Of special value in this time was a total of about six hours in search of "ground truth" with four groups: Sergeants Major, Marine captains (ground and air), Navy helicopter COs and master chief petty officers.

Complementing these were a similar number of hours spent in one-on-one or small group discussions with CINCPACFLT, the outgoing and incoming Third Fleet commanders, and the Marine generals associated with I MEF — many of these (and some of the squadron commanders) are old and good friends.

What emerges is simple and nearly universal. We're strong and we're ready to fight. At the same time, we're wearing ourselves thin and too often trying to do too many things without the right support.

This shows up in manning shortfalls (22,000 billets not filled in the Navy, under-staffing in Marine support units), aging equipment (H-46s, five-ton trucks), dependence on parts that are no longer produced, supply systems that aren't keeping up, cannibalization ("hangar queens") and excessively long working hours. People accepted — even

embraced — the challenges and requirements of deployment, but resented the working conditions at home.

Changing this has to be our first priority. I take to heart a comment that the "can do" spirit so central to our pride and achievement risks being diluted to "I am doing as much as I can." We owe Sailors and Marines better than this. We owe America more security than this. I'll make this case within the Administration and in front of the next Congress. I'll also push for addressing issues of pay and allowance. Intensely discussed on this trip were the need to address Redux, to

*"I take to heart a comment that the 'can do' spirit so central to our pride and achievement risks being diluted to 'I am doing as much as I can.' We owe Sailors and Marines better than this. We owe America more security than this."*

—Richard Danzig

I'm not just focused though on increasing our resources. Equally important is the need to change the way we do things. Throughout this trip — and, rest assured, in lots of Washington meetings and trips to come — I'm pressing for us to invest more in treating Sailors and Marines as valued professionals, with time to train, equipped with the tools and supplies to do their jobs in the most efficient way, in decent environments, with enough time to produce work that's worthy of pride — not just to be playing catch-up. The CNO and the Commandant are with me on this.

## MILITARY NEWS

Towards this end, I want a procurement program and an R&D program that focuses on our work, not just our weapons. It pains me to visit a ship and see Sailors chipping and painting without enough scrappers and proper paint equipment.

The squadron COs pointed out that cordless drills would save hours of hard work Sailors are putting in using large manual devices. These are obviously just examples. And there are immense opportunities from a little more ambition: why can't we have paint that is more resistant to deterioration and therefore would

require less chipping and repainting in the first place? Can't we design ships that have less steel and better corrosion protection so there's less rust? And why not have

watertight doors that advance on World War II technology — so Sailors spend less time maintaining the ship?

I've asked Lee Buchanan (our new Assistant Secretary for Research, Development and Acquisition) to press hard in these directions. Our labs have some good ideas. Suggestions from the fleet and field would be most welcome.

There's much more to be said about what I want to do, but, without making this letter too long, I want to emphasize also how impressed I am with what a lot of people are already doing. Good effects

are becoming apparent from the CNO's directive to cut inter-deployment requirements by 25 percent and from his efforts — which I very much applaud — to return power to COs. The Commandant's efforts are widely appreciated in the Corps (one Marine said, "Just keep him in office for eight more years") and show effects in such tangible ways as the boots and jackets Marines are wearing.

The love and admiration for VAdm. Browne was strongly apparent at his change of command. The work he and Adm. Archie Clemens have done moving us to the forefront of the information revolution will save lives in the decades ahead. I also greatly valued the intimate and constructive camaraderie between VAdm. Browne and Lt. General Fulford and Knutson. We need more leaders like these men — and more relationships like they forged with one another.

In another dimension, I admired and responded to the passion demonstrated by Adm. Clemens and Maj. Gen. Magnus about our housing deficits in San Diego — and the good work that they and RAdm. Froman have done in developing a public-private venture to build, restore and maintain housing so that we have more homes for more people in San Diego. (BZ also to Robin Pirie, our Assistant Secretary for Installations, who was with me on this trip and has done a lot to bring these ideas to fruition.)

I give thanks for the opportunity to do this job and for the qualities so many of you exhibit. I hope you feel the same way about your job and your colleagues.

—Sincerely,  
Richard Danzig  
Your new Secretary

# Navy Exchange news: Shop with Santa tonight!!

China Lake's Navy Exchange will be a busy place during the holidays.

## Shopping with Santa

Tonight, Thursday, Dec. 10, from 6 to 8 p.m., bring the kids and shop with Santa Claus at the China Lake Navy Exchange.

There will be photo opportunities for those who want their picture taken with the big guy.

## Unadvertised specials

On Thursday, Dec. 17, from 6 to 8 p.m., join the NEX staff as they present Rudolph Red Nose unadvertised specials and hand drawings for prizes.

## Hours

Last minute shopping hours at the NEX Dec. 21-24, are 8 a.m. to 8 p.m. The NEX is open 9 a.m. to 5 p.m. every Sunday.

## Holiday gift idea

Don't know what to get the person that has everything this holiday season? Save time and frustration by purchasing Navy Exchange gift certificates.

Stop at the cash cage and pick up gift certificates for all the NEX-authorized users on your shopping list. Certificates are available in denominations of \$10, \$25 or \$50 and can be purchased in any combinations. They are good for one year from the date issued.

For Sailors away from home during the holidays, gift certificates make great gifts because they can be redeemed for merchandise, services or layaway payments at NEXs worldwide.

## Enlisted uniforms

On Jan. 1, 1999, the new enlisted working uniform for men and women,

consisting of a chambrel blue shirt and blue twill trouser, is being introduced. Initially the uniform will be available at China Lake only through the Uniform Support Center mail order program.

They will also be available at the Navy Exchange Naval Station San Diego, Calif., Recruit Training Command, Great Lakes, Ill., and Naval Station Norfolk, Va.

Unanticipated production delays have created a shortage of uniform items and driven a decision to limit the initial introduction of the uniform in the Navy Exchange System.

As production increases, they will be introduced at additional Navy Exchanges until they are available in uniform centers worldwide. The new uniform features prehemmed trousers, with a straight

leg and shirts with banded collars and a front button placket. The fabric of the new uniforms is 65/35 poly cotton. The price will be \$16 for the short sleeve shirt, \$18.30 for the long sleeve shirt and \$16.15 for the trousers.

Women's uniforms will be available in the new sizing. Maternity uniforms will also be available in the new fabric. The price of the maternity short sleeve shirt will be \$20, the long sleeve shirt is \$22 and the slacks are \$18.50.

The new shirts must have embroidered sew-on tapes for last names, U.S. Navy, breast devices and rating badges while the trousers must have the embroidery tapes for the last name.

This uniform will be optional until Jan. 1, 2001. After that date, it is mandatory for all enlisted personnel.

# "DREAMS DO COME TRUE"

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

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

## SPORTS

### Holiday Challenge

Be consistent, healthy and motivated through this holiday season. Program ends January 1. Meet the 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)**

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. - Thur.)  
5:30 p.m.-6:30 p.m. (Mon. - Thur.-Intermediate/Advanced)  
6:30 p.m.-7:30 p.m. (Tues. & Thur. 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

### 1999 Executive Bootcamp Plus Begins January 4

- Guaranteed fat loss and improved lean body mass
- Increase energy and relieve stress
- Learn to workout anytime or anywhere
- Set realistic individual goals and stay motivated!
- Give the gift of wellness to yourself!

### HOW DOES THE PROGRAM WORK?

- Four month accountability
- Choose program best for you
- Workout alone or with a group
- Body fat measurements

### WHAT DO I GET?

- Group Personal Training
- FREE Seminars/Workshops
- Body Fat Measurements
- Goal Setting
- HEALTH & FITNESS!

- First meeting (Seminar) January 4, 6:00-7:00 p.m.
- Register by December 27 (late fee applies).
- Limited to the first 100 sign-ups.
- Call Sports & Fitness Complex for fees/details
- Program coordinator, Loy Vincent, 939-2841.

## FUN

### Party at the Wreck Center New Year's Eve

Ring in the New Year right at the Wreck Center at 9 p.m. Party favors, midnight toast and even breakfast complete this New Year's package. Reservations recommended. Call 939-8661.

### See the Rose Parade-LIVE!

Travel with the Wreck Center on New Year's Day to experience the unforgettable Rose Parade. Open to all 18 years of age and up. Be prepared for cold weather and standing. Sign-up before December 28 by calling 939-8661.

## LIFE-STYLE

### Great Gift Idea

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.

### 100 Holiday Events-WOW!

Guide to over 100 MWR holiday programs & events is yours today! Simply stop by any MWR facility for your FREE copy. Call 939-2602.

### Clean-up at Auto Hobby

Vacuum your car with their new vacuum system for only \$1 for five minutes. Auto Hobby Skills Center is open to all including local community. Call 939-2346.

### Sensational Values!

#### 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.

## SPECIAL EVENTS

### Christmas Dinner Feast

Attend a festive culinary celebration on December 25 from 3-6 p.m. at the Wreck Center. Active duty military dine FREE! Sponsored by CPOA, All Faith Chapel and LIBERTY Program. Reservations recommended. Call 939-8661 today!

### Watch your Child's Imagination Soar!

Children, 1-4 years, enjoy story telling during the month of December at the Library. Let your child's imagination soar from 11:00 to 11:30 a.m. Videos available on Wednesdays from 7:00-7:30 p.m. for ages 5-9. That's not all... look for details or call the Library about the upcoming Teddy Bear Tea Party! Call 939-2595 today!





## QF-4 team goes to PhanCon '98



**PHANTOM**—Members of the QF-4 FSAT Program team from NAWCWD and NADEP Cherry Point were represented at the F-4 Phantom II Society's annual Phantom Conference '98 (PhanCon) in October where they celebrated the 40th anniversary of the Phantom II fighter. According to Mike Byrne (left), QF-4 FSAT configuration manager, and Jason Buhler, QF-4 FSAT aero engineer, who manned the display and shared information with attendees, this conference was a "Reunion of the Aces." Hosted by the 82nd ATRs at Tyndall AFB, Fla., conference visitors were treated to QF-4 flight ops, tours of both full-scale and sub-scale targets facilities and the Naval Aviation Museum, NAS Pensacola. In addition, there were presentations by five Vietnam-era aces who shot down MiG 18s and 21s — Dave Batson, Gary Rubis, Jeff Feinstein, Chuck DeBellevue and Robin Olds. Byrne said he'd like to give special thanks to Eric Bengtson and Neal Barry from TID for their efforts in securing the display, and also to thank the program's sponsor at PMA-208, Wynn Atterbury.

## Risk Communication Workshop Jan. 28-29

Risk communication training by Dr. Vincent Covello returns to the Weapons Division Jan. 28-29. Covello will present the class at the China Lake site.

On Feb. 9-10, the training will be offered at the Point Mugu site. There is space for 60 people per class. There is no cost to the code for the training.

More than two years ago, the Naval Aviation Systems TEAM adopted risk communication principles to help guide communication between management and the work force during difficult periods of organizational change.

If you are a manager (Level 1-4) with responsibility for communicating in challenging circumstances, this workshop can enhance your effectiveness and professional growth. Each workshop is limited to 60 participants. Sixteen hours of training credit is given.

The workshops are sponsored by NAVAIR Public Affairs and hosted by each site PAO.

Please contact the Public Affairs Office to register. Call 939-3511 (China Lake) or 989-8096 (Point Mugu).

## There's still time to start, change civilian health plan

WASHINGTON — Federal civilian employees have until Dec. 14 to enroll in a health plan for 1999. That's when the annual open season ends.

If you already are enrolled in one of the hundreds of plans available under the Federal Employees Health Benefits Program, your provider should have sent you a brochure and renewal form. If not in a plan, the personnel office can provide you a guide to the 1999 program and enrollment forms.

The guide, forms and other information, including answers to frequently asked questions, are also available on the Office of Personnel Management web site at

[www.opm.gov/insure/html/about.html](http://www.opm.gov/insure/html/about.html) and at [www.opm.gov/insure/html/about.html](http://www.opm.gov/insure/html/about.html).

Federal employees, retirees and their survivors can choose from a nationwide selection of plans. Options include health maintenance organizations, point-of-service plans and managed fee-for-service plans.

Health maintenance organizations typically provide broad coverage for a premium and small, fixed copayments. Point-of-service plans are cheapest when you use doctors in the plan's network. On those occasions you're willing to pay more, however, you can use any doctor you like and see specialists without referrals.

Fee-for-service plans provide you the widest choice of doctors — you choose the ones you want and see specialists without referrals. They charge a premium and, after an annual deductible, cover a percentage of your costs — usually 75 percent to 80 percent.

Some things to consider when exploring the available plans include cost, coverage and quality. OPM recommends you learn as much as possible about a health plan before enrolling. Use the comparison chart at your personnel office and on the Internet at [www.opm.gov/insure/99/states/index.htm](http://www.opm.gov/insure/99/states/index.htm) for information about each plan and its performance.

## Twelve NAWCWD employees reach the SEMDP ring

By Lily Horton  
SEMDP administrator

Twelve NAWCWD employees, seven from China Lake and five from Point Mugu, received Senior Executive Management Development Program (SEMDP) diplomas in November. The NAVAIR program, three to five years in length, provides top quality leadership management through formal training and educational, professional development including developmental assignments for high-potential top quality leadership.

Each participant, GS-13 through GS-15 or equivalent level, must complete several mandatory core courses with additional education, training and developmental activities specific to the individual candidate. It provides participants significant career opportunities to develop and demonstrate their qualifications for senior level positions.

The SEMDP graduates from China Lake are Nicholas C. Curran, administrative officer; Bradford R. Harlow, supervisory general engineer; Daniel W. Long, electronics engineer; Kenneth L. Morton, supervisory operations; Robin Nissan, supervisory research chemist; Lee Ann Riddoch, administrative officer; and Cheryl Weiss, program manager.

The five Point Mugu graduates are Marilyn Bangle,

head, logistics business operations; Randy P. Jeffreys, electronic engineer; Carl M. Louck, supervisory aerospace engineer; Robert E. Round, equipment specialist; and Steven C. Stanfield, electronics engineer.

A special thanks to the supervisors, mentors and other executives and managers who have contributed extensive time and effort in guiding and supporting the graduates through their developmental programs.



**COMPLETION**—Dr. Karen Higgins, NAWCWD executive director (left), joined Nancy Saxton (second left), SEMDP Administrator Lily Horton (second from right) and Robert Harriman (right), after the SEMDP graduation ceremony. China Lake graduates are Daniel Long, Lee Ann Riddoch, Cheryl Weiss and Robin Nissan. Other graduates not shown are Nick Curran, Brad Harlow and Ken Morton.

## Holiday schedule for All Faith Chapel

### Protestant congregation

Sunday School members will present a program called "This is Christmas," during the morning worship service on Sunday, Dec. 13, at 10:30 a.m.

All Faith Chapel Youth Group members are offering a gift wrapping service on Sundays, Dec. 13 and 20.

Christmas Eve candlelight service will be held Dec. 24, at 7 p.m.

### Catholic congregation

Monday, Dec. 14, 7 p.m., Communal Penance Service

Thursday, Dec. 24, 5 p.m., Family Christmas Mass, including a children's program.

Friday, Dec. 25, 9 a.m., Christmas Day Mass

Sunday, Dec. 27, 9 a.m., Feast of the Holy Family

## Rental program signs up 50th client



**RENTERS**—NAWS CO Capt. John Langford joined Carol Andrew (right), from the Housing Office, and NWS's ADAN Scott Olson and his wife, ADAA Mary Olson, to sign the contract that makes them the 50th military members in the Set-Aside Program. Sierra Village managers JoAnne Barker and Arty Blanco, look on. For more on the program, call 939-4456.

## All Faith Chapel Services

### Protestant

Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.

Sunday School, Sept. - May,

Bldg. 02298, Richmond at Blandy 9:00 a.m.

Sunday Worship Service, Main Chapel 10:30 a.m.

Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.

Youth Ministry, 1907 Mitscher, Sunday 2-3:30 p.m.

Adult Bible Study, East Wing, Thursday 7:00 p.m.

Jewish (371-9478 Messages)

Weekly Services, Friday, East Wing 7:30 p.m.

Hebrew Classes, Oct. - June, Saturday,

Bldg. 02298, Richmond at Blandy 2-5 p.m.

Religious School, Sept. - June, Sunday,

Bldg. 02298, Richmond at Blandy 8:30-10:30 a.m.

### Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.

Daily Mass, Blessed Sacrament Chapel 11:35 a.m.

Confessions, Sundays 8-8:30 a.m.

Confessions, Weekdays By appointment

Religious Education Classes,

Sept. - May, Sunday,

Bldg. 02298, Richmond at Blandy 10:30 a.m.

### Islamic

Jumaa Prayer, Friday

Bldg. 02298, Richmond at Blandy 12 p.m.

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\*APR = Annual Percentage Rate. New money only. Maximum financing may vary as determined by your individual credit profile. Rates are as low as the Premier Rate and your individual rate may be higher as determined by your individual credit profile. Rates subject to approved credit. Rates and policy are subject to change without notice.



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## Command master chief retires



Photo by Kathi Ramont

"LET'S MOVE ON WITH IT" said NAVWS Command Masterchief AOOC(AW/NAC) Bill Willis after his retirement ceremony Nov. 20 at the Wreck Center. After 29 years of naval service, Willis, and his wife, Chris, and daughter, Danielle, leave the NAVWS military community.

## Chapel Call

By Lt. Tim Power  
Chaplain

### Relationships thrive on fun and activities that both enjoy



My wife and I went out on our first date when we went to a Christmas party back in December of 1984. That date began the relationship that led to our marriage. I'm wondering how many of the Sailors and Marines at China Lake might be heading for the same type of relationship because of ties they establish during this holiday season. Here are some ideas to start off relationships on a good note.

Find the things you have in common. A relationship thrives on fun and activities that both enjoy. Sports, movies, dancing, skiing, outdoor activities, going to worship, eating out or other good fun enhance your appreciation for each other. Don't skip this important step and substitute deep romance at the start. The things that you have in common and like to do in common will always help your relationship even when romance cools.

Find the ways you complement each other. What does the other one have that

you like but are still working on? Take the time to notice the real strengths in his or her personality. Also try to take the time to examine his or her weaknesses. Bear in mind that no one should marry someone to change them. But every spouse would like to be able to say, "If I wanted to change something about myself I'd like to involve my spouse in that process." The two of you should promote each other's strengths and not harp on the weaknesses.

Finally, always pay attention to how the other person honors their existing commitments. How are they on the job, to their family, to their education, to their faith and to their personal goals in life? Perhaps this is more of a question of maturity. Everyone is progressing in their own time.

But don't make the mistake of making someone a child groom or bride. Enjoy the holidays and make warm healthy relationships.

## Holiday message from SECDEF

As we enter this joyous season and approach the end of 1998, it is fitting that we pause to reflect on our accomplishments.

For another year, we have maintained security in an unstable world. In operations at home and abroad, you have defended America's vital interests, transformed chaos into calm, and provided shelter, food and care for thousands in need. Most important, by your very presence, you brought hope to those who had known only despair. These are not only great military achievements, they are great humanitarian accomplishments for which the entire nation can be proud.

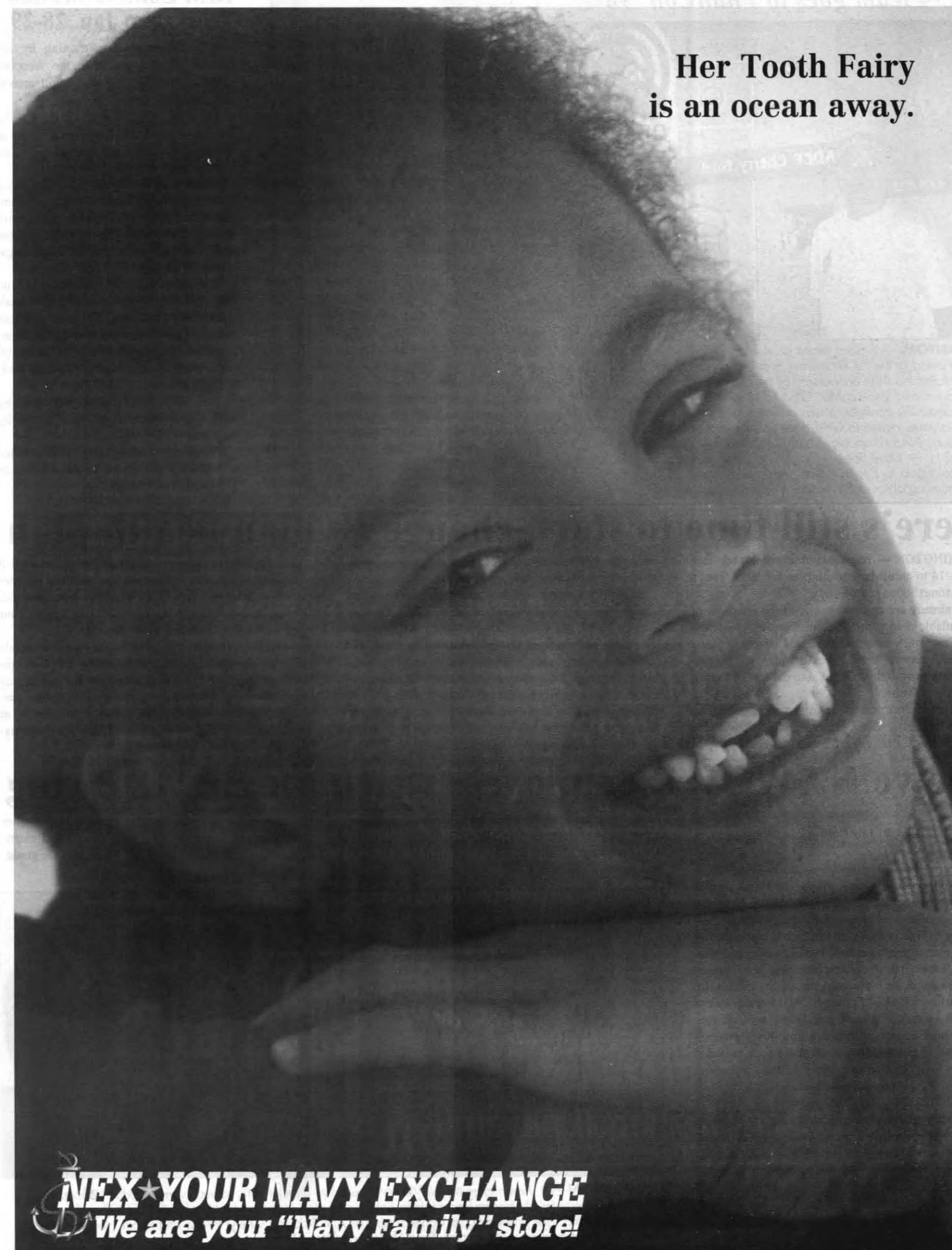
Now, as we gather to enjoy the holidays, let us rejoice in the freedoms which

your sacrifice, dedication and determination have made possible. But let us not forget those who are not here: the soldier who stands watch on the DMZ, the sailor who scans the horizon in the Persian Gulf, the aviator who monitors the skies over Bosnia, the Marine who stands guard at an embassy in a faraway land, and the Coast Guardsman who patrols the waters off our own shores. Our thoughts, gratitude and prayers are with you.

May the spirit and peace of this holiday season be with you all and may God grant you health and happiness in the coming year.

Happy Holidays!  
William S. Cohen

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# WSL facility manager told, 'Hey buddy, you're going to have to move this thing!'



**IT'S ALL EL NINO'S FAULT**—Attending traffic school probably isn't the answer to Jay Kovar's parking-ticket problem. China Lake Police Officers Debbie Valdez and Arron Taylor recently gave Kovar, facility manager for the Weapons Survivability Lab, a phony ticket for illegal parking of a P-3 Orion. According to Kovar, the P-3 has been stuck on the lake bed for more than a year. When plans called for the P-3 (used on the Mini Deck for 10 years for simulated airflow testing) to be moved to WSL's storage area to be held as a possible future test asset, the former B-29 road that runs from the airfield to the Mini Deck to WSL was regressed just prior to the big move. Unfortunately, it rained and when the plane passed over a soft drainage area the dry surface dirt broke through and the plane sank up to its belly. Kovar said they dug down, built dirt ramps and set the plane on portable runway matting. Because of last year's heavy rains, they are still waiting for the lake bed to dry enough to continue the move. "There's no rush to move this thing," said Kovar, "unless I keep getting these tickets."

Photos by Danny Zurn, WSL



**P-3 ORION  
LONG TERM  
PARKING  
LEFT EXIT 1 MILE**

# PACFLT — one-on-one with Richard Danzig

By JO1(SW/FMF) S.A. Thornbloom  
CINPACFLT PAO

SAN DIEGO — During a recent visit to area Navy commands here, newly sworn-in Secretary of the Navy Richard J. Danzig took time to answer questions from JO1 Carolyn Briscoe, editor of the Navy *Compass* newspaper for use in this month's continuing PACFLT One-On-One series.

Danzig was sworn in as the 71st Secretary of the Navy on Nov. 16, 1998. From September 1997 to November of 1998, Danzig was an Adjunct Professor at Syracuse University's Maxwell School of Citizenship and Public Affairs, and a Traveling Fellow of the Center for International Political Economy. In these capacities, he conducted research and interviews in Asia and Europe on international security issues.

Danzig served as the 26th Under Secretary of the Navy from November 1993 to May 1997. In addition to addressing day-to-day issues, Danzig's work contributed to the greater integration of the Navy and Marine Corps. He was instrumental in helping to find a resolution of the Tailhook and Naval Academy cheating problems, redirection and reduction of the size of the Department in the wake of the end of the Cold War, development and implementation of a program to increase minority participation in the officer ranks of the Navy and Marine Corps and innovation in a number of programs affecting both warfighting and diplomacy. In recognition of his work as Under Secretary, Danzig was awarded the Defense Distinguished Service and the Navy Distinguished Service Awards.

Q. How long will the Navy maintain a forward presence in the Arabian Gulf? Do you anticipate Sailors making longer deployments or having shorter breaks in between deployments?

A. I think we will maintain a presence in the Arabian Gulf for a long time to come. But, I don't think it will need to be at the kinds of levels we have seen recently where we have more than 20 ships in the Gulf. It also doesn't need to be in a way that involves quite so much of a rush to get there or deployments that are without port calls. I think it is important for us to get port calls and hold to our 'not longer than six month deployment' ambitions and goals. I think we will be able to do that.

Q. Is the Navy done with downsizing? Will there be any more cutbacks in personnel and ships? How long can the Navy and

Marine Corps do more with less?

A. I think downsizing in the Navy and Marine Corps is essentially over. I don't think that our aim should be to reduce the numbers of Sailors and Marines in the time ahead. I think our aim should be to free them up to do the tasks that professionally they really need to do by giving them more support.

Q. Ten years from now where do you see the Navy?

A. I think the Navy is very strong now and will continue to get stronger and stronger. We have just eye watering equipment coming off of the development and research tracks. We're building in ways that clearly improve our capabilities. We are introducing software and information systems that amplify what those ships can do. Around the corner we have programs like theater ballistic missile defense. So, ten years from now I see the Navy as one of the corner stones of national security.

Q. We have read in magazines and papers about the Smart Ship program. Is this program going to help the Navy do more with less? Will ships need fewer Sailors to run them?

A. They're not helping yet to reduce the size of crews. They have shown how we can do this. Now we need to invest the money to make sure we improve our equipment so that we can free up Sailors. I would then like to use those Sailors to meet the demands the fleet is now trying to meet.

Q. Recently, senior retired Navy officers have gone on record to say that the Navy lacks people, equipment and spare parts to fulfill its mission. This goes hand-in-hand with the Joint Chiefs of Staff testimony before Congress about how the military doesn't have what it needs to meet increased responsibilities. Is the Navy fully prepared in all respects to deter aggression anywhere it's asked, when asked?

A. Yes. The Navy is just so much stronger than its potential opponents and so ready to do its job that it is clearly able to meet any kind of challenge it is going to confront.

Q. They say that everything is cyclical. Is regionalization here to stay?

A. I think so. I don't think everything is cyclical. We made a lot of changes that are real good over time. One of the things that have made the Navy strong is its ability to adapt. For example, moving from battleships to carriers is not cyclical. Our ability to regionalize is going to take a while to have dramatic effects and to sort itself out, but it is

a good way of doing business.

Q. U.S. Rep. Brian Bilbray announced recently that he intends to ask your office to rescind your predecessor's policy of banning underage drinking in base clubs to prevent Sailors and Marines from drinking where the age limit is 18. Would you consider lowering the drinking rule in base clubs?

A. This is an issue that is definitely worth looking at closely and thinking through. There is a good argument on both sides. I need to look to the local commanders to provide some recommendations about which is better. Until then, I really can't answer.

Q. What are some of the things you are planning to do to make the quality of life better for Sailors and Marines?

A. Even before you get to the quality of life issue, what is very fundamental for me is the quality of the work experience for Sailors and Marines. People come into the Marine Corps and the Navy and they stay in it because of the professional experience... what it means to do a good job for your country, do a job where you are satisfied in yourself, work with people you really care about and experience that kind of solidarity.

I do care very much about the quality of life and what it's like for them when they are off work, when they are away from their families. We need to address that. What is it like being a Sailor or a Marine and doing your job in a way that leaves you with pride and satisfaction? That is where I want to put my first priority.

Q. Some junior enlisted members and their families are subsisting on food stamps. When will Congress realize that they must

provide an adequate salary?

A. I think Congress is sensitive to the fact that we should be paying Sailors and Marines more than we are paying now, either through better retirement benefits or through restructuring the pay system, or by simply providing more money. I am hopeful in the next session of Congress we will be able to come to grips with these issues and get some real gains for Sailors and Marines.

Q. The waiting time for housing, such as in San Diego, is in many cases two years long and sometimes even longer. Is anything being accomplished to build more Navy housing?

A. I very much want to see a great deal more of improvement in this arena. There are two main ways in which this can happen. One is by building more.

Second, we should be pressing for a better basic allowance for housing, or other kind of pay, that will help people in the private market get housing, since regardless of our progress in building housing, we will continue to have a large percentage of our people living in civilian housing.

Q. Is there anything you would like to say to the Sailors and Marines reading this article?

A. I would like to tell all the Sailors and Marines that I care very much about the circumstances in which they work, fight, and live.

I think the real question for the years to come and a very personal question to me as the Secretary of the Navy is to figure out ways to better support Sailors and Marines. I don't know if I will succeed. I sure know I'm going to try.

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## Collaborative exhibit proves successful at NATO symposium

By Kathi Ramont  
Associate Editor

"It's true. Our most important assets really are the people of NAWCWD," said Paul Gorish, head of the Ballistic Test Branch, as he talked about a recent opportunity to get the Weapons Division in front of a large international forum. NATO's Infrared Information Symposium (IRIS) is the largest classified meeting on lasers and electro-optics in the world, he explained.

The conference only occurs every two years and alternates each side of the Atlantic Ocean. This year's meeting was held Quebec City, Canada. The next meeting in 2000 will be hosted in France.

"This type of marketing is essential to keep our name present and ensure our future," Cheryl Weiss, NAWCWD's exhibit coordinator said. The conference included 500 people from eight countries.

"Ours was the only DoD exhibit, but there were about 15-20 others from industry, including other countries," she added.

Weiss explained that as a member of the 5.2 Business Development Office, she was contacted by Gorish of the Plume Measurement Facility about an opportunity to participate as an exhibitor at a NATO conference in Quebec City. "Because I have a collateral duty as the

NAWCWD exhibit coordinator," Weiss said, "I approached the Electro-Optic Science and Technology Network about doing a joint display and cost-sharing with 5.2. As a result, the EO/IR Network, which includes members from several different organizations at NAWCWD and NAWCAD, and 5.2 successfully joined forces to participate. TID's Exhibit Branch developed materials featuring about a dozen facilities at both sites."

According to Bob Hintz, head of the Avionics Technology Office, the NAWCWD Electro-Optic Science and Technology Network has been looking for ways to get the word out on the Division's unique electro-optic capabilities and expertise. "When I heard that Weiss was considering a booth at the NATO-IRIS meeting in Quebec," he said, "our S&T network voted to allocate some of our core funding to sharing the costs for the booth."

"It's always difficult to relate how much new work is attributable to these kinds of visibility, but from the comments received from the people manning the booths, there were many people who were surprised by the breadth and depth of the capabilities available at both Navy laboratories."

"In these difficult times in DoD, we can't afford to stay invisible. Our combination of test and evaluation facilities at



Photo by Bob Hintz, Avionics Technology Office

**EXHIBITORS**—Spreading the good word about NAWCWD's opportunities and talents were Mike Rankin, from AD, and WD's Dan Garcia at a NATO conference.

both sites can be enlisted to solve problems for ourselves and our allies."

"I was fortunate," said Gorish, "to find the EO/IR Network guys to help out. Besides being a great bunch of guys, they helped man the booth during the conference. The link up with NAWCAD was also fortunate. I wanted a forum to present the Plume Measurement Facility at Skytop to the IR community, and the NATO/IRIS Conference was a good fit."

Mike Stringham, deputy for the EO/IR Guidance Division, said he put together information on other groups within the Weapons Division doing related signature and other EO/IR work.

"It helped to fill the display board with a kaleidoscope of graphics showing the many facets of NAWCWD," said Gorish. "Plus, the connection with Mike Rankin, an electro-optics researcher with

the Aircraft Division, allowed us to present both Divisions. This really did help, as many of the conference participants were interested in aircraft related work, and Rankin was able to field questions about the platforms while we were able to handle the weapons related responses." Other's who worked at the conference were Dan Garcia and Lew DeSandre.

"Although the days were long and demanding, I would do it again in a heart beat," said Gorish. "It's too early to tell what may develop from our efforts, but from the interest and questions, there will be more awareness of China Lake and Patuxent River to the NATO and domestic organizations."

For additional information regarding exhibiting opportunities, call Cheryl Weiss at 939-6039.

## Fire and police pre-holiday briefs

Members of the China Lake Police and Fire departments will be holding pre-holiday safety briefs for all China Lake employees on Dec. 17.

They will be held from 8 to 9:30 a.m., in Room 1000D of Michelson Laboratory.

Topics include vehicle safety, holiday

fire safety, suicide prevention and information of how not to get a DUI while driving during this season.

"These presentations are designed to help our fellow employees have the safest holiday season possible," said Steve Garcia of the Fire Division, "attendance is encouraged for all personnel."

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## New auto-pilot successfully completes first phase of flight test

By the Advanced Technology Test Team  
NAWCWD

The first phase of flight tests for the Universal Replacement Auto-Pilot (URAP) was successfully completed in November.

These achievements in the URAP project were managed by the NAWCWD Advanced Technology Test Team with the Aerial Target and Decoy Systems Office (PMA-208) and executed by the Boeing Corporation.

URAP was developed to provide more realistic simulations of projected missile threats and was responsive to a chief of naval operations emergent requirement for ship self-defense test and evaluation activities.

Both developmental and operational T&E are supported by the features

designed into the URAP, which include maneuvering, low altitude sea skimming, waypoint guidance using P-coded GPS, mission parameters selectable during flight and completely autonomous flight with up to 20 waypoints.

As indicated by its name, the URAP was also designed to be usable in a variety of different vehicles. The first aerial target system to receive it was the BQM-74E.

This phase of URAP testing included 12 flights of gradually increasing complexity. The first four flights were used to demonstrate that URAP correctly performed all functions of the previous BQM-74E auto-pilot. Autonomous flight control was also demonstrated.

The next eight flights showed the ability to perform desired maneuvers, low altitude sea skimming and additional

autonomous control characteristics.

Of note was the innovation provided by the URAP that allows the target controller to modify the maneuver end point location during flight. This feature was desired by the ship self-defense test community and results in both safer and more realistic tests.

All capabilities were tested several times to document performance and repeatability.

The lowest altitude flown was 15 feet, half the normal minimal altitude for a BQM-74E. Performance at an altitude of seven feet will be tested in February 1999 following installation of an improved digital radar altimeter.

URAP was developed by Boeing, with support from the test team and was the re-application of a design from the Joint Direct Attack Munitions (JDAM)

program.

Using personnel with experience on Harpoon, SLAM, Tomahawk and JDAM, the Boeing team modified the JDAM design and incorporated the required new capabilities.

This approach was chosen in order to meet performance and schedule requirements and, as importantly, to contain costs by leveraging off the large quantities involved in the JDAM program.

The modular design of the URAP allows straightforward modifications to the hardware and software.

Future software upgrades include an air-launch capability, low-altitude cruise over land and additional maneuvers. Anticipated hardware changes include improved components and interfaces to additional vehicles.

## 1999 Weaponeer deadline schedule

### Deadline

Dec. 30, 1998  
Jan. 13  
Jan. 27  
Feb. 10  
Feb. 24  
March 10  
March 24  
April 7  
April 21  
May 5  
May 19  
June 2  
June 16  
June 30  
July 14  
July 28  
Aug. 11  
Aug. 25  
Sept. 8  
Sept. 22  
Oct. 6  
Oct. 20  
Nov. 2  
Nov. 16  
Dec. 1

### Publication

Jan. 7, 1999  
Jan. 21  
Feb. 4  
Feb. 18  
March 4  
March 18  
April 1  
April 15  
April 29  
May 13  
May 27  
June 10  
June 24  
July 8  
July 22  
Aug. 5  
Aug. 19  
Sept. 2  
Sept. 16  
Sept. 30  
Oct. 14  
Oct. 28  
Nov. 10  
Nov. 24  
Dec. 9



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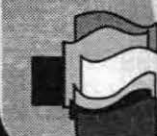
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## F/A-18E/F scores success with HARM firings

By Linda Lou Crosby  
Public Affairs Office

For the first time, a U.S. Navy F/A-18 E/F, flying over the NAWCWD land range at China Lake fired two HARMs, with each hitting their respective targets. Super Hornet F2 scored the hits in a test conducted Dec. 3.

It was the first full system live-fire test of the F/A-18E/F program with forward firing ordnance. The shot consisted of firing two High Speed Anti Radiation Missiles, which are used to disable enemy radar sites, protecting aircraft and pilots during a mission. The radars used during the test simulated surface-to-air missile systems, similar to those used against U.S. and friendly forces during the Gulf War.

According to Cindy Poliska, F/A-18 flight test engineer for HARM, "The maneuver used allows two HARMs to come off the aircraft rapidly. It protects the

airplane. It protects the pilot. And gets the missiles there on target."

The F2, piloted by LCdr. Bill "Boomer" Hamilton, fired a Block 3A HARM at the first system, followed by a second shot with a Block 5 HARM only seconds later.

Commenting on the significance of the test, F/A-18 Integrated Program Team Deputy Cdr. Steve Burris said, "This is the first airplane that will be able to suppress a threat itself and follow up with a hard kill on that same threat or a target in the vicinity."

"In this mission, F2, demonstrated the unique firepower it brings to tomorrow's deployed forces. The aircraft simultaneously engaged two separate targets and still had the ability to carry additional weapons on the four other wing stations."

"Sections and divisions of the F/A-18 E/F have tremendous strike weapon flexibility that will allow wide ranging engagement of diverse enemy targets. The increased firepower of E/F will allow joint force com-

manders to engage far more targets on each strike resulting in faster, more decisive victories."

Hamilton praised the hard work that went into the successful event. "This started many years ago with the HARM weapon itself, working up through the F/A-18 E/F program at Patuxent River with weapon separation off the airplane and culminating here at China Lake with a tactical delivery of two HARM onto actual targets."

Poliska then acknowledged the team effort put forth for the success of the test. "The shot went perfectly, which took a lot of planning and hard work from a lot of people."

It was the first multiple mission HARM launch by a single F/A-18 against multiple targets.

The 13C/13E cockpit displays, which the pilot used during the test, were the results of a combined design effort that included the F/A-18 IPT, the HARM IPT, the Weapons Test Squadron aircrew, the HARM fleet air crew steering committee and Boeing Aircraft of St. Louis.

According to Steve Mendenhall, head of the Test Management Branch, "This launch was unique in that it was the first time we have had two HARMs in the air simultaneously. The Range Telemetry Division developed new displays to allow us to monitor both missiles in real-time to successfully conduct this test."

Charles Bechtel, NAWCWD Super Hornet program manager said, "As the F/A-18E/F Super Hornet nears the completion of its initial stages of development, a flawless missile launch like this HARM launch serves to validate the maturity of the Super Hornet. Successes like this demonstrate that the aircraft is ready for the start of fleet operational testing."

For more information and photos from this test, check out [www.nawcwpns.navy.mil/~fa18aw/ef/](http://www.nawcwpns.navy.mil/~fa18aw/ef/).



**HARM**—The first full-system live-fire test of the F/A-18E/F with forward-firing ordnance was conducted last week.

## NP-3D aircraft supports Delta II launch

NP-3D Orion aircraft from NAWCWD Point Mugu recently supported a NASA Delta II rocket launch from Cape Canaveral that deployed the Deep Space 1 and SEDSAT 1 satellites. The instrumented aircraft staged from Perth, Australia, and observed the launch while over the Indian Ocean approximately 1,500 miles from Perth.

Using its unique, phased-array antenna telemetry system, NP-3D recorded and relayed in real-time several mission-critical events that could not be covered from a telemetry ground station. Data from the second- and third-stage events was extremely critical to NASA to con-

firm that the satellite trajectory objectives were met. The aircraft used NASA's Tracking and Data Relay Satellite System (TDRSS) to relay data real-time to Goddard Space Flight Center in Maryland and to Cape Canaveral, Fla. As a backup to the TDRSS relay, personnel aboard the aircraft decommutated and displayed telemetry data and mission events over HF radio to engineers at Goddard and the Cape.

The NP-3Ds, which are assigned to the Naval Weapons Test Squadron, Point Mugu, provide instrumented mobile range support to a wide variety of customers. Proven reliability and a record of producing superior, accurate data contin-

ue to make this aircraft the preferred mobile platform to support tests conducted not only at NAWCWD, but virtually anywhere in the world; for example, Ascension, Diego Garcia, Guam, Kwajalein and Mauritius. Besides NASA, NP-3D's customer list includes the fleet, other U.S. forces, Ballistic Missile Defense Office (BMDO), Department of Energy and foreign governments. Projects supported include BMDO targets, Improved Tactical Air-Launched Decoy (ITALD), Tomahawk, SLAM-ER, Trident, Pegasus, Expendable Launch Vehicle, European Space Agency and the Centre National d'Etudes Spatiales (CNES) and Ariane European programs.

A 4,000-nautical mile range; 12-hour flight duration; and 200 to 27,000 foot operation window make NP-3D an ideal platform for Range clearance and safety; multilateration precision tracking; telemetry receive, record and display; real-time telemetry retransmission; secure UHF satellite communications; time, space, position information; missile flight safety with command destruct transmitters; and photo instrumentation and high-resolution optical collection.

NP-3D capabilities also include dual GPS receivers; dual inertial navigation systems with autopilot interface; and HF,

VHF and UHF radio communications.

An integral aspect of NP-3D's success has been to continually investigate and introduce new technologies and capabilities that keep pace with the changing requirements of the technical world. NP-3D has several unique features that enable the aircraft to provide quantity and quality of data that is unmatched by any other airborne platform. A description of TDRSS and other features follows.

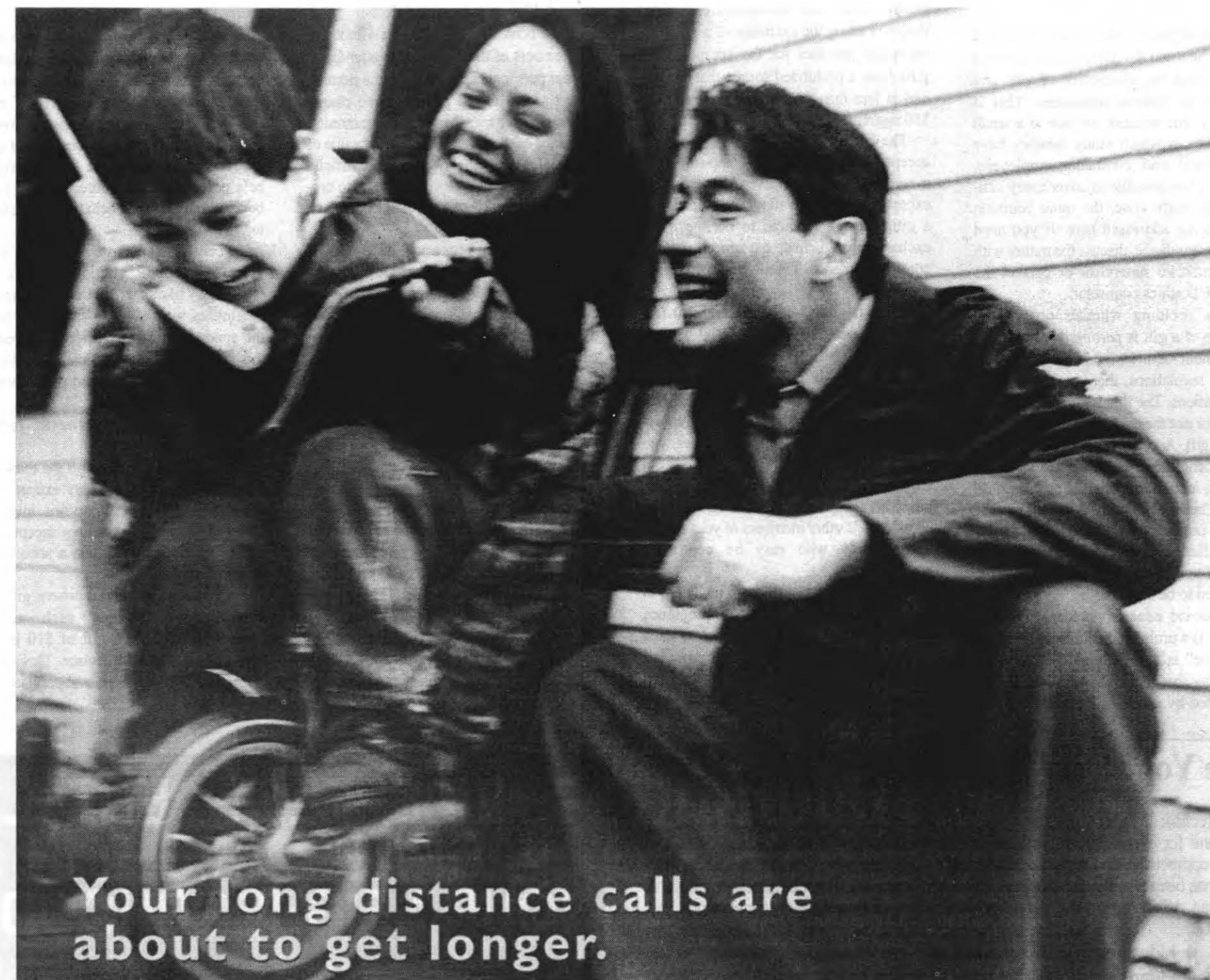
TDRSS is NASA's space-based network of geostationary satellites that provides bi-directional data flow and high data rates and relays telemetry data from remote objects to a ground-based station. NP-3D is a proven platform for using TDRSS to retransmit telemetry real time, over-the-horizon to any location in the world. The relay data rate is currently 200 Kbits, but is planned to be increased to 10 Mbits by July 1999.

The Advanced Telemetry System (ATS) is the phased-array billboard antenna with 132-degree azimuth and 60-degree elevation beamwidth. ATS can achieve signal acquisition of an object anywhere in the antenna's coverage window within 0.2 seconds. Five independently steerable tracking beams can simultaneously receive and record five

Please see **NP-3D**, Page 17



**NP-3D** Orion recently supported a NASA Delta II rocket launch.



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## When it comes to Standards of Conduct, it's better to give than to receive

By John McCollum  
NAWCWD Ethics Counselor

During the holiday season, more than the usual amount of questions arise about the acceptance of gifts and gratuities by federal employees. This is especially true because we live in a small community in which many families have both federal and contractor employees. While it is not possible to cover every situation that might arise, the more common questions are addressed here. If you need additional guidance, discuss the matter with your immediate supervisor or contact the NAWCWD ethics counselor.

When deciding whether or not the exchange of a gift is permissible under the Government Ethics and Standards of Conduct regulations, there are three basic considerations. The first issue to consider is whether or not the exchange actually qualifies as a gift. A gift is otherwise defined as a favor, entertainment, hospitality, transportation, loan, other tangible or intangible item or benefit...for which retail market value is not paid by the recipient or the United States Government." In other words, if you pay full price for it, it isn't considered to be a gift.

The second issue is whether or not the gift-giver is a prohibited source. A "prohibited source" is any defense contractor or other entity that seeks business with DoD, is regulated by DoD, or has interests that

may be affected by the performance of official DoD duties. Even if both of these conditions exist, there are several exceptions that may allow the exchange of a gift. One exception provides for the acceptance of gifts from a prohibited source that are valued at less than \$20. However, there is a \$50 aggregate per year limitation.

The last consideration is whether or not acceptance would create the appearance of a conflict of interest. Even if there is an exception that would allow the exchange of a gift, you are required to decline if the exchange would create the appearance of a conflict of interest. The answer to this question is totally dependent upon the nature of your official duties. It is essential that federal employees remain impartial in performing their official duties.

### Contractor-hosted parties

If your spouse is a contractor employee and it is company policy to invite employee spouses to its Christmas festivities, you may attend. Payment of market value is not required unless all spouses are required to pay. This exception has also been interpreted to include other members of your immediate family who may be contractor employees.

If the contractor extends an invitation to all government personnel, acceptance would be an ethics violation unless each government person who attends pays full market value. Even if the market value can be determined and is paid, depending upon

your official position, your acceptance might create the appearance of a conflict of interest. If so, you must decline.

If the contractor extends an invitation to all members of the community, attendance in your personal capacity would be permissible so long as you pay the same charge assessed every member of the community. The price of the ticket is the market value of the gift. Once again, however, your official position may cause your acceptance to create the appearance of a conflict of interest. If so, you must decline.

The difference between these situations is the personal relationship versus the official relationship. In the first situation, it is clearly the personal relationship (spouse) that has precipitated the "gift." In the second situation, it is the official position as a federal employee, which has prompted the invitation. In the third situation, it is your personal membership in the community, which prompted the invitation.

### Government-hosted parties

The saying that it is better to give than to receive is truly applicable when it comes to Standards of Conduct. It is fine to invite the contractor employees who work in your office to attend an office get-together. This is true whether the party is held on government property or your personal residence. What is not permissible is to solicit or accept any contribution toward your office's party from a prohibited source. This restriction includes door prizes, food,

music and money.

### Gift exchanges with contractor employees

An exception to the prohibition on the acceptance of gifts permits the customary exchanges between federal employees and their friends and relatives, even if those friends and relatives are contractor employees. It is the personal relationship that is the motivating factor, not the federal employee's position. Furthermore, the gift is not being given for or on behalf of the contractor.

In contrast, the participation of a select group of federal employees in a gift exchange plan with the contractor's employees would, at the very least, create the appearance of a conflict of interest. In this situation, it is the official position that is the motivating factor and the contractor is sanctioning the activity.

### Gift exchanges between federal employees

There is no restriction on the exchange of gifts between co-workers except when there is a gift to a supervisor involved. Generally, supervisors cannot accept a gift from a subordinate nor can a subordinate offer such a gift.

However, in situations where gifts are traditionally exchanged, such as the Christmas holidays, a gift of \$10 or less may be given to a supervisor. There is no restriction on gifts from a supervisor to a subordinate.

grumbling about the "damn ads" in *The Rocketeer*. The paper also got smaller again, going to 11-inch x 13.5-inch.

Besides including advertising for the first time, the CE contract marked the first time the paper had been printed by a company other than those of Randsburg Times/Hubbard Printing lineage. Chalfont Press in Bishop won the CE contract and printed *The Rocketeer* for two years. That was also the staff's first involvement with computerized composition.

Prior to that, raw typewritten story copy was given to the *Daily Independent* composition department, which reset it on their typesetters and gave it back to the Rocketeer staff in galley proofs for correcting. This gave the editor a very good count of the column inches of editorial copy so that pages could be designed in scaled-down rough layouts for the *Independent's* composition artists to work from.

Once pasted up, the editor and usually three other people (sometimes even the PAO) proofed each page top to bottom. I can remember as a young ad salesman for the *Independent* in 1976, coming in the back door after late afternoon sales calls on Thursdays, seeing Don Yockey and his staff pouring over the pasteups... so intent on not missing a single typo... and they rarely did.

With the CE contract and the switch to Chalfont Press, their facility two and a half hours away instead of two miles down China Lake Boulevard, that system

changed. Chalfont provided the *Rocketeer* with newspaper-dedicated digital word processors. The Rocketeer staff printed out their own "galley" on a laser printer and pasted up the pages themselves leaving room for the ads and photographs. Then the photos and camera ready pages were shipped off to Bishop for printing.

Strang retired in April 1988 and Boster was elevated to editor.

By the time the *Daily Independent* reclaimed the contract in 1989, they were using QuarkXpress software on early Macintosh computers and they provided a couple of machines and training to the *Rocketeer* staff.

In 1991, I came over to *The Rocketeer* staff from TID, and having been out of the business for more than 10 years, learning how to design and layout pages on a computer was challenging enough. Doing 11-inch x 13.5-inch pages on a nine-inch screen was tedious at best.

Boster was taking on more and more duties in the PAO, leaving him less time for the paper. When he moved full time to the PAO, he retained the title of "managing editor," I was named editor. For budgetary reasons, it was decided not to fill Boster's billet on the paper staff. Instead, beginning with the first issue of 1992, the printing schedule was changed to bi-weekly, so that Staff Writer Peggy Shoaf and I could stop working 60-hour weeks.

That was the same issue in which we announced the standup of the Naval Air

Warfare Center Weapons Division, the Naval Air Weapons Station China Lake and the NAWS Point Mugu and introduced *The Rocketeer's* first (and last) full-color page-one banner.

Boster retained the in-name-only title of "managing editor" — by his own admission he "neither managed or edited" the content of the paper (although on some of the rare occasions that I bothered to ask, he said, "No Barry, you can't do that!") — until the departure of PAO Cathy Partusch and his being named her successor.

In November 1994, Shoaf moved to the PAO's Environmental Public Involvement Office, and Public Affairs Specialist Kathi Ramont took up the staff writing duties.

In January 1996, having moved to the Admin Building the previous November, we set up a new desktop publishing system, which included a Power Mac, a high resolution flatbed scanner, a slide/film scanner, a huge external hard drive, an optical storage drive and cartridges (since replaced by Zips and Jazzes) and the key — a very high-resolution 11-inch x17-inch laser printer. The move to the Admin Building meant we would lose our dark room and certain photo capabilities, so we decided to go digital with our photography. The new equipment made that possible, and for the past three years, except for color, we've been going to the printer completely camera-ready, including high quality halftone photos built right into the page. Until the high resolu-

tion printers came out, computer-generated halftones could not match the resolution quality of process cameras — now they surpass them.

Even four-color separations, which formerly had to be done manually in the darkroom at the DI to get full-color images on the page, are now done in the computer. And instead of having to shoot four separate page negatives for the color process, our front page with the color photos in place is sent from a DI Macintosh to their imagewriter, which digitally exposes the page films, eliminating the paper stage of the process.

Now NAWS Point Mugu has gone to CINCPAC Fleet as NAS Point Mugu, and the base paper, *The Missile*, went with it, leaving the 2,000-plus NAWCWD employees at Point Mugu with no paper to call their own.

So with the first issue of January 1999 we become *The Weaponeer*, serving all of NAWCWD. Since (largely due to this lengthy farewell article) the new publisher of the *Daily Independent*, Dan Wright, has agreed to allow us to go way beyond the number of pages the advertising in this issue would ordinarily support, I'd better stop here. I will tell you that *The Weaponeer* will be a broadsheet format — the same size as *The Daily Independent*.

As to what will be expected of you as readers and contributors, that can wait till January.

— Barry McDonald, editor

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1956 - 1958




1958 - 1962




1962 - 1971




1971 - 1980




1980 - 1985



1985 - 1988



1988 - 1991



1992 - 1998



## THE N.O.T.S.

## ROCKETEER

1945

## FAREWELL from Page 2

Newspaper Service and later the American Forces Press Service, which sent these and other fillers to all base publications. The cartoons "Helen Highwater" and "Stalemate" featured the always-failed attempts of sailors' search for amorous attention while on shore leave. Besides sexy line drawings and cartoons, weekly cheesecake photos of starlets, models and Miss-this-or-thats began in 1947 with the very young Doris Day and Cyd Charise. They always appeared in bathing suits right up through the last one I noticed, Ann Margaret, in 1965. To be fair, the first such photo was beefcake. It took up the entire back cover of the second edition and showed local sailor, R.H. Rehack, S1c, flexed and naked from the waist up in one of his best Charles Atlas poses.

The early *Rocketeers* covered the community far more than we can now — but back then, the nearest civilian publication was the *Randsburg Times*, which also printed *The Rocketeer* and was owned by Bob Hubbard. *The Rocketeer* was the source for "society" news. It recounted details, down to the table settings of the birthday parties of five-year-olds, as well as births, weddings, fashion shows, beauty contests, business and credit union news, rock hound meetings, garden shows and school news written by the superintendent of the district. And local sports took up at least a page of space in every issue, right into the early 1980s.

The first editor-in-chief to follow the chaplains was Lt. Hardy Glenn, who eventually became public information officer. Edward James followed Erma Peirson as managing editor, beginning with the April 19, 1950, edition, but left to join the Air Force in June of that year. By then Roy Copperud had been named "civilian" PIO under Lt. Glenn, and Copperud served as acting managing editor until August 1950, when Don Yockey first became managing editor.

In February 1954 the paper went down to a 9.5-inch by 12-inch format, but returned to the larger tabloid format in July 1956.

Yockey left in April 1955 and worked

## The N.O.T.S.

## ROCKETEER

1945



Photo by Kathi Ramont

**MEN & MACHINES** devoured the final morsels of the old *Rocketeer* office at 902 Nimitz in November. Despite escaping to the shelter of the Admin Building, the cosmic wrecking ball finally caught up with the paper's flag. In January a new one will fly out of the rubble.

for a short time as a technical writer before accepting the post as editor of the *Valley Independent*, the successor to the *Randsburg Times*, printed by Hubbard Printing in Ridgecrest.

Editorial management of *The Rocketeer* floundered for awhile after Yockey's departure. Henry Swafford was listed as managing editor from Feb. 25 to April 15, 1955. Then Photomate Third Class B.A. Tyler took over for four months. The name of Wayne C. Harsh showed up as managing editor in the Page 2 masthead for one issue and then Tyler was back in the top post. F.E. Laney took the position in September 1955, but left in November 1956, when Budd Gott took over and led the staff until July 1962.

In the July 6, 1962 masthead, John Hughes appears as managing editor, and Jack G. Broward, assistant public information officer, is listed above him as "editorial advisor." Hughes disappears after one more issue, but is still listed in the code directory under "Rocketeer Office."

At 72 years old, Sewell "Pop" Lofinck launched his "Sagebrush Philosophy" column in September 1962. A former trapper, miner, real estate broker, travel-

ing salesman, aviation mechanic and roving security guard, Pop's travels and experience added wisdom and humor. Originally written to be six installments, the column, which eventually evolved to "Desert Philosopher," ran almost weekly — depending on whether Pop was on leave — through the Christmas issue of 1969.

Budd Gott's name reappeared in the masthead in October 1962, and he became head of the office again as "editor," without the "managing" in December. But by the first issue in January 1963, Richard Grueneberg was listed as managing editor and Gott, as associate editor.

In June 1965, Frederick Richards took over as editor. It was in June of that year that Hubbard Printing, and thus, *The Rocketeer*, moved to offset printing. This was a significant change from the old "hot lead" process that used a flatbed press. Now instead of combining molded or etched graphics and photos with galleys of lead type from a linotype machine, the pages were composed on paper, then full page negatives were shot and the negs used to photographically "bum" the positive image onto a flexible aluminum plate. The plate then was

wrapped around a roller on the press. During the printing, ink was picked up by the positive plate and "offset" to a rubber roller as a reverse image, returning to a positive when the paper passed over the roller and picked up the ink.

Photos were shot to size and a dot pattern was applied by use of a screen in a "process camera." These "halftones" came out as positive images on acetate film. At first the linotype machine was still used to produce the proof page. It was then converted to a positive on film, the halftones were stripped in and the full page burnt. Later, phototypesetters produced positive galleys on paper and the linotype machine faded into history.

This change meant the page size dropped to 11.5 inches by 16 inches. The printing time for the 7,500-copy run went from six hours on the flatbed process to about 40 minutes on the offset web press.

William Valenteen Jr. became editor in October 1968 and Richards moved to the position of editorial advisor.

In August 1970 *The Rocketeer* moved from the Public Affairs Office to the Technical Information Department, and suddenly there were more stories about TID. The paper came back to the PAO in March 1980, where it has remained.

In August 1971, after 16 years as editor of the *Valley Independent*, Don Yockey returned to lead *The Rocketeer* staff as editor. He stayed for more than 13 years, and in addition to his other editorial responsibilities, personally covered the high school sports beat for all that time. Upon his retirement in December 1984, Mickey Strang moved up to become editor in the first issue of 1985. A seasoned newspaperman, stolen from the *Daily Independent*, Steve Boster, was named associate editor.

In June 1987, Strang led the paper into another new era. That was when the first advertising appeared in *The Rocketeer*. Known as a commercial enterprise, or CE, publication, the agreement allowed for the printer to sell advertising and collect ad revenue in return for printing the paper at no cost. This meant a significant savings to the government. And while the vast majority of military base papers have gone to the CE arrangement, you can still find a number of old timers here

## Y2K solutions teams are roaming the globe

By Cliff Lawson  
TID

Once again the old saying that every dark cloud has a silver lining is being proven in an innovative Weapons Division program. The cloud is Y2K — shorthand for the Year 2000 computer glitch — and it hovers over the world's computer systems as they approach the end of the millennium.

The silver lining is Y2K Solutions. People from across the Division are joining Y2K Solutions teams, undergoing brief but intensive training, and then traveling to naval facilities throughout the world to inventory, analyze and remediate Y2K problems.

## The need

Predictions of the effects of Y2K vary widely. Some people expect mild inconvenience for a few scattered sectors of our society. Others warn of a catastrophic meltdown of the communications, financial and transportation industries. How serious the consequences will be depends on how successful government agencies and private sector companies are in ferreting out and fixing non-Y2K-compliant systems.

## The project

The Y2K Solution Team concept grew out of collaborative Y2K effort between NAWCWD and the Ridgecrest office of CTA Inc. in 1997. This endeavor — the brainchild of Stuart Witt, CTA vice president — helped to bring Weapons Division personnel up to speed in handling a variety of Y2K problems. That decision to leverage the efforts of the two organizations also reflected the Division's commitment to undertake projects that bolster the economic strength and stability of the local community.

The Y2K Solutions Team began in January 1998 and became an externally directed team within the Weapons/Targets Department in October of this year. The Project Office, under the leadership of Dwayne Heinsma, has employed as many as 80 people drawn from the China Lake and Point Mugu sites.

## The process

Computers permeate every aspect of Navy life, from desktops to weapon systems. The Y2K Solutions Team Project has been focused on systems associated with facilities and infrastructure. These include electrical, environmental (heating/cooling), traffic control, security and fire protection systems.

"We take a three-step approach to identifying Y2K problems," explains Heinsma, "First we do an inventory. Based on the data collected, we perform an assessment (i.e., is it compliant or not?). The final step is recommending measures of remediation." All current projects are in either the inventory or assessment phase. The processes used by the Y2K Solutions Project were developed by CTA and certified through the Information Technology Association of America (ITAA).

Planning for an inventory trip begins when a Navy command requests the services of a Y2K Solutions team at one or several sites. On the first day of a visit, the team leader briefs the base commander and Y2K staff on the scope and process of the inventory. Y2K solution team members work with the command Y2K team to develop an action plan to inventory mission-critical buildings and facilities.

On the second day, and continuing for as long as is required, the team members go through each building and physically inspect every system. For each item — an industrial air conditioner, for example, or a computer controlled fire-sprinkler system — team members fill out a specially designed data acquisition form, or DAF, that lists the essential system parameters as well as manufacturer and model name, serial number and date of manufacture.

A typical project consists of several teams and can last eight to 12 weeks. During that time, the deployed teams will visit several bases. Team members have completed as many as 600 DAFs at a single base.

When the inventory phase is complete, the team returns to the Weapons Division and turns the DAFs over to the Y2K Assessment Centers at Point Mugu and China Lake. There, analysts assess the Y2K compliance of the systems.

The assessment process involves several methods, ranging from a search of existing government and industrial Y2K-compliance databases to direct contact with the system manufacturer. Depending on the source of the compliance data, the analysts assign a level of confidence to their findings for each inventoried item. These range from Level 1 (a formal letter of system compliance from the manufacturer that states the compliance-certification process and methods) to Level 4 (listing on a second-party Y2K-



Photo by Kathi Ramont

**WELCOME BACK**—Dwayne Heinsma (rear, second from left) welcomes members of the NAVEUR Y2K Solutions Team after a five-week trip. Front (l to r) Rosa May, Paulette Meadows, Deanna Ripley-Lotee, Charles Ezeike, Dennis Scokovsky, Andrew Rasmussen. Rear (l to r), Oliver Harvey, Dwayne Heinsma, Marty Dorrell and David Andes.

compliance database).

Systems are assigned a risk rating depending on the impact of a failure due to noncompliance: Category 1, high risk to life or safety; Category 2, catastrophic mission failure; or Category 3, mission-support impact.

## The team

The Y2K Solutions project is having a strong positive impact on what was formerly called the Available Talent Pool, the source for at least half the team members. Other team members are Division personnel in overhead jobs who want to switch to direct-funded positions. Still others are people in direct funded positions who, by taking a Y2K Solutions Team job, open up their previous position for an ATP or overhead-funded person.

New team members are given a 12-hour training session. One day is spent learning how to fill out the DAFs and practicing the inventory process, and half a day involves hands-on training in an Assessment Center. Team and project leaders typically receive two and a half days additional training in matters ranging from military etiquette to the fine points of reading a statement of work.

When a new project comes in, the assigned leader screens the available trained personnel to put together suitable teams. Each five-person team includes a team leader and a trainer.

Because the Solutions team itself has been tasked to inventory mission-critical systems, the trainer's role is important. Teaching

local Navy personnel the inventory process ensures that a thorough review of the site's noncritical systems will continue after the Y2K Solutions team has left the base.

Deanna Ripley-Lotee was a trainer on the recent trip to U.S. Naval Forces Europe (NAVEUR). "Y2K gave me a chance to once again work with fleet personnel, something I've not done in many years," reports Ripley-Lotee. "It was wonderful to experience the joy of interfacing with these individuals again and working side by side to achieve a common goal." Over the course of five weeks she visited Rota, Spain; Sigonella, Sicily; and La Maddalena, Sardinia. The trip was a memorable one for Ripley-Lotee. But, she warns, "don't get me started on Italian drivers!"

## The payoff

"Y2K Solutions is a foot in the door that will lead to more work," predicts Heinsma. "As word spreads about the Solutions Team, we'll be making more contacts with fleet information-technology folks. Already we're showing them that we can provide a valuable service that offers a huge cost avoidance as they try to get their arms around the Y2K problem."

The combination is an all-around winner: Fleet-support, increased Division revenues, reduced personnel down time, and, perhaps most significantly, the possibility of new spin-off business. With continued hard work and a little luck, the Y2K Solutions Team will be paying off well into the next millennium.

## Y2K problem in a nutshell

Suppose the next time you looked at your watch, the hour-hand was gone. (For you digital types, the two numbers on the left had mysteriously disappeared.)

Suppose also that you still had to use that watch to try and stick to your work schedule. Hmmm, quarter to . . . 10? Time for the staff meeting? Or is it 11? Time cards due? 12? Lunch time? Not knowing the correct time frame would wreck havoc with your performance.

That's about where a non-Y2K-compliant system will be in less than 400 days. Many devices and computer programs were built to use a year date containing only two digits.

In an extraordinary display of shortsightedness, it was assumed by designers and programmers that the first two numbers, indicating the century, would always be 19, so why even bother wasting the code to put them in?

That was an unfortunate choice of places to save code. When the millennium ticks over, date-dependent

programs may think they're back at the start of the century. That could cause problems.

Let's say, for example, that you joined NAWCWD in 1982 and have decided to retire in 2002. If a non-Y2K-compliant computer is calculating your retirement benefits, it reads the 2002 date as 1902.

To calculate how many years you worked prior to your retirement date, it subtracts 82 from 02 and arrives at -80. Concluding that you not worked a day at NAWCWD, it determines your benefits to be zero.

Not to panic, though. Many systems have work-arounds in place to deal with this type of problem. Real-life examples are generally far more subtle. And there's a ripple effect as Y2K-compliant computers are linked with non-Y2K-compliant systems and receive bad data.

Not all computers and programs have a Y2K problem. Of those that do, some can be fixed, and others will have to be replaced.

But the net cost to society of solving the Y2K problem has been estimated at up to \$300 billion.



1945 - 1949



1950 - 1956



## YEAR IN REVIEW from Page 1

Program as well as DoD approval of JDAM for low-rate initial production.

NAWCWD's first F/A-18E/F Super Hornet (F2) had arrived at Armitage Field in April for an exceptionally fast-paced test program. In July the aircraft flew 39 flights to set a new record for the flight-test program. The high flight rate resulted in the verification test phase being completed four weeks ahead of schedule. By combining operational and development test flights that shared common test points, the program saved \$1.2 million.

### Work force reshaping

For the ninth consecutive year, the trend toward a smaller, more effective Division continued. The positive efforts of our Workforce Management Enterprise Team helped reduce our on-board civilian count by 587 people during FY98, enabling us to continue our efforts to reshape the work force and provide the right number of people with the right skills to address our future workload.

At the same time, innovative retraining and placement programs — such as the Y2K Solutions Team — helped place nearly 100 people in new, revenue-generating positions. Certain long-standing jobs in our organization hold diminished future prospects because of the changing nature of technology and naval strategy. Throughout the Division, people in those jobs sought new positions, both within and outside NAWCWD — positions that hold a brighter future and the possibility of making greater contributions.

### Budget performance

Through your dedication and discipline, the Division has continued to navigate the financially challenging waters of the 1990s. As a "not-for-profit" Navy field activity, we are charged with performing our technical mission without making a profit or taking a loss. In fact, the annual performance against this "zero profit or loss" has become an increasingly important measurement of the financial health of the Weapons Division and other Navy research and development activities. Here, our track record speaks for itself. Since 1994, our division

has done nearly \$5 billion in business. Over this period, we performed within \$2 million (or 0.04%) of our target, a notable accomplishment, one which bodes well for the Division.

This past fiscal year alone we accepted an \$18M overhead cost reduction challenge. To your credit, our actual cost reductions were \$22M, enabling us to be even better postured for the financial challenges of the future. I recognize our successes in budget performance and cost management have not been without tremendous effort and impact. However, our efforts strengthen us for a healthier, more solid foundation for the future.

### Renewed efforts for 1999

Overall, 1998 was a year of significant progress for the Division, both in terms of capably serving our customers and better positioning ourselves for the future. Ahead of us are a new year and a new field of challenges and opportunities. Successfully navigating 1999 will require as much discipline, effort, and innovation as you demonstrated in 1998.

### The fleet, first and foremost

We will continue to serve a host of major programs that strengthen our operational forces. These include JSOW; F-14, F/A-18, AV-8B, and EP-3E integration; JDAM, Tomahawk; HARM, Sidewinder and TACAIR EW. Our unique capabilities in aerial targets and airborne threat simulation will be sought after by users throughout the DoD and foreign militaries as well. We are off to a great start in this regard with continued testing of the F/A-18 E/F, the opening of the new EP-3E WSSA, and the extremely successful support of the recent British firings of the Tomahawk Cruise Missile.

### Continued financial discipline

We must work together to maintain tight budgetary controls. That means faithfully executing our budgetary goals, whether for direct workload, overhead expenditures, or investments in our future. We must continue to reduce overhead while seeking new sources of revenue. I expect all of you to do what I am going to do: look closely at every dollar under your control and ensure that our customers receive maximum value for all expenditures. In making every decision, we must ask ourselves a fundamental question: How will this help the warfighter? If the answer is not apparent, then another alternative should be considered.

### Changes ahead

We are engaged in seven commercial activities (CA) studies. Regardless of the outcome of these studies, personnel reductions will likely result. The reason for this is that the government's projected costs are based on the concept of Most Efficient Organization, which is usually smaller than the organization currently performing the function under study.

Continuing to retrain, reassign and



JDAM drop tests were conducted by Air Force aircraft over NAWCWD land ranges.

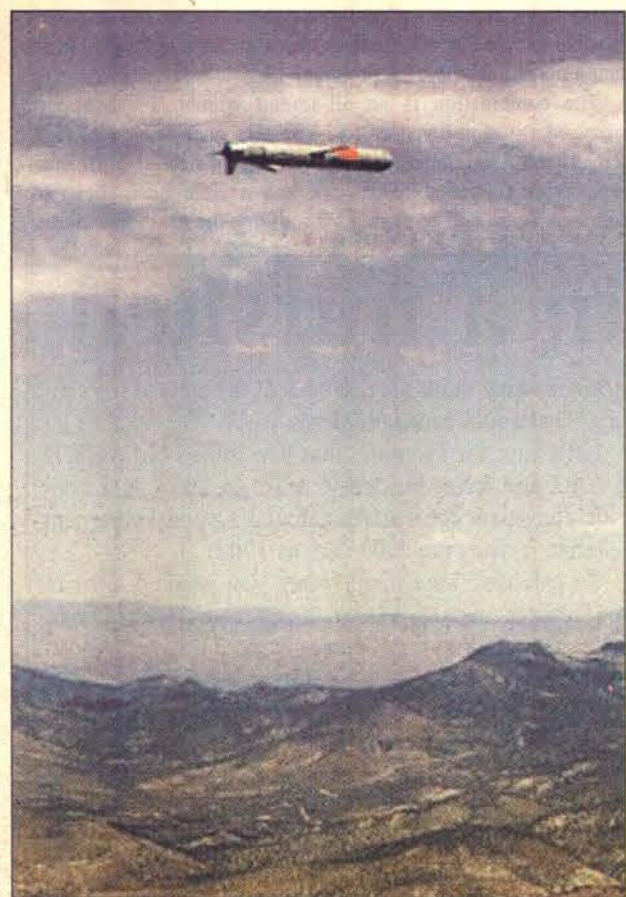
otherwise tailor the mix of people and skills to match the needs of our customers is absolutely essential to our vitality. Even with these efforts, we may still find ourselves with a skills/mix imbalance, and additional personnel reductions may be necessary. If so, they will be timed to coincide with the CA study reductions so as to minimize disruptions to our work force.

### Outlook

A year ago this week, you welcomed me to the Weapons Division. At that time, looking ahead, I saw a complex array of tasks and issues that would affect the Division, and indeed all of naval aviation. That year has passed and we remain strong and well positioned for the future. Today the view ahead is filled with new challenges that we must deal with and opportunities that we must embrace. Together, with hard work, continued discipline, and your dedicated commitment, we will reflect back on 1999 as another successful year.



JSOW Unitary Test Vehicle (Variant 3) recently tested at NAWCWD includes improvements that will reduce costs during the production of all variants.



TOMAHAWK launched from Britain's HMS Splendid to China Lake in November was just one part of NAWCWD's involvement with the Cruise Missile Program.

*There's still time to help — Toys for Tots runs through end of next week*



Photos by Kathi Ramont

**SMALL TOT**—Cute little two-year-old Kendall Derdall isn't much taller than these candy canes in front of the Wreck Center. Her mother, Sandy Derdall, said Kendall was on the look out for Santa Claus to tell him all about the local Toys for Tots campaign. But if she doesn't find Santa, maybe Mr. Snowman (left) can help. According to the Marine Aviation Detachment's 1st Sgt. Arnold Passilas, toys will be distributed Dec. 19, but there is still time to donate cash or a new toy worth at least \$10. Kendall is the daughter of Sandy and Maj. James Derdall. The Marine major, a Harrier pilot formerly with China Lake's MAD and the Naval Weapons Test Squadron, is currently stationed in Japan. For more information call Passilas at 939-8093, Ruth Hornbrook at 384-1700 or Ann Ryan at 384-4817.



MR. SNOWMAN in front of Cdr. Richard J. Elvrom's home on Lexington Avenue shows what "desert casual" wear is all about.



## THE CARRIAGE INN

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nal organizations (tenants) as required. Evaluates financial performance and projects trends, initiating actions as necessary to adjust plans, funds, costs, rates, or resources. Is responsible for maintaining integrity of financial operations and accounts under the Chief Financial Officers Act. The Comptroller is the principal advisor to the Division Executive Board and the Division Resource Management Board. **Evaluation Factors:** (1) Operational experience within a Working Capital Fund financial environment; (2) Demonstrated leadership and management abilities; (3) Ability to represent the Commander in financial matters at all organizational levels both internal and external to the NAWCWD; (4) Demonstrated skill in oral and written communications; (5) Ability to exercise good judgment in a highly complex, dynamic environment; (6) Ability to anticipate and formulate directions for the future; (7)

Ability to effectively delegate responsibility; (8) Ability to effectively contribute to and foster teamwork within the organization; and (9) Ability to fully support the EEO goals and objectives of the organization. **How to Apply:** Submit latest SF-50 and an OF-612, SF-171, or current resume indicating work experience attained within the last 5 years. Applicants submitting either the OF-612 or resume must submit an OF-306, Declaration of Federal Employment. Failure to submit this form will result in nonconsideration. Include the announcement number shown above on your application. Forms are available at Federal personnel offices and the Employment Development Department. Applications must be postmarked no later than the closing date of this announcement. **Notes:** (1) The position is being readvertised to correct the duty station information and requirements; (2) It is the applicant's responsibility to

submit a copy of his/her latest performance appraisal of record with any application filed against a vacancy announcement; (3) Submit copies of SF-171 and other documents as applications will not be returned; (4) Incumbent must be able to obtain and maintain a Secret clearance; and (5) Position is at the full performance level. **Previous applicants need not reapply as their applications will be considered.**

**Submit Applications to the Following Address:**  
Commander  
Code 731000D, E. Moldenhauer  
NAVAIRWARCENWPNDIV  
1Administration Circle  
China Lake, CA 93555-6100

### CIVILIAN CAREERS IN NAVY CONTRACTING

**The Program:** The Navy Career Management Center's Contracting Trainee Program provides 3 years of intensive on-the-job training designed to prepare you for future professional positions in the Navy's civilian contracting community. Up to 16 weeks of formal classroom training is provided at various locations throughout the United States, as well as the opportunity to pursue job-related, graduate-level education with tuition reimbursement. Meaningful and progressively challenging responsibilities allow trainees to acquire the skills and knowledge necessary to perform a variety of contracting positions. Trainees will gain experience in contract administration, contract negotiation, cost/price analysis, procurement analysis, simplified purchase, and electronic data interchange.

**Salary:** Starting level is GS-7 with a current annual salary beginning at \$26,075. Graduation level will be GS-12 with a current annual salary beginning at \$46,254. Successful Contract Specialists reach the full performance level within 3 years.

**Location of the Positions:** The intern positions are located in the Contracting Competency of the Naval Air Warfare Center Weapons Division (NAWCWD), China Lake or Point Mugu, California. China Lake is located in the Mojave desert, approximately 120 miles east of Bakersfield and is the site of the Navy's largest inland range complex, with over one million acres of land. Point Mugu is located midway between Los Angeles and Santa Barbara, looking out upon the 35,000-square-mile nautical Sea Range operated by the Center for test and evaluation of guided missiles.

**Qualifications:** In order to qualify for the program, candidates must meet one of the following criteria: (1) possess a minimum GPA of 3.45 for all undergraduate courses leading to a Baccalaureate degree or (2) prove, with college verification, that they graduated in the top 10% of their class (must be signed by Dean or Registrar of college).

Candidates who do not already possess 24 units of business courses are required to complete them prior to completion of this 3 year program. U.S. Citizenship is required. Candidates must also sign a Mobility Agreement.

#### Major Benefits:

- \* Generous vacation time, from 13 to 26 days based on length of service
- \* 10 paid holidays annually
- \* 13 days sick leave per year (may accumulate without limit)
- \* Excellent federal retirement plan with tax deferred savings, including additional employer matching funds
- \* Choice of health plans, including traditional and HMO programs
- \* Low cost life insurance program
- \* Flexible work schedules
- \* Incentive Awards Program
- \* Opportunities for continuing education assistance
- \* Excellent career advancement opportunities

**How to apply:** Submit a resume and a copy of all college transcripts no later than **31 December 1998** to: Commander, Naval Air Warfare Center Weapons Division; ATTN: Nancy Robinson, Code 731000D; 1 Administration Circle; China Lake, CA 93555-6100. For further information call (760) 939-8106.

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 750000D, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796) or via QuickMail (CL NAWC WIDE NS name server in the CL MAINSITE zone). Personnel at Point Mugu can send items for the Announcements Section 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 1700,8 working days prior to the alternate Thursday publication date. Note:** All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).



## NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



### ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

#### FOREIGN VISITOR SPONSORS

In order to sponsor foreign visitors, NAWCWD employees are required to attend a Foreign Contact Officer (FCO) certification course. The next available course will be at Point Mugu, Bldg. 366, Room 104A/B, on Tuesday, 12 January, from 0800 to 1200.

There will be space for approximately 40 students and will be on a pre-registered, first-come, first-served basis. To register, contact Patrick Sammon, Code 741100E, (805) 989-7252 (DSN 351-7252), or by e-mail. Include your name, code, and phone number.

#### LOCK REPLACEMENT PROGRAM

Per Congressional mandate, all locks for security containers/vaults/strong rooms not meeting the latest security specification must be replaced. Currently, only the X-07 electro-mechanical lock meets the specification. Based upon the cost of replacing these locks, the Department of the Navy has purchased the locks and has let a contract to cover the labor. These contractors are currently replacing the locks throughout NAWCWD. Security coordinators have identified all the locks that need replacement, and a schedule has been developed. Upon completion of the current retrofit contract, safes not having the new X-07 locks are no longer authorized for classified storage. Locks replaced after the current retrofit contract will be at the cost of the applicable code (approximately \$800). If you are not sure if your safe/vault/strong room is scheduled for retrofit, contact your security coordinator immediately.

#### HEWLETT PACKARD (HP) HARDWARE MAINTENANCE

A new contract was awarded to Federal Computer International Corporation (FCIC) on 1 December for HP per-call preventive maintenance, repair, reconfiguration, and installation/deinstallation. The period of performance is 3 years, with two option years. Labor rate is \$23 per hour inside the PPM and \$34.50 per hour outside the PPM, plus parts and an 8% handling charge. There will be a COR surcharge TBD. For service at China Lake, call 939-1200; at Point Mugu, call 989-8083. If further information is required, contact the COR, Jean Thompson, at (805) 989-4745 (DSN 351-4745).

#### DONATION OF USE OR LOSE LEAVE

The end of the year is approaching and use or lose leave annual leave must be used by **2 January 1999**. If you are unable to use your leave, you might consider donating this leave to a leave recipient of the Leave Transfer Program.

Employees enrolled in this program have experienced personal or medical emergencies and exhausted all of their annual and sick leave. If you are interested in donating your leave, an Optional Form 630 (OF 630, Request to Donate Annual Leave to a Leave Recipient) is available on the HRD server for those of you who have access to it, or you may contact Pat Oliver or Estela Padilla. Regulations stipulate that you can donate only up to half of the annual leave you accrue in a year. In addition, you may donate only the amount of leave you could actually use by **2 January 1999**.

A current list of leave recipients is available in the Labor/Employee Team News section of the *Rocketeer* and the *Missile*. You must designate on the form the employee for whom you wish to donate leave. To donate to more than one recipient, submit a separate form for each recipient. Donations can be anonymous.

Send completed forms at China Lake to Pat Oliver, Code 731000D (939- 2018 (DSN 437-2018)), or at Point Mugu to Estela Padilla, Code 731000E (989-3222 (DSN 351-3222)).

#### UNIVERSITY OF TENNESSEE (UTSI) ENROLLMENT INFORMATION

This program is designed for engineering and science majors. All courses are for graduate credit. Graduates of BOTH 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. Visit our web site at [www.utsi.edu](http://www.utsi.edu) for more information. Start now on the admission process and get a headstart on the paperwork before Spring Term. Registration for Spring Term begins **17 December**, with classes beginning **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 UTSI office is located at the Family Service Center, Office U, 610 Blandy. Office hours are 1530-1630 Monday through Thursday. For further information regarding other programs available at UTSI via video tape, contact the UTSI Dean of Academics via e-mail at [kcreddy@utsi.edu](mailto:kcreddy@utsi.edu). The following classes are offered in support of the Master of Science in Aviation Systems.

AE 522	Aerodynamics of Compressible Fluids
AE 599A	Special Topics: Viscous Flow
AS 500	Master's Thesis
AS 504	Airports and the Community
AS 510A	Special Topics: Aircraft Systems
AS 510B	Special Topics: Helicopter Stability and Control Flight Testing
AS 510C	Special Topics: Systems Flight Testing
EM 531	Motivation and Culture in EM
EM 539	Strategic Management in Technical Organizations
EM 542	Design of Experiments for Engineering Managers
ES 627	Advanced Fracture Mechanics
MSE 429	Introduction to Ceramic Matrix Composites
MSE 484	Introduction to Maintenance and Reliability Engineering
MAES 512	Heat transfer
MAES 522	Advanced Strength of Materials
IE 513	Facilities Planning and Design
IE 514	Advanced Information System Analysis and Design
IE 516	Statistical Methods in Industrial Engineering
IE 518	Advanced Engineering Economy
IE 520	Human Factors and Product Safety Engineering
IE 526	Dynamic System Simulation
IE 527	Lean Production Systems

Prospective students may take five courses in a non-degree status but must send official transcripts prior to registering for the second course. You must officially apply for entrance to a program by the completion of the fifth course. The following videotaped courses are offered not in support of the MS degree in AS.

CE 494	Urban Drainage Engineering
CE 561	Process Model Simulation
ChemE 591	Industrial Pollution Prevention
ChemE 551	Chemical Reactor Analysis
COM 550	Media Econ. New Technologies
ECE 566	Plasma Engineering
ENV 552	Bio Systems
ENV 555	Solid Waste Management
IE 494	Engineering Fundamentals I
IE 495	Engineering Fundamentals II
IS 585	Information Technologies
MAES	Mechanical Vibrations
NE 543	Selected Topics in Nuclear Criticality Safety
NE 585	Process System Reliability and Safety
PR 571	Public Relations Management
Rehab 532	Caseload Management in Rehabilitation
SW 550	Advance Seminar in Management and Community Practice
SW 551	Seminar in Social Welfare Policy
SW 564	Substance Abuse

Those preparing for the professional engineering exam I or II should contact B. Harbin at 1-888-822-8874, ext. 408 toll free or e-mail [bharbin@utsi.edu](mailto:bharbin@utsi.edu) for more information (specifically cost, books, length of course, exams). Classes may be available via video or possibly as a short course taught locally with supplemental videos if sufficient numbers (approximately 20 people) enroll. Continuing education credits are only offered through short courses wherever they are held. There are no Masters program entrance requirements for short courses.



### FREE COUNSELING OFFERED TO EMPLOYEES DURING THE HOLIDAY SEASON

The holiday season is normally a very special and happy time for all of us, but it is also stressful. We forget that personal problems can cause us to experience the "holiday blues" during this joyous season.

Special counseling is being offered, free of charge, for anyone who may feel the need to talk to someone. The counseling is available now and will continue through 15 January. No appointment is necessary; all a person has to do is drop by between 0800 and 1100 on Mondays or Wednesdays, when our door will be open. The assistance

offered is strictly on a confidential basis—no one else need know.

The office at China Lake is located in the Human Resources Building No. 2335, Room 117, 939-2480. The office at Point Mugu is located in the Human Resources Building No. 211, Room 23, 989-8161.

Need to talk to someone, phone or stop by our office. We are here to help in any way we can.

### FREE SCREENING FOR DEPRESSION

Employees and their families can access a confidential depression screening program by calling toll free

(800) 692-3858. The Employee Telephone Access Program is an interactive computerized system that administers a self-test for depression via the telephone through a prerecorded series of questions. Callers respond by using the buttons on their push-button phone. This service is available 24 hours a day. The program supplies callers with immediate feedback as to the results of their tests and also provides information about the NAWCWD Civilian Employee Assistance Program. This service is free and confidential. For more information on CEAP, call (805) 989-8161 or (805) 989-3225 at Point Mugu; or (760) 939-2480 or (760) 939-0880 at China Lake.

### CAREER INFORMATION

One of the best ways to find a new career or a new part-time job is to search the internet. At China Lake computers are available for both civil servants and military personnel at the Family Service Center located on Blandy. Call Joan, 939-0966 or Pat, 939-1373 for additional information. At Point Mugu military personnel can contact the Family Service Center, 989-1022. Civil servants may contact the Career Transition Center, 989-3997. 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.cajobs.ca.gov](http://www.cajobs.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/](http://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/](http://www.doi.gov/u.s.park.police/)

##### Edwards AFB

<http://afftc.edwards.af.mil/vac/index.html>

## 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 NAWCWD 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. 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

### 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

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

NAWCWD, 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.

implementing earned value on a project, and to acquaint students with the vocabulary and terminology.

**Cost:** \$75. Have a Job Order Number available when you register.

**Note:** Cancellations must be made 1 week prior to class to receive a refund.

For additional information or to enroll in this class, quick-mail or call Ruth Draper at 939-7086 (DSN 437-7086).

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

4 February; Thursday; Training Center, Room 100, Point Mugu. By: Arman Tchoubineh, Code 454110E.

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

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

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

### 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 v1.3 Basic Training course will introduce participants to the FSDB, which provides a streamlined, flexible, and powerful tool for querying and reporting financial information from the NIFMAS financial system. Participants will learn how to use the 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. 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, quick-mail your request to the "FSDB Help Desk," giving your full name, code, and phone number. Request an installation for yourself. Immediately after completing the training course, contact Carol Anderson at 939-9355 (DSN 437-9355), 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 v1.3 Advance 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 the prerequisites for the Advance FSDB course.

#### FSDB CLASS SCHEDULE

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

#### China Lake Point Mugu

(A) 17 December, Thursday	(A) 15 December, Tuesday
(B) 5 January, Tuesday	(B) 12 January, Tuesday
(A) 26 January, Tuesday	(B) 9 February, Tuesday
(B) 23 February, Tuesday	(A) 23 February, Tuesday
(A) 26 February, Tuesday	(B) 9 March, Tuesday
(B) 3 March, Tuesday	(A) 23 March, Tuesday
(A) 16 March, Tuesday	

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

## CIVILIAN PERSONNEL DIVISION NEWS

### MERIT PROMOTIONS

#### DOD WIDE

**No. 76-008-NR8, Financial Manager, DP-505-4 (GS-14/15 Equivalent), (\$64998 - \$99397 per year)—Area of Consideration:** All Department of Defense permanent civilian employees. **Duty Station:** China Lake or Point Mugu, Calif.; extensive presence at China Lake site required. **Opening Date:** 11-25-98. **Closing Date:** 12-24-98. **Selecting Official:** Dr. Ron Smiley, (760) 989-7114. **HRD Contact:** Nancy Robinson, (760) 939-8106. **Permanent Change of Duty Station Authorized:** Yes. **Duties:** Incumbent serves as the Naval Air Warfare Center Weapons Division (NAWCWWD) Comptroller and

Head of the Comptroller/Financial Management Department. NAWCWD is a field activity of the Naval Air Systems Command. Incumbent is accountable to the NAVAIR Comptroller in implementation of policies and procedures. NAWCWWDD is the Navy's premier research, development, test, and evaluation facility for weapons and weapons systems. It has two major geographic sites, China Lake and Point Mugu, with over 36,000 square miles of sea range and 1,700 square miles of land range. The Command employees over 6,000 civilian employees and over 1,500 military personnel. Annual revenues are just under \$1 billion. NAWC has an Aircraft Division on the East Coast. These two divisions form the Naval Air Warfare Center as a fiscal entity. The Comptroller Department employs approximately 185 personnel dis-

**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).

The program, *The New Course*, is a new professional program in the United States as well as the opportunity to gain experience in contract administration.

Throughout the United States, as well as the opportunity to gain experience in contract administration.

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## 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.

## INTRODUCTION TO PROCESS DEFINITION (8 hrs.)

**11 January; Monday, 800-1600; China Lake Training Center. By: Tom Mossberg**

This class assists students in documenting and defining processes. While this course provides an excellent starting point for organizations embarking on process definition efforts, it will benefit anyone who has a need to define and document processes. The course will provide students with hands-on experience designing, documenting, and evaluating processes, feedback mechanisms and measurements will also be introduced as a vehicle to process improvement.

**Cost:** \$100. Have a Job Order Number available when you register.

**Note:** Cancellations must be made 1 week prior to class to receive a refund.

For additional information or to enroll in this class, quick-mail or call Ruth Draper at 939-7086 (DSN 437-7086).

## SOFTWARE RISK MANAGEMENT OVERVIEW (4 hrs.)

**12 January; Wednesday, 0730-1130; China Lake Training Center. By: Tom Mossberg**

This class provides an overview of the practices associated with implementing a risk management system within a project. The course material is based on the Software Engineering Institute's (SEI) Continuous Risk Management Guidebook (1096). Specifically, the objectives of this class are to introduce students to the principles of Risk Management for defining risk management processes. This class will give students an understanding of the goals, objectives, and benefits of implementing a risk management program. While knowledge gained from this class will give working group members a basis to start developing, documenting, and improving their risk management processes, all project members will benefit from the principles presented in this class.

**Cost:** \$75. Have a Job Order Number available when you register.

**Note:** Cancellations must be made 1 week prior to class to receive a refund.

For additional information or to enroll in this class, quick-mail or call Ruth Draper at 939-7086 (DSN 437-7086).

## SOFTWARE PROJECT MANAGEMENT (8 hrs.)

**13-14 January; Wednesday-Thursday, 0800-1600; China Lake Training Center. By: Tom Mossberg**

This class covers the concepts and principles of the Software Project Planning (SPP) and Software Project Tracking & Oversight (SPT&O) Key Process Areas (KPA), as described for a Level 2 organization in SEI's Capability Maturity Model (CMM) for Software Version 1.1. The objectives of this class are to introduce students to the principles of software project planning, tracking, and oversight by defining SPP and SPT&O processes, vocabulary, and terminology. While knowledge gained from this class will give working group members a basis to start developing, documenting, and improving their SPM processes, all practitioners and managers of software projects will benefit from the principles presented in this class.

**Cost:** \$200. Have Job Order Number available when you register.

**Note:** Cancellations must be made 1 week prior to class to receive a refund.

For additional information or to enroll in this class, quick-mail or call Ruth Draper at 939-7086 (DSN 437-7086).

## EARNED VALUE OVERVIEW (4 hrs.)

**15 January; Thursday, 0730-1130; China Lake Training Center. By: Tom Mossberg**

This class will introduce participants to the principles of project planning and tracking using earned value. The knowledge gained from this class will provide students with an understanding of how an earned value system can be used to determine a project's productivity and general

## CSUC COMPUTER SCIENCE ADVISING

Professor Ralph Hilzer of California State University, Chico, will be at China Lake on **20 January** to advise current and prospective students in the Bachelor's degree program offered by the school in computer science. To schedule an appointment with Professor Hilzer, call Susan at (530) 898-6442.

## 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; Lab1700-1800
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
CSCI233:	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

## DAWIA ON-SITE COURSES FOR FY99

## EXECUTIVE TEST AND EVALUATION MANAGEMENT (TST 301)

**4-8 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.

## FINANCIAL TRAINING

## 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.

health. Given that the up front planning is adequate and realistic, tracking via earned value provides projects with a powerful method of determining when to take corrective action. For budget personnel providing control accounting,

this course aids in comparing budget progress to schedule progress. The objectives of this course are to provide a foundation for understanding earned value concepts, to provide an introduction to the basic tools used in

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

## 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 NAWCWPNNS China Lake. This council is comprised of the following: Carpenters Local #743, Painters Local #52, Pipefitters Local #460, and the International Brotherhood of Electrical Workers Local #45. The President is Bobby Martin, who can be reached at Bldg. 95, located behind the Training Center on Inyokern Road, 939-7116, e-mail [bmartin@iwwisp.com](mailto:bmartin@iwwisp.com)

and China Lake are combining resources and expertise from the NAWCWPNNS 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

## 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.

26-29 January  
9-12 March  
20-23 April

18-21 May  
20-23 July  
28 September-1 October

## EMERY-RIDDLE AERONAUTIC UNIVERSITY SURVEY

Emery-Riddle Aeronautic University (ERAU) is taking a survey to find out how many individuals are interested in obtaining a FCC license through ERAU. ERAU is the acknowledged world leader in aviation-related degree programs. AS and BS degrees in Professional Aeronautics and Management of Technical Operations and a Master of Aeronautical Science with a management focus are offered at the China Lake teaching site. All classes are open to civilians and military.

For further information, contact Carol Hansing at 927-3649 on Monday and Wednesday, 0800-1200 and 1300-1500; and Tuesday and Thursday, 0800-1200

## CAREER TRANSITION CLASSES AT CHINA LAKE

The Career Transition Center (CTC) is sponsoring the following classes in December and January. All China Lake employees, civilian and military, as well as their spouses, may attend. To reserve a space in any class, call CTC at 939-1373 at least 1 work day in advance and leave 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 the class.

## RETIREMENT PLANNING (WITH EMPHASIS ON LUMP SUM DISTRIBUTION)

**15 December; Tuesday, 1130; Family Service Center, Room G. By: Andrew Bewley, Financial Advisor and Retirement Planning Specialist**

Topics that are of vital interest to anyone approaching retirement and particularly those individuals who are taking the VISP/VERA. A retirement income evaluator program will also be available for those interested.

## UNDERSTANDING MEDICARE (1 hr.)

**12 January; Tuesday, 1030-1130; Family Service Center, Room G. By: John Powers (formerly of HRD and the Social Security Administration)**

Medicare benefits will be discussed. Applies to both FERS and CSRS employees.

## DEMISTIFYING MUTUAL FUNDS (1.5 hrs.)

**13 January; Wednesday, 1000-1130; Family Service Center, Room G. By: Dorothy Vokelek, Certified Financial Planner**

This class will cover what you need to know about mutual funds in order to be a fully informed investor in these popular instruments.

## BUYING AND SELLING A HOUSE (1.5 hrs.)

**14 January; Thursday, 1000-1130; Family Service Center, Room G. By: Carol Wilson, Real Estate Agent**

This class will cover what you need to know in order to sell your home or turn it into a rental property, and what you need to know about buying a home, including financing options.

## HOW TO WORK A JOB FAIR (1.5 hrs.)

**21 January; Thursday, 1000-1130; Family Service Center, Room G. By: Pat Baczkiewicz and Joan Telles, Transition Specialists**

This workshop will include tips on how to attend a job fair and get the maximum results.

- 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: Jim Diderich, 989-3994

- 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/>"



JOB FAIR

The Career Transition Center is sponsoring a Mega Job Fair on Friday, **12 February**, at the NAWS Conference Center from 0900-1400. The entire China Lake community and their family members are invited. Come dressed and ready to interview and also bring sufficient resumes and business cards to pass out to interested vendors. For further information contact Pat Baczkiewicz at 939-1373 or Joan Telles at 939-0966.

RETIREMENTS AND FAREWELLS

DR. ROBERT L. PENDLETON

Dr. Robert L. Pendleton will be retiring after 17 years of service. A luncheon will be held in his honor at John's Pizza on Monday, **14 December** at 1130. For reservations, donations, or presentations, contact Stella Ruiz at 939-3924.

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.

DIANE K. WADELIN

Diane K. Wadelin is retiring after 22 years of federal service at China Lake. A luncheon will be held in her honor at Texas Cattle Company on **16 December** at 1100. Order from the menu. For reservations, gift donations, and presentations, contact Susie Johnson at 939-6461 or Deby Geiger at 939-6464.

MARY SCHMIERER

Mary Schmierer, Code 471300D, is retiring after 36 years of civil service. A farewell luncheon will be held in her honor at Farris' at the Heritage on **18 December** at 1130. A buffet will be served for \$9.50 per person including tax and gratuity. The buffet will include both roast turkey and ham. For tickets, gift donations, and presentations, contact Leona

McLaughlin at 939-1284 (Mich Lab), April Morphis at 939-1368 (Mich Lab), or Ginny Collins at 939-0148 (Thompson Lab). Tickets must be purchased by **10 December**; no tickets will be sold at the door. Seating is limited.

DIANNE MURRAY

Dianne Murray, Code 240000D, is retiring after 241/2 years of federal service at China Lake. A luncheon will be held in her honor at John's Pizza on **22 December** at 1130. Lunch will be the sports special (all you can eat soda, bread sticks, salad, and pizza) for \$5.95. For gift donations and presentations, contact Connie Cornett at 939-3853 or Judy Zessin at 939-3248.

RED THYNE

Red Thyne is retiring after 20 years of federal service. A luncheon will be held in his honor at John's Pizza on **23 December** at 1130. For reservations, gift donations, or presentations, contact Stephanie Berry at 927-7747.

DOROTHY WIEDERHOLD

Dorothy Wiederhold is retiring after 29 years of civil service, 13 of which were at China Lake. A retirement luncheon will be held in her honor at John's Pizza on **7 January** at 1130. For reservations, gift donations, and presentations, contact Tammy Berry at 939-2451.

JIM KOCH

Jim Koch, Head of TID, is hopping off his Harley long enough to retire after 29 years of federal service. A farewell dinner will be held in his honor at Farris' at the Heritage on **7 January**. No-host cocktails will begin at 1800 followed by a dinner buffet at 1830. The buffet including roast sirloin of beef and chicken will be served for \$13.50 per person including tax and gratuity. For tickets, gift donations, and presentations, contact Rose Lathrop at 939-3428 by **5 January**.

LINDA LOU CROSBY

Linda Lou Crosby is Headin' Out. A celebration will be held in her honor at the Round Up Saloon, 82093 Trona Rd., in Trona on **7 January** at 1800. Western barbecue buffet, live music, coffee, tea, lemonade, and no-host beer and wine bar. Tickets are \$12 per person. To purchase tickets, call Joy or Janie at 939-3511 or the Round Up Saloon at 372-4427.

CARL W. HALL

Carl W. Hall is retiring after 33 years of civil service at China Lake. A farewell luncheon will be held in his honor at Texas Cattle Company on **20 January** at 1130. Order from the menu. For reservations and presentations, contact Ruth Draper at 939-7086.

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.

POINT MUGU'S CHAPTER OF THE ASSOCIATION OF OLD CROWS CHRISTMAS PARTY

Point Mugu's Chapter of the Association of Old Crows will be having a Christmas Party on **10 December** at the Ondulando Club in Ventura. The cost is \$10 per person. The party will begin at 1800 and end at midnight. For tickets and additional information, call Lisa Rivera at (805) 989-8875.

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.

CAREER/RETIREMENT PLANNING CLASSES AT POINT MUGU

The Career Transition Center (CTC) is sponsoring the following classes. All classes will be held at the Training Center, Building 366. All Point Mugu Employees, civilian and military, as well as their spouses may attend. Reserve a space in any class by calling Ron Rogers at 989-3997. These classes are first-come, first-served.

FINANCIAL SERVICES FOR RETIREMENT PLANNING (1 hr.)

**14 December; Monday, 1030-1130 or 12:30-1:30. By: Point Mugu Federal Credit Union and American Express Representatives**  
This course will address financial planning services for retirement planning.

PRE-RETIREMENT FINANCIAL PREPARATION (1 hr.)

**15 December; Tuesday, 1030-11:0 and 1130-1230. By: Todd Begulin, Financial Advisor**  
This class will address financial planning for retirement.

ESTATE PLANNING (1 hr.)

**15 December; Tuesday, 1300-1400. By: David Esquibias, Estate Planning Attorney**  
Estate planning issues pertinent to retirement.

SAVINGS AND INVESTMENTS FOR RETIREMENT (1 hr.)

**15 December; Tuesday, 0900-1000. By: Kenlyn Christenot, Accredited Financial Counselor, FSC**  
Savings and investment strategies for retirement.

SOCIAL SECURITY AND RETIREMENT PLANNING (1 hr.)

**15 December; Tuesday, 1430-1530. By: Charla Green, Financial Planner**  
This is a brief seminar on what every employee should know about social security.

STATE OF CALIFORNIA TEACHER CREDENTIALING PROCESS (1 hr.)

**17 December; Thursday, 1400-1500 or 1500-1600. By: Howard L. Giblin, Project Coordinator for the State of California on Teacher Credentialing**  
How to obtain credentials to teach in the State of California public school system.

JOB SEARCH AND INTERVIEWING SKILLS FOR A SECOND CAREER (1 hr.)

**17 December; Thursday, 0800-1200. By: Steve Sanders**  
This is a lecture on job search and interviewing techniques. Effective cover letters and resume instruction will be discussed.



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 Peggy Ames, Code 73D000D, (760) 939-8701 (DSN 437-8701).

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 at the Human Resources Building, Room 220 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, or additional information, call Estela Padilla at (805) 989-3222 or Pat Oliver at (760) 939-2537.

CHINA LAKE

Tom Turnbaugh, Code 333000D

Tom lost time due to congestive heart failure.

Jo Martin, Code 761400D

Jo is receiving therapy for cancer.

Deborah L. Brown, Code 471D00D

Deborah is undergoing chemo therapy and radiation treatment.

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.

Jeanie Salyer, Code 734000D

Jeanie is receiving kidney dialysis while awaiting a transplant.

Joan Bouthillier, Code 529410D

Joan is caring for a family member who is ill.

Nicholas Rowan, 8G0000D

Nick has complications from back surgery.

Shirley Eastman, Code 522200D

Shirley is recovering from shoulder surgery.

Susan Pierce, Code 461000D

Susan is recovering from knee surgery.

Ana Agon, Code 230000D

Ana is under a doctor's care.

Brandy Camacho, Code 868000D

Brandy is on maternity leave.

Shirley Carroll, 455300D

Shirley is under doctor's care.

Marvin Kennedy, Code 526220D

Marvin is awaiting lower back surgery.

Arvela Orrell, Code 83C000D

Arvela has a herniated nucleus pulposus and degenerative disc disease.

Ann Doty, Code 882000D

Ann is under a doctor's care.

Martha Harrington, Code 4BT100D

Martha is recovering from chemotherapy.

Leon Blesiadecj, Code 525220D

Leon is recovering from spinal fusion surgery.

POINT MUGU

Patricia Kaopua, Code 454400E

Patricia is caring for a family member who is under a doctor's care.

Terry Wolf, Code 531D000E

Terry is recovering from surgery.

Tim Carpenter, Code 314410E

Tim is recovering from major surgery.

Harold Kent, Code 522720E

Harold is under a doctor's care.

Jerry Farmer, Code 522730E

Jerry is recuperating from surgery.

Dale Park, Code 761200E

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.

Debby Casillas, Code 562E00E

Debbie is under a doctor's care.

Brian Smith, Code 763100E

Brian is recovering from reconstructive foot surgery

Benjamin Asuncion, Code 531200E

Benjamin is under a doctor's care.

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.