NAWC Aircraft Division NAVAL AIR WARFARE CENTER

Reflector

A time to shape the future

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA Volume 37 Number 1 January 1992

RADM George H. Strohsahl speaks to our command

Photo by James Moore

RADM George H. Strohsahl speaks in the auditorium about our future in NAWC.

By Lawrence L. Lyford

RADM George H. Strohsahl, the head of the newly created Naval Air Warfare Center, in Washington, D.C., wanted to visit the Center as soon after January 2, as he could. "I wanted you to know you have a friend at the flag level in Washington, someone whose only job is to manage the NAWC." He went on to explain that previously, once we got to the flag level in our chain of command, we always reached someone who had other responsibilities.

"My only job is the care, feeding and oversight management of the NAWC," he stressed.

Strohsahl reported his appreciation of what the Command has done and is doing for the Navy. He said it was as a result of this. "We took special pains to ensure the functions you performed will be maintained as a vital element in a new configuration and new location." He believes we must be maintained as a vital element of the infrastructure supporting the Navy.

The head of NAWC predicted a smaller Navy, smaller than he would have believed last year. He acknowledged some say Department of Defense will keep only half its present resources. He revealed he had RIF letters for three- and four-stripers in his briefcase (None for here).

In this environment, he said the Navy did a very smart thing in creating the warfare centers. We got out in front of the reality of this year's budget and honestly projected what we saw coming even a year ago.

"We tried to figure out a way to reorganize, close a few places, retain capability or find somebody else to do the necessary work or stop doing functions altogether, as in the case of nuclear weapons," Strohsahl said. "This reshaping provides a more efficient infrastructure to support the technical part of the Navy. We have done that."

His job in Washington, he said, is to say if policy makers are going to deal with a smaller infrastructure in Naval aviation the starting point is the NAWC, not what we used to be.

To him, the creation of the NAWC put us out in front of the meat ax that's coming. He believes now, nobody is going to say let's just close the Warminster functions and buy the research and development from the Air Force, industries or universities.

He readily admitted he wants to retain *for the Navy* what we have brought to him as a Center of Excellence. "My mission is to preserve the range and depth of your expertise not necessarily any one person's particular job but to preserve the essence of what you do for Naval aviation."

He said since Congress rescinded the 4 percent drawdown as it applies to industrial funded activities, such as our Command, he wants only our workload to determine how big (before and after the move) our work force is going to be.

"Since we need the functions you perform to maintain viable Navy aviation, it's important we devise a way to pay salaries to keep people working to have them available for future things we need." To do this he proposed leveraging. "We'll find other customers. We'll seek out industry. We'll seek out the Air Force, the Army. We'll seek out our foreign military customers in our line of work after mission purification."

"We encourage *you* to seek this non-traditional customer business, he emphasized. "We are working to prevent any wild chops in our R&D infrastructure that would destroy capability."

For Strohsahl, the Pax River Military Construction is a key to the future of a Navy R&D function. "We must be funded to refurbish and build the facilities at Pax River."

According to Strohsahl, the issue was not to stay here or not but whether our function would continue to be performed in the Navy. "We needed a nucleus at one place. We chose PAX because of the environmental conditions. It has the Chesapeake Bay and unencumbered air space. It will have complete engineering systems, systems engineering, test activity, front-end science and technology."

"Our basic line (in Washington, D.C.) is we have already given, thank you. Now,

Continued on page 4

Photo by James Moore

Audience pays close attention to RADM George H. Strohsahl.

Command completes rough 34-day tests of new systems

By Lt. Craig Burpee

Conducting aircraft operations in the harsh environment of the North Pacific during November and December can be described as arduous, at best. Throw in the problems associated with a proposed 250-hour flight schedule to be accomplished by a single P-3C over a five-week period and staged from NAS Whidbey Island, a base incapable of providing the necessary maintenance support for many of the aircraft's systems, and the probability of success is greatly diminished.

Success, however, is precisely what was achieved when the Command recently completed a 34-day detachment to NAS Whidbey Island, WA in support of Air Defense Initiative (ADI), a SPAWAR-SYSCOM sponsored component of the Strategic Defense Initiative program.

The object of the detachment was to collect data and test new ASW systems under development for future ADI ASW applications. Commander Pete Kallin, detachment OIC for the second phase of the exercise, described the operation as "the most complex in our recent history in regard to the number of ships and aircraft involved. Every major ASW system for the next 10 to 20 years had a piece being tested there."

The ADI detachment posed several unique problems for the personnel involved. While NAS Whidbey Island has two Reserve P-3 squadrons assigned, they operate the P-3 "Bravo" and could only provide maintenance support for basic airframe systems of the Command's more

Continued on page 4

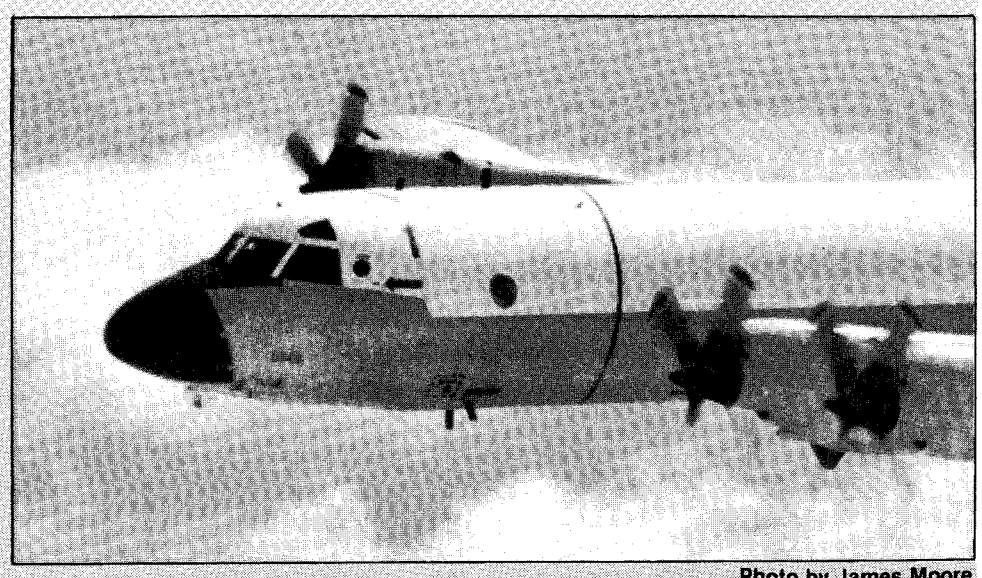
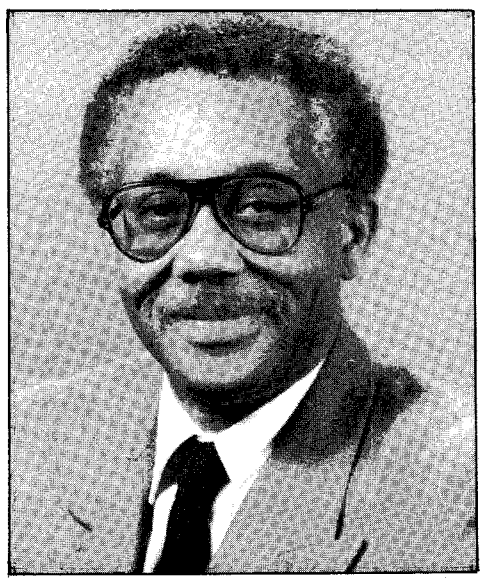


Photo by James Moore

Aircraft returns from Strategic Defense Initiative support.

Command Corner

Captain William L. McCracken
Commanding Officer



Guy C. Dilworth, Jr.
Technical Director

Bird's eye view

As I see it . . .

By Captain William L. McCracken

Antisubmarine Warfare (ASW) is one of the Command's main areas of expertise. This evolved from our early work in modifying Navy aircraft, adapting them with ASW sensors and returning them to the Fleet.

The first patrol aircraft designed specifically for ASW, a P-3A, was conceived here from the ground up. This led to the P-3C, a new concept of having a computer on board the aircraft to help offload the operator. This program became so successful, the decision was made to expand the size of the processor, add new capabilities to the airplane, and make NADC the prime contractor for ASW. The Center developed the capability to do large real-time software programs, such as the P-3C Update I, the largest real-time software program in the free world.

The ASW community needed to expand its role. The Command developed a carrier-based computerized ASW aircraft called the S-3A. We went on to define and write all the programs for the Carrier Tactical Support Center. The Command currently serves as the software support activity for the S-3B.

The Command also developed the SH-2 LAMPS MK I helicopter to help in the battle of finding submarines. The command is the software support activity for LAMPS development.

To do this work, we have several ASW support facilities: P-3 and S-3 Labs; Key West Facility; Rosso Lab; SAR aircraft; Test Bed P-3 aircraft; LAMPS-AVIONICS Integration Lab; and the Sonar Development Facility (Quarry).

Sonobuoys are a major part of ASW. It is significant that every sonobuoy in the Navy doing ASW was created and developed here. We have several ASW sensors program projects: Advanced Active Sonobuoy; Air Deployed Acoustic Receiver; Airborne Active Adjunct; Advanced Shallow Water Sonobuoy; Acoustic Intercept System; Expendable Reliable Acoustic Path Sonobuoy; and the Tactical Surveillance Sonobuoy.

As you can see, our work covers many different areas. From land and carrier-based aircraft to sonobuoys, our contribution to ASW has been a very significant one.

Security reminder

Don't disclose classified material

Classified material will not be disclosed through any manner of publication or presentation open to the general public.

All proposed releases of technical information, whether generated within the Center or received for Center approval, will be forwarded to Code 044 for security review and to the Public Affairs Office (Code 041) for public release authorization.

Proposed releases of a non-technical nature also are subject to a similar review coordinated by Code 041.

Unclassified information must be reviewed to ensure that sensitive unclassified information relating to militarily critical technology is not released inadvertently.

A minimum of 30 days is required for review by Code 044 and 041. (OP—NAVINST 5510.1H and NAVAIRDEVCENINST 5510.13D)

Technical highlights

Technical Evaluation (TECHEVAL) for the CV-ASWM Model 4.2 System was completed incorporating fixes to more than 124 Program trouble reports.

LAMPS FI 20.0 software has started OPEVAL. FI 20.0 enhancements include the Global Positioning System, MK-50 torpedo, Penguin missile, 99-channel sonobuoy system, and the flight incident recorder.

Code 2011 completed analysis of power consumption of night vision lighting comparable A-6E cockpit lighting component. Based on this analysis and the capacity of the existing A-6 electrical circuit, the design of the proposed lighting components will be revised.

Code 2011 completed evaluation for the Unmanned Air Vehicle (NAV) Joint project office of proposals for an at sea demonstration of a tilt-rotor UAV.

A draft of the proposed United States/United Kingdom Polaris-TRIDENT II Technical Arrangement Document for the Ocean Survey Program Survey System (OSPSS) was released by the Strategic Systems Programs office, The Center has been selected as the technical agent by the office to design, develop, integrate and install the survey system aboard a UK vessel. In addition, the Center will provide life cycle support for the systems hardware, software and documentation.

Contracts are in place to develop three of the major components of the Broadband T/R module for use on the Wideband Airborne Early Warning (AEW) Test Bed Program. The receiver section of the module will be developed in-house by the Technology Development Branch (Code 4041) of the Communication and Navigation Technology Department. The integration of the major components and testing of the complete T/R modules will be performed by the Surveillance Radar Branch (Code 5022) of the Microwave Technology Division, MIssion Avionics Technology Department.

Dr. John De Luccia and James Bethke, Aerospace Materials Division coordinated and assisted in the teaching of the FAA's "Corrosion Prevention and Control for Aircraft" training course held in Seattle, WA.

Dr. Charles Hegedus, Anthony Eng, Donald Hirst and **William Green**, Materials Protection Branch (6062), received patent disclosure awards for "High Gloss Self-Priming Top-coat."

Ed Deska of the Aero Structures Division traveled to the West Coast and assisted Major Len Bourneuf of the Unmanned Air Vehicle Joint Program Office (UAV-JPO) in assessing UAV's for procurement by the Army U.S. Southern Command for drug interdiction.

Douglas Bagwell, Materials Application Branch, completed test and analysis of the F-18 pump case drain flow versus pressure.

Neal Rebuck, Materials Application Branch, attended a meeting of the Mishap Investigation Team for the UH-1 helicopter at Pensacola NADEP. He presented NADC data from tests conducted on the grease lubricant used in the high speed coupling connecting the engine with the main transmission. As a result of the meeting, the Mishap Board has recommended additional testing of the grease and that a Military Specification should be developed to cover the lubricant.

Kenneth Green, Marvin Walters and **Seth Moyer** from the Aero Analysis Division (605), briefed at the Pentagon on the approach being proposed for repair of the DTRC Transonic Wind Tunnel under NAWC/AD sponsorship.

The F-18 Structural Appraisal of Fatigue Effects (SAFE) report, containing fatigue life expended (FLE) data at six critical locations for more than six-hundred aircraft, including Blue Angels, was issued by the Aero Structures Division. FLE data reflected all flight operations through July 1991.

The F-14 Wing lug coating process developed in the Organic Coatings Laboratory of the Materials Protection Branch has been approved for use during rework of F-14's at NADEP, Norfolk. This achievement makes it possible to continue the normal F-14 maintenance schedule that would have otherwise been halted for lack of this vital coating.

By memorandum

Employees get shoes

The Naval Air Warfare Center, Aircraft Division, Warminster and the American Federation of Government Employees, Local 1928 have negotiated a memorandum of agreement.

Briefly, employees required to wear safety shoes by NAVAIRDEVCENINST 5100.32B and OPNAVINST 5100.23B will be reimbursed up to $65. Appropriate receipt certifying shoe cost will be required.

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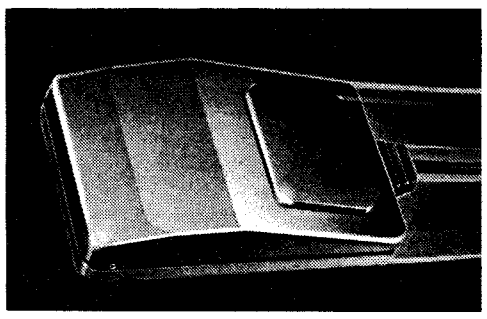
Letters to the Editor:

Help me keep up



Now that we have a new name, how can I best make changes in existing documents, letters, etc., which I have stored on floppy disk or hard drive. I'll need to update some and I need to use others as master forms. I'm sure I'm not alone. How can I set up function keys to type the various forms of our new name?

Name withheld

Help with new names

Here are two ways to **replace** our old name with our new name in existing Microsoft Word documents.

Method 1 — Use Replace command.

- Load Microsoft Word and the document to be modified.
- Type "Control+PgUP" to move cursor to the top of the screen.
- Press the "ESC" key to activate the menu bar.
- Select "R" for the Replace function.
- At the "REPLACE text" prompt, type "Naval Air Development Center."
- At the "with text" prompt, type our new name.
- Press the "Return" key.

Method 2 — Create a macro.

Load Microsoft Word.

- Press the "Shift+F3" keys simultaneously to begin recording the macro.
- Type "Control+PgUP" to move cursor to the top of the screen.
- Press the "ESC" key to activate the menu bar.
- Select "R" for the Replace function.
- At the "REPLACE text" prompt, type "Naval Air Development Center."
- At the "with text" prompt, type our new name.
- Press the "Return" key. 'Search text not found' will appear.
- Press the "Shift+F3" keys simultaneously to stop recording the macro.
- The prompt "COPY to" will appear.
- Type "NAWC AD Warminster ^<CTRL X> " and return. Be careful to enter exactly as shown typing everything within the quotes.
- Press the "ESC" key to activate the main bar.
- Press "T" for the Transfer function, "G" for Glossary, and then "S" for save.
- Press the "Return" key to save the new Glossary to the Glossary name specified by Word (most l;ikely it will be titled NORMAL.GLY).

Your macro is now created and saved.

In order to run the macro you have just created, follow these steps:

- Load the Microsoft Word document you wish to edit.
- Press the "Control⁸Shift⁸X" keys simultaneously.
- Save the document.

Here is one way to enter our new name in a new document.

- Type our new name into a document, then highlight the entry. Also include any character or paragraph formatting (F6 key to turn extension on then F8 key to highlight the words).
- Press the Esc key and choose COPY.
- In the TO field type the glossary name (for example, NAWC).
- Press the Enter key.
- To enter the text "our new name" into a document move the cursor to where you want to enter the text.
- Type NAWC and press the F3 key.
- Save the document.
- When quitting Word type Y when prompted to save the new glossary entry.

This is a one-time only procedure. You can now type NAWC and press the F3 key to insert the new name in any document you create.

For further assistance call User Services at X3219.

In a galaxy far far away a long time ago, . . .

Emperor: We've reduced their benefits!
We've raised their taxes!
We've kept their salaries low!
We've threatened to exile them to "The Land of the Swamp!"
What else can we do to harass and make our subjects miserable?
Darth Vader: Set up a RADAR speed trap and ticket our best people as they leave the gate after work.
Emperor: An excellent idea!! Let's do it!
And it was so. . . .

Name withheld

Not too long ago, in a galaxy of our own . . .

. . . things began to change. . . . Employees started to complain about speeders, especially near the fuel area and near the satellite dishes. Drivers only slowed for stop signs and many only reluctantly yielded to pedestrians.

The Security folks were given a radar gun and funded for training and told to use both. They calibrated their equipment and waited.

In this galaxy, *empire* security even warned people in the *LOG* long before they began to use their radar blasters. By initial report they fired on a *rebel snub fighter* doing 35 mph in a 15 mph zone. Next night, they got 12 more doing about same. Appreciated or not, the *empire's* security officers are doing their jobs. "Chewey, this isn't the Kessel run. Divert power from the main engine to the deflector shields. We'll slow down and they'll never pick us up."

Drivers ticketed in this part of the galaxy appear before one of two Naval officers appointed as Traffic Court Officers. Those appealing the results of this hearing do so before the Executive Officer, an accomplished pilot but no Darth Vader.

Drivers failing to appear for a rescheduled hearing may have their docking (driving and parking) privileges suspended for five days and have the Department of Defense decal removed from their vehicles.

First moving violations may range from a reprimand to a two-day suspension. Second offense may lead to a five-day suspension and a third offense may lead to a 10-day suspension or a minimum of five days suspension. Fines are in multiple of a day's pay.

Many employees walk very casually when they are outside Command buildings and need to be safe. A permanent knee injury from a bumper hitting a side of a knee is serious. Most employees are part-time pedestrians as well as drivers.

The *Empire* reports a fuel truck almost was hit. This couldn't have produced as big an explosion as an exploding Battle Star, but then we are much closer if anything goes wrong.

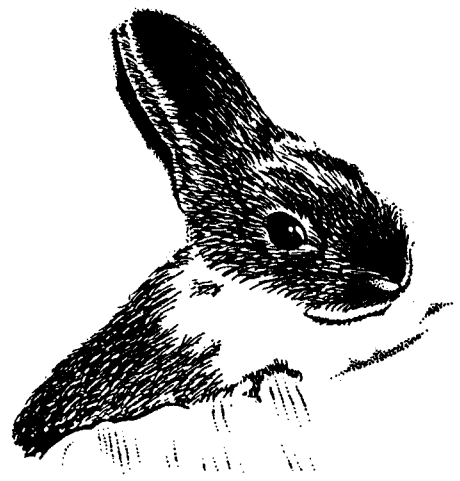
A long time ago, in a galaxy far far away . . .

Where have all the rabbits gone?

Dear Editor:

For many months now I've been seeing a few rabbits around the bushes by the solarium. It was pleasurable seeing wild animals coexisting with us. Then a few weeks ago an exterminator threw poisonous pellets into the bushes and the rabbits' lair. I have not seen any rabbits since. Now, every time I walk by the solarium I become angry. What damage were the animals causing?

Name withheld.



Dear Inquirer:

Our Pest Management Program works on an *on call* basis. The pest controller was responding to service calls concerning rat sightings in the solarium area (which is immediately adjacent to the cafeteria. Rodenticide pellets were placed in proper bait stations and in the rats' burrow. Continual surveys are conducted to ensure our pest management devices are properly placed to reduce the possibility of non-target pests being affected.

The area near the solarium had recently been clared up and re-landscaped. Vegetation desirable to rabbits may have been removed; this may account for the lack of rabbit sightings in the solarium area.

Rabbit habits change with the change of seasons. It is possible that the rabbits' daily routines have changed recently.

Tom Ames

Dear Inquirer:

I and probably several people looked forward to watching rabbits scamper away as we strangers passed by on the way to and from work.

In the early mornings, I also saw rats and guessed the rabbits' days were naturally numbered in such a confined area.

Editor

Command employees are encouraged to submit Letters to the Editor or submit stories about the Command or interesting people here. Letters to the Editor must be signed but names will be withheld if requested.

Severe Weather Closing

In the event of inclement weather, closing announcements will be aired by the following radio stations: KYW (1060 AM) and WBUX (1570 AM). Also a recorded message will be available to advise employees whether or not the Command will be closed due to severe weather conditions. Recorded information will be available by dialing 441-**SNOW** which is 441-**7669**. Employees are advised **Not** to call the Center operator or Officer of the Day for information.

Tough tests successful

Continued from page 1

advanced P-3 "Charlie." All other support had to be arranged through NAS Moffett Field.

Scheduled and unscheduled aircraft maintenance had to support an extremely optimistic flight schedule which, at times, had the Command's aircraft airborne for 20 hours a day.

The exercise was a highly orchestrated event involving six civilian research ships, two Navy vessels, and countless aircraft all operating concurrently in the same area. It proved to be a test in crew coordination.

Phase One of the ADI detachment consisted of the gathering of environmental data to be used for Phase Two. The aircrew and maintenance personnel went to NAS Whidbey Island on November 13 and were led by detachment OIC Major Barry Hansen, as well as aircraft commander Lieutenant Dan Hable, tactical coordinator Lieutenant Gordon Smith, and maintenance detachment chief ATC David Ader.

The aircrew successfully completed six data gathering sorties logging over sixty flight hours. Major Hansen cited the outstanding support provided by VP-69 of NAS Whidbey Island and the Command's own maintenance department as being "instrumental in maintaining the P-3 in an up status throughout the first phase of operations."

Phase Two of the detachment began on November 29 with the arrival of two new aircrews and a fresh maintenance team. Leading the detachment as OIC and acting as tactical coordinator on one of the aircrews was Commander Kallin. Lieutenants Dave Shows and Rob Wileman served as the aircraft commanders while Lieutenant Chip Caverly acted as the remaining tactical coordinator. The maintenance team was led by ATC Mike O'Rourke and AMCS Edward Smith.

The bulk of missions were accomplished during Phase Two with both crews flying a total of 16 sorties and logging over 130 flight hours. Missions were routinely scheduled for both day and night and often saw the aircraft on the deck for only a few hours before getting airborne again, leaving barely enough time for required maintenance. Coordination with other exercise participants was arranged through a Mobile Operations Command Center (MOCC) established and manned by personnel from COMPATWINGSPAC.

Commander Kallin proudly points to the fact that the Command met every one of its operational commitments and is quick to praise the efforts of the maintenance personnel. "Senior Chief Smith, Chief O'Rourke and the entire maintenance detachment worked extremely had to ensure our aircraft was mission capable for every flight, despite a demanding around-the-clock flight schedule," he said. Kallin added, "The smoothness of operations we enjoyed never would have occurred had it not been for the outstanding individual efforts and pre-exercise coordination of ADI project engineer Mike Higgins (Code 503) and operations research analyst Al McCarty (Code 301)."

Undertaking a demanding and ambitious detachment was a monumental task for all involved but proved that prior planning and coordination will result in overwhelming success.

In a post-exercise message SPAWARSYSCOM extended congratulations to the Center citing its "dedication and professionalism (which) have produced results that have exceeded our most optimistic expectations." It is through such commitment and hard work in the field of experimental ASW systems that the Center will continue to produce the quality of results as it did in the Whidbey Island ADI detachment.

DEPARTMENT OF THE NAVY
NAVAL AIR WARFARE CENTER
AIRCRAFT DIVISION
PATUXENT RIVER, MARYLAND 20670-5304

2 January 1992

From: Deputy Commander, Naval Air Warfare Center Aircraft Division
To: All Hands

Subj: ESTABLISHMENT OF THE NAVAL AIR WARFARE CENTER AIRCRAFT DIVISION

1. On 12 April 1991, the Secretary of the Navy approved a plan to consolidate Navy research, development, test, and evaluation, engineering, and fleet support activities. This consolidation is to streamline the Navy's infrastructure and preserve the Navy's core capabilities during the coming years of congressional budget and acquisition reductions. Under the consolidation plan, the Navy formed four warfare centers and one laboratory. One of these warfare centers is the Naval Air Warfare Center (NAVAIRWARCEN), with its headquarters located in Washington, D.C.. Effective 1 January 1992, NAVAIRWARCEN officially "stood-up" and Rear Admiral George H. Strohsahl became its first commander. He reports to the Commander, Naval Air Systems Command.

2. NAVAIRWARCEN will be a full spectrum center responsible for all aspects of the acquisition and support of Naval aircraft and weapons systems. It will consist of two divisions, the Aircraft Division with headquarters at Patuxent River, Maryland, and the Weapons Division with headquarters, at Point Mugu, California. The Aircraft Division is formed from the Naval Air Test Center, Patuxent River, Maryland; the Naval Air Development Center, Warminster, Pennsylvania; the Naval Avionics Center, Indianapolis, Indiana; the Naval Air Engineering Center, Lakehurst, New Jersey; and the Naval Air Propulsion Center, Trenton, New Jersey. The Weapons Division is formed from the Pacific Missile Test Center, Point Mugu, California; the Naval Weapons Center, China Lake, California; the Naval Ordnance Missile Test Station, White Sands, New Mexico; and the Naval Weapons Evaluation Facility, Albuquerque, New Mexico.

3. With the official "stand-up" in January 1992, you are now working for NAVAIRWARCEN Aircraft Division. Initially, you may not notice any significant differences in your normal work activities other than being a part of a much larger team with a broader scope of responsibility. However, as our current organizational and integration plans are implemented you will see emerge a more streamlined, more efficient organization fully responsive to our customers. Your local management will continue to keep you informed on the development of our new organization.

4. During this time of tight defense budgets, all our efforts must remain focused on ensuring the quality and efficiency of our technical programs. I know that by working together, we will be able to offer greater capabilities and contributions to the Department of the Navy. I look forward to working with you as we build this new Navy organization.

DENNIS DISTLER

Joseph E. Laska, Jr., Microwave Technology Division supervisor, Code 5022, discusses fellowship program with Joseph G. Teti, Jr., who received his Ph.D. in December.

Teti becomes fellowship program's first Ph.D.

By Ed Cavello

Joseph G. Teti, Jr., of the Microwave Technology Division, Code 5022, received a Ph.D. in Electrical Engineering this December from the University of Pennsylvania's Moore School of Electrical Engineering.

Teti is our command's first employee to complete his doctorate under the Ph.D. Fellowship Program. He pursued a program of study to increase his knowledge of radar principles, theory of electromagnetics and communications as they apply to surveillance, tactical and synthetic aperture radar (SAR) applications.

Armed with this new knowledge and expertise, Teti will develop technologies essential for microwave remote sensing using SAR and the implementation of next generation Airborne Early Warning radar systems such as wideband, low frequency array antenna systems and radar signal processing for improved target detection performance.

When asked about his thoughts on the program, or any advice he had for future candidates, Dr. Teti offered the following: "The Ph.D. Fellowship Program affords an excellent opportunity to pursue advanced study, provided candidates understand the seriousness of commitment involved," he said. "For example, the research alone required an inordinate amount of time. I spent numerous hours utilizing the resources and staff of our Technical Library, to whom I express my deepest appreciation for supporting a large portion of my research."

The Ph.D. Fellowship Program is an opportunity for competitively selected employees to obtain doctoral level academic knowledge in specialized critical areas of expertise.

Selectees may be sponsored for two academic years of full-time Ph.D. level training and receive full salary and related academic expenses.

For additional information on this training program, contact Ed Calvello, Employee Development Division, x1020.

RADM Strohsahl speaks

Continued from page 1

we will be a self-regulated industrial facility." Presently, he is pursuing authority to seek outside work.

Increased workload is bound to come our way he emphasized, "NavAir will do program management, headquarter's level budgeting, personnel management and logistics policy development."

Strohsahl said that in times of change and unrest, our nation is at risk from having to do something like Desert Shield and Storm. "We are going to appreciate the bipolar stability (U.S. vs. USSR) of the past. Then, we knew what we were dealing with and could make marginal adjustments.

Though Strohsahl envisions an integrated business system centralized at Pax River, he said personal contact with class desks, etc., will not change. "There will not be one iota of science, engineering or logistics done out of the line organizations (such as us). You can't get something done unless an engineer and manager and pilot all get together."

John Scott asks probing question.

Helicopter returns to Command to extend service

By Joe Cameron

On December 2, a TH-57C SEA RANGER Helicopter piloted by Helicopter Training Squadron Eighteen (HT-18) Instructor Pilot LT Bruce Jones arrived. For the next three days, scientists and engineers from Codes 10 and 60 inspected the aircraft to determine requirements to extend the aircraft service life past its current 10,000 hours limit.

The Navy uses 140 TH-57B/C single engine, land-based utility helicopter series aircraft to train 600 helicopter pilots annually. The TH-57B helicopter provides familiarization and basic Visual Flight Rules (VFR) tactical maneuvering training. The TH-57C is Instrument Flight Rules (IFR) certified and used for basic and advance instrument training as well as basic VFR tactical maneuvering training.

In order to operate the TH-57B/C series aircraft beyond the present 10,000 hour service life limit, a Service Life Assessment Program (SLAP) is required. SLAP analytically evalutes the remaining life of fatigue sensitive components and subsystems and is the prerequisite to a Service Life Extension Program (SLEP).

On November 18, 1991, CDR Paul Novak, Code 102, David Woll, Code 1021, and Hank Lystad, Code 60C3, started a joint effort to prepare a SLAP proposal for the TH-57 Program Manager. The TH-57C aircraft was provided by the Chief of Naval Air Training from December 2-6.

Existing aircraft begin to reach the end of their service life in 1996. The SLAP proposal will include tasks required to assess structural, engine and aircraft subsystems to extend service life to 2010 and provide cost and schedule information.

During 1992, we expect to receive one non-flyable laboratory TH-57 and two flyable TH-57C's to support this and other Center projects. Potential areas for flight operations include TH-57 SLAP, Unmanned Air Vehicle Sensor Packages, a Long Focal Length Surveillance System, and Global Positioning Systems.

Photo by Jason Craig

Technical personnel from Code 90 move a TH-57C, Sea Ranger, into hangar for initial inspection by Code 60.

Sign of the times

New Interim NAWC AD Warminster sign made history

Photo by Jason Craig

By Lawrence L. Lyford

Those employees leaving here the first Monday in January who headed toward Street Road saw a new sign replacing the familiar main NADC one.

It appeared without warning or fanfare and looked very good. It bore our new logo on the left side and had large white letters announcing our new identity, Naval Air Warfare Center Aircraft Division Warminster. The deep blue background had traces of waves. At night, the background appeared black so the white lettering blazoned to passersby.

Few realized this was simply a temporary sign, the product of cooperation between the graphics branch, Code 8133, and the sheet metal shop, Code 8113. Fewer knew it was ready in three days.

Eugene Locuniak was the prime mover in Code 8133 according to Bill Roadfuss, graphic supervisor. Lisa Cipolloni, Cathy Burian and Carmaretta Anderson produced many of the actual design elements.

Lacuniak transferred the logo from writing paper size to a dimension appropriate for the 20-foot sign. "Though the sign looked very good, it would not have lasted outside for an extended period due to the elements. It was made of paper fastened to the inside of the plastic," said Satterfield.

Harry Cain, in the paint shop, Code 8113, outdid himself on matching the colors and painting the sign, according to Satterfield.

The sheet metal shop had the sign in place shortly after it was approved, overcoming last-minute challenges.

Even those calling the public affairs office to complain of the term "warfare," including one reporter, universally said how good the sign itself looked.

Photographs of the sign were shown to RADM George H. Strohsahl, the head of the newly created Naval Air Warfare Center, in Washington, D.C. He was so impressed according to Guy Dilworth, our technical director, he said he would show them to Assistant Secretary of the Navy (Research, Development and Acquisition), Hon. Gerald Cann, later the same day.

The temporary sign became necessary because final approval of the documents creating the reorganization and authorizing the logo took longer than anticipated, preventing contracts from being executed.

If the SOC fits

Environmental work hazards we all want to avoid

By Robert G. Janes

In last month's Standards of Conduct (SOC) column, I mentioned the Justice Department's prosecution of three Army employees for a variety of environmental crimes resulting from actions they took (or did not take) on the job. That column has led to some requests for more information regarding the potential personal liability of Command employees resulting from things we do as part of our jobs.

There are two basic types of lawsuit — a civil suit (usually seeking monetary damages) brought by a private party, and a criminal suit brought by the government.

In a civil suit, government employees are generally immune from liability for any actions taken within the scope of their employment. In other words, if you are performing your job but are somehow negligent, and make a mistake which causes harm to someone else, you are still immune from any personal civil liability since at the time you were acting within the scope of your employment.

If, on the other hand, you get into an argument with another employee and smack him over the head with a hammer, this is something that goes beyond the scope of your job, an intentional act for which you could be sued and would not be immune.

During the last few years, at least 16 different Command employees, ranging in grade level from a GS-5 to SES and Navy Captain, have been personally sued in civil lawsuits for actions they took on the job. In each of those cases, the Justice Department (with assistance from the Command's Office of Counsel) provided free legal representation.

The various Justice Department attorneys who were involved — who after all, were all government employees too — were uniformly eager to help and gave each case a high priority. Each case was ultimately thrown out of court or otherwise won by the defendant long before any trial was necessary.

What I have said above regarding *civil* suits should be contrasted with *criminal* suits. The general immunity from liability and free legal representation applicable to civil lawsuits do not apply to criminal suits.

If someone commits a criminal act on the job, he enjoys no immunity from suit, and if prosecuted must arrange for his own legal representation. There have been a couple instances here, where people have been criminally prosecuted and convicted for actions they took on the job, for things like drug possession and travel fraud.

These were both obviously outside the scope of the job, and in each case the government did not play any part in the employee's defense.

1991 Barnaby Award

Naval civilian managers association selects winners

By Margaret Vigelis

At a recent Naval Civilian Managers Association (NCMA) luncheon Robert A. Finkelman and Louis A. Naglak, two of the Command's outstanding managers, received the 1991 Ralph S. Barnaby Award.

Naglak, who heads the Communication Navigation Technology Department, was recognized for his sustained, highly successful management contributions to Command technology and engineering efforts in software, communication and navigation areas.

The award cited Naglak's many accomplishments. As a branch head, Naglak managed the technology efforts for development of acoustic signal processing algorithms and architectures leading to the first demonstration of fully digital processing of sonobuoy acoustic signals.

Under his leadership as a division head, his division developed macros for signal processing now embedded in high speed integrated chips and advanced memory modules that has replaced the S3A memory system.

As head of the Software and Computer Department, Naglak managed the conceptual formation of the Command's technology program in software development under the DOD STARS program. This led to the development of new and advanced software environments and an advanced executive for the AN/AYK-14 computer.

During his present assignment, he led his department's expansion of business and establishment of the GPS, JTIDS and TACAMO laboratories. Due to his leadership and management, the GPS laboratory has been recognized as the lead DOD activity for studies, analyses and development support for new GPS equipment.

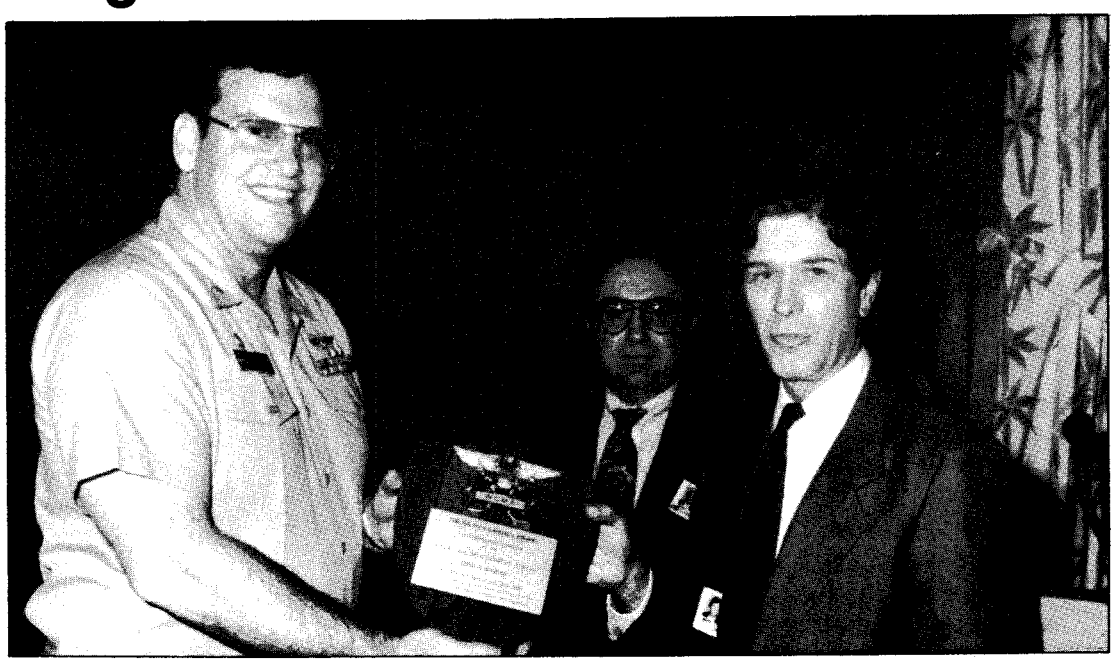
Finkelman, the head of the Computer Department, was honored for his technical and administrative management contributions to the development of highly successful information technology and automatic data processing systems.

The award noted his outstanding contributions and managerial efforts that resulted in the Command becoming a Center of Excellence for Information Technology and Automatic Data Processing (ADP) within the Navy.

It further commended Finkelman for his able management of the development of information technology systems; responsive to functional needs, reliable and available to all appropriate users. These systems withstood rigorous reviews by external organizations such as NAVCOMPT and the Navy Accounting and Finance Center and have merited outstanding ratings.

Finkelman also managed the implementation of the Center Office Automation System (COAS). With his leadership, the COAS was designed to be menu-driven so that users are not required to master even basic workstation commands.

Because of his reputation as an outstanding manager of ADP resources, Finkelman was selected to serve on the SECNAV ADP Assessment Panel to improve ADP management in the Navy.



CAPT. William McCracken presents Barnaby Awards to

Louis A. Neglak . . .

Photos by A. Schmith

and

Robert A. Finkelman.

Survivor Benefit Plan has Open Season

A revised military Survivor Benefit Plan hits the streets in April 1992, giving *retirees* and soon-to-be retirees the chance to upgrade their coverage.

The plan provides income to the surviving family after a retired service member's death, said Chrisopher Jehn, assistant secretary of defense for force management and personnel.

Under recently enacted public law changes, the package offers a supplemental plan to avoid age-62 benefit reductions and a one-year open enrollment period.

Premiums depend on the member's retired pay and the desired amount of coverage, which may range from a $300 minimum to a total equal to the monthly reitrement check.

Jehn said up to 55 percent of the service member's elected base is paid to the survivor until age 62, when the benefit drops to 35 percent. Because Social Security payments offset and roughly equal the reduction, the survivor continues to receive about the same amount of money, 55 percent of the retired base pay. With the new optional coverage, a retiree can select the survivor's benefit level at age 62 or older, from 35 to 55 percent in increments of 5 percent. Social Security benefits are in addition to this.

Buying optional coverage means the survivor's benefit after age 62 may remain unchanged.

"The premium for the supplemental depends on the service members' age at the time they begin the plan, as well as the coverage level they want their beneficiaries to receive after age 62," Jehn said.

"Basically, what you're buying is life insurance in a very real sense," he said. "The retirees and their spouses are going to be given options they don't now have. So, they'll be in a position to more flexibly plan, to do estate planning."

The open season for enrollment in the plan will begin in April 1992 and continue through March 1993. Open seasons are rare; this is only the third since the Survivor Benefit Plan went into effect in 1972.

"Right now, the requirement is that you have to enroll at the time of retirement," said Jehn. "Under the open enrollment, members can be enrolled in the system who have not previously done so. Also, those currently in the system may choose to upgrade their coverage at this time."

Specific information on the plan will soon be available at local installation retirement offices.

Black History Month

Events will help us celebrate

By John R. Hester

In February, the Command, along with the rest of the nation, will celebrate Black History Month. This year's national theme is "African-Americans In The Space Age." This theme refers not only to the recent emergence of African-Americans in the National Aeronautics and Space Administration and the American space program. It also refers to the progress that must be made as the United States heads toward the 21st Century.

The Command's Black Interest Group, in conjunction with the EEO office, will sponsor a number of events, including at least one featured speaker, films of interest, and employee career development and self-improvement programs. These events will be open to all Command employees, so watch for more information about them in the Log and on various posters around the Center.

NAWC TALK

Surveys, talk are necessary

By Larine Barr

A survey of facilities at the Patuxent River Naval Complex will have a dramatic influence on what the installation will look like for decades to come. Base facilities are being studied as part of the overall transition from the Naval Air Test Center, to the Naval Air Warfare Center Aircraft Division (NAWC AD) — which officially stood up on Jan. 2.

Design teams from CRSS Architects of Greenville, S.C., the architectural and engineering contractor for the relocation of employees from Warminster, Pa., to Patuxent River, launched the first stage of their data gathering evaluations here last week, called facility utilization surveys. The studies are aimed at Pax River facilities that will merge with Warminster to determine how much space certain activities currently occupy and whether these areas are being adequately used. CRSS did a walk-through inspeciton of about ten buildings in last week's inspection to "validate existing information and verify the boundaries of those activities," said Project Manager Barbara Price of CRSS. She explained that the data gathering is the first wave of activity in their programming efforts to get a clear picture of the relocation needs before CRSS begins any design activity.

"We are doing our homework before initiating any construction projects," stressed Mike Kane, NAWC AD special assistant for facility consolidation, during a briefing to senior managers on Jan. 7. In tandem with the data gathering efforts for the Warminster relocation, these managers will don design team "hats" and meet with their counterparts in Warminster at the end of January to exchange ideas and make proposals about each other's facility needs.

"This is a joint venture between Pax and Warminster — so we should know what each other's needs are," Kane explained. "During the interviews we'll find out what we have at Pax and what Warminster wants to bring down . . . we can't afford to duplicate what we have here or build a lab we don't need. This is a crucial point in our planning phase."

The information gleaned from interviews between Pax River and Warminster will be passed on to CRSS and affect the outcome of what types of facilities will be constructed and which existing spaces will be renovated for the Warminster relocation.

In conjunction with the utilization survey, CRSS also will conduct facility condition inspections on about 24 station buildings over a one-month period. "Condition surveys are going to be taken from a construciton and repair point of view — in other words, what we need to do for facilities that are going to be changed and not to be used the way they are now . . . and determine the suitability of buildings for various functions like labs, computer rooms and offices," said Kane. He used VQ-4, scheduled to leave Pax River next year, and the existing commissary store as examples of facilities that will be evaluated for extensive facility form changes "as part of the solution to support research, development, test and evaluation aircraft."

"The initial list of buildings we'll look at will be a little bit longer than what we eventually end up using. Right now, we're trying to come to the decision of what are the best buildings to use and what makes the most sense in the long term for NAWC Aircraft Division. We're going to be coming to certain spaces, looking at rehabing or moving groups out — if that's logical. So, just because we look at your space that doesn't mean it's a foregone conclusion that it will be used for the consoliation," Kane said on Jan. 7.

Once the survey information is compiled, Project Manager Price said CRSS will develop decision documents that outline the proposed locations for the NAWC AD groups. These documents will be presented to the executive steering group for approval. This group is comprised of Denny Distler, deputy commander, NAWC AD; Captain Bill McCracken and Guy Dilworth, from NAWC AD, Warminster; Captain Bob Parkinson and Paul Davis from the Flight Test and Engineering Group; Captain Donald Wright and Captain Tom Gibb from NAS Patuxent River. They are expected to approve the master siting plan in March, the initial design concept in April and the final design concept in late May.

Science Fair coming

By Star Forster

The Third Annual Science Fair, sponsored by AVCSTD, Code 60, will take place on April 11. Local high school students (grades 9-12) from 39 schools have been invited to participate in this event. Categories are Life Sciences, Engineering, Computer Science, Environment, Chemistry, and Physics.

Awards have been donated by associations such as Women in Science and Engineering Committee (WISE), Survival & Flight Equipment (SAFE) Association, Southeastern Pennsylvania Chapter of the Navy League, the Command's Officer's Association, and the Naval Civilian Managers Association.

This year, the U.S. Navy and Marine Corps are expected to present awards under the Naval Science Award Program (NSAP), sponsored by the Secretary of the Navy and administered by the Chief of Naval Research.

Also, the Officers Wives Club along with other Command activities will participate to make this event a success.

In essence, the Science Fair is a consorted effort involving not only the Center but other organizations as well. The occasion has helped the Command demonstrate interest in the surrounding community.

The Science Fair tradition began in 1990, and its success led to the second science fair which attracted 42 high school students. This left instructors and parents looking forward to the 1992 Science Fair with enthusiasm.

An important outcome of the science fair is the heightened student's awareness and interest in science and engineering career opportunities.

Readers wanting to participate in this rewarding experience or to register a student (school sponsoring is not required), should call Tom Wardle, Code 6031, Science Fair Committee Chairman, at x7600.

Upcoming events

Shakin' Not Stirred Band will perform again

By Heather O'Rourke

The Shakin' Not Stirred Band will give a repeat performance at the Lady Luck Club and Conference Center on Friday, February 7. A DJ will spin records until 9 p.m., and then the band will light up the stage with music ranging from classic rock to current hits.

The Lady Luck Club will sponsor a Valentine's Day Party on Friday, February 14. Special guests will be local college students. Specially priced seasonal beverages will be available along with a complimentary buffet. Music will be provided by Club DJs from 8 p.m. until 2 a.m.

MWR and the Command Wellness Program Code 031 will co-sponsor another 5K run on Wednesday, February 26 (with an inclement weather day of Thursday, February 27). There is no entry fee and registrations are taken the day of the race at 11 a.m. The race begins at 11:30 a.m. Trophies are awarded to the top finishers in each category and all runners get a free T-shirt.

MWR is planning another Fashion Show on Tuesday, March 10, featuring spring, summer and resort wear for men and women. There will be a lunch performance, 11:30 a.m., and a cocktail performance, 6 p.m. Tickets for both shows will be available on February 18. All models will (once again) be Command active duty military and government employees. Make plans now to attend. The last show sold out in four hours.

For further information on these and other upcoming events, call MWR x2510 and x3220.

MWR conducting free camps

By Heather O'Rourke

Morale, Welfare and Recreation has been offering activity camps at the Shenandoah Woods Youth Center free of charge on days of early school dismissal and school holidays observed by the majority of the schools in this area.

This helps alleviate concerns felt by working parents when the children are home from school, but the parents are at work.

The camps provide sports, arts and crafts, games and television/video time for children ages 6 through 12 years. However, all chidren are asked to bring a sack lunch, and snacks.

The camps are staffed by trained MWR employees fulfilling the required child care ratio of children to care providers. All active duty military dependent childrenm and NAWC AD Warminster government employees' children are eligible to participate.

The next scheduled camp will be February 6 and 7 from noon until 4 p.m. followed by a camp on February 18 and 19 held 8 a.m. to 4 p.m. Parents are encouraged to volunteer to assist with the camp even if they are only able to donate an hour of their time. Pre-registration is mandatory to provide adequate staffing and supplies.

To register your children for the fun-filled camps, call Sherri McFalls at x2510.

Fitness awards available

By Heather O'Rourke

Morale, Welfare and Recreation is now offering participation in the Presidential Sports Award program sponsored by the President's Council on Physical Fitness and Sports and administered by the Amateur Athletic Union (AAU).

The program was developed by the Council in 1972 in conjunction with national sports organizations and associations. Its purpose is to motivate adults to become more physically active throughout life and emphasizes regular exercise rather than outstanding performance.

The challenge of the Presidential Sports Award is to make a commitment to fitness through active and regular participation in sports and fitness activities. Earning the Award means that you have put in time and effort to meet the challenge of personal fitness. The Award recognizes this achievement and that you are part of a nationwide effort toward a healthier, more vital America.

You can earn the Award in any one of 51 sports and fitness activities, and you can earn Awards in as many categories as you like. Any individual 15 years of age or older is eligible to participate.

To earn the Award you select the sport or fitness activity and keep a record of your participation on the fitness log provided. When you have fulfilled the qualifying standards you submit them to the MWR Fitness Center along with $6.00. You will then receive a certificate of achievement from President Bush, a letter of congratulations from Arnold Schwarzenegger, a blazer patch (embroidered emblem) signifying the activity in which you won your award, an identification tag for a sports bag and a shoe pocket to hold your valuables in while you're working out.

Sports and Fitness activities range in scope from aerobics, bowling, golf, volleyball and running to weight lifting, rugby, table tennis and archery, to mention just a few.

To accept the challenge and get started on your Presidential Sports Award contact Heather O'Rourke at x3220.

"President's Council on Physical Fitness! You're under arrest!"

SPORTS WORLD SPORTS WORLD SPORTS WORLD

First-half Mixed Bowling Champions decided

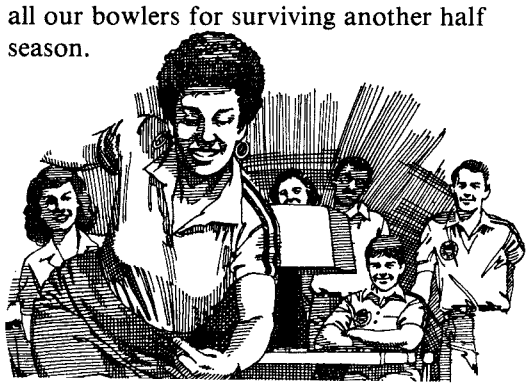
By Tom Reiter

Close to 300 Government employees and contractors enjoy the fun and frustration of Wednesday night bowling each week at Thunderbird's Tudor Lanes. Everyone is invited to stop by and take in the excitement. Along with our fun and games, we also have, at least twice a season, some tense, competitive, divisional championship action. Such was the case on January 8th when first place in both of our 12-team divisions wasn't decided until the last frame of the last game of the night.

In the A Division, Kevin Ryan's Alley cats, with a two-game lead going in, fell to the dreaded Goofers who stormed back with a 4-0 shutout. Led by captain **Al Knobloch**'s twin 215 games and a six-person lineup, the Goofers did what they had to do to avoid a tie-breaking roll-off by squeaking out a seven-pin last game victory. Despite **Kevin Ryan**'s 231 single and 571 series and **Jack (ICE) Eyth**'s shot at being a hero in the tenth frame, it wasn't to be. Jack's pocket hit became a pocket split and it's on to the second half for the tough luck Alley Cats.

In the B Division, with only a two-game difference separating the top four teams, all kinds of tie-breaking situations were possible. Last season's league champion, Steve's Side Show, a game back, and going head to head with the leader, **Randy Yeager**'s From The Gutter, also extended the suspense into the last game. Steve's power ruled with a 65-pin win. Captain **Steve Jerdan**'s 225 single and 576 series led his team to a well-deserved victory.

Congratulations to both teams and to all our bowlers for surviving another half season.



NADC MIXED LEAGUE INDIVIDUAL STATISTICS AS OF WEEK 17

MEN YEAR TO DATE A-DIVISION

H11		H13		AVE.	
Robert Sedlock	225	Al Knobloch	616	Al Knobloch	180
Jack Horning	224	Jack Eyth	573	Robert Sedlock	169
Leo Markushewski	221	Nick Doto	567	Leo Markushewski	165

HI-1/HCAP		HI-3/HCAP	
Jack Horning	260	Nick Doto	687
Glen Pritchard	260	Jerry Guarini	673
Neal Polin	258	Ted Weathers	672

WOMEN YEAR TO DATE A-DIVISION

H11		H13		AVE.	
Kathy Sedlock	241	Kathy Sedlock	599	Kathy Sedlock	179
Linda Stickney	232	Linda Stickney	574	Winona Pelo	171
Lorraine Reidinger	208	Lorraine Reidinger	569	Linda Stickney	170

HI-1/HCAP		HI-3/HCAP	
Linda Stickney	268	Lorraine Reidinger	693
Lorraine Reidinger	266	Winona Pelo	691
Kathy Sedlock	262	Linda Stickley	685

MEN YEAR TO DATE B-DIVISION

H11		H13		AVE.	
Mike Dent	259	Mike Dent	660	Mike Dent	186
Jay Kretzing	248	Jay Kretzing	623	Steve Jerdan	180
Steve Jerdan	245	Ronald Vajda	608	Dave Oliver	174

HI-1/HCAP		HI-3/HCAP	
Rob Simon	283	Mike Dent	719
Jay Kretzing	276	Jay Kretzing	707
Steve Jerdan	272	Randy Yeager	706

WOMEN YEAR TO DATE B-DIVISION

H11		H13		AVE.	
Barbara Vajda	235	Barbara Vajda	607	Barbara Vajda	170
Lorrie Wallace	218	Carla Dragon	566	Carla Dragon	165
Carla Dragon	207	Barb Dilemmo	543	Barbara Fleischut	157

HI-1/HCAP		HI-3/HCAP	
Lorrie Wallace	264	Barbara Vajda	673
Char Pohle	259	Carla Dragon	668
Barbara Vajda	259	Lorrie Wallace	650

Family Home Care — A Command Alternative

By Heather O'Rourke

Working parents often experience the frustration of finding quality child care that meets their needs, schedules and budgets. In an effort to alleviate this problem, commands throughout the Navy currently are instituting or expanding Family Home Care programs. These programs support, and are an alternative to, child care centers which are experiencing waiting lists almost Navy-wide.

Family Home Care is a professional child care operation run from military housing units by thoroughly trained and certified caregivers. These individuals must complete and pass training in Cardio-Pulmonary Resuscitation, first aid, child abuse awareness, fire safety, home sanitation, child development and other related areas.

All caregivers submit to vigorous background checks and health physicals before being certified through MWR and approved by the Commanding Officer to operate these businesses out of their homes.

Once the certification process is complete, the caregivers continue to be monitored, checked, and receive training, support and guidance from the Family Home Care Coordinator on a monthly basis. (Only homes that have been certified, inspected and approved to participate in the program are allowed to offer ongoing child care services in Shenandoah Woods. Administrative action will be taken on homes providing unauthorized care.)

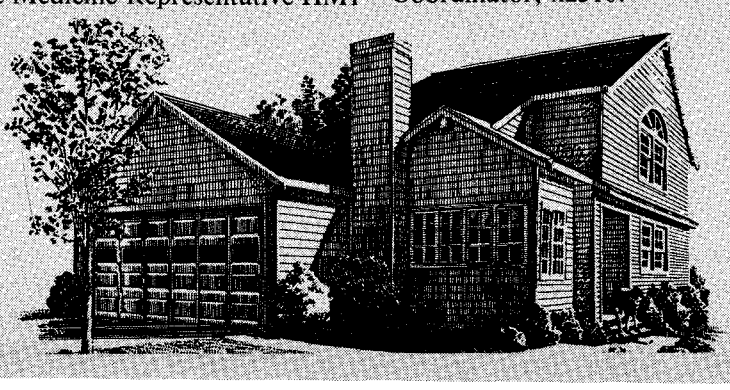
Currently, NAWC AD Warminster has nine homes in the program.

Efforts are ongoing to increase this number to fill the need for affordable quality care parents can rely upon.

To further administer, monitor and ensure quality care, the program is reviewed by a Quality Review Board comprised of individuals with areas of expertise pertinent to the various aspects of providing a safe, healthy child care environment.

The 1992 Quality Review Board members are: Chief Fire Inspector Kevin Haggerty, Command Investigator Dave Ritho, Family Advocacy Representative LCDR John Schmidt, Family Service Center Representative Margo Wright, Preventive Medicine Representative HM1 Hammersburg, Housing Representative Ed Pond, DAPA and Senior Enlisted Representative AWCS Dwight Myllenbeck, Family Home Care Coordinator Sherri McFalls and Board Chairman Heather O'Rourke, Marketing and Recreation Director MWR.

For referral information to place your child in a care home or to find out about becoming a Family Home Care Provider, call Sherri McFalls, Family Home Care Coordinator, x2510.



NAWC Aircraft Division NAVAL AIR WARFARE CENTER

Reflector

A time to shape the future

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA February/March 1992 Volume 37 Number 3

Damage assessment images transmitted from ship

By Lawrence L. Lyford

A Navy ship is attacked in the Persian Gulf. The powers to be need to know immediately how much damage was done.

The current systems used for ship battle damage assessment is slow. Photographs are taken and sent back by the fleet postal system. On some occasions, truly accurate battle damage reports have had to wait until ships are returned to port.

However, Reconnaissance/Surveillance Branch "Code 5013" has proven a concept that will speed up the battle damage assessment capabilities from days to minutes. They have developed a system to use a high-resolution still video underwater camera and transmit the images through a secure telephone back to the people who need to know.

"Recent technical developments in high resolution imaging electronics integrated into existing workstation computers (with 286/386 micro-processors) have simplified the problem of providing near-real-time video image transmission," according to Michael Mocenter, Code 5013, project engineer. Part of the project was to provide "proof-of-concept" to demonstrate the technology in this application.

This project was tasked under the Naval Science Assistance Program as an urgent problem affecting fleet readiness. Bob Zaleski, Code 30D, is the staff coordinator. Under the project, a still video imagery system was integrated into an existing ship's computer and communication system.

One set with two systems already has been delivered.

"This proof-of-concept opportunity came about because of the command's experience in imagery dissemination and transmission, as well as its knowledge of state-of-the-art components and in-house developed software," said Mocenter.

The test, itself, linked the destroyer tender, USS Puget Sound (AD-38), to a maintenance facility using two 286-based workstation computers to demonstrate the system's capabilities.

A destroyer tender, such as the USS Puget Sound, provides repair and maintenance to ships of the Fleet. The ship is capable of servicing everything from heavy machinery to delicate electronics. It also provides repair and logistical support to the latest nuclear powered ships.

Besides maintenance of nuclear and conventional propulsion machinery, the ship also provides full medical and dental services to supported ships.

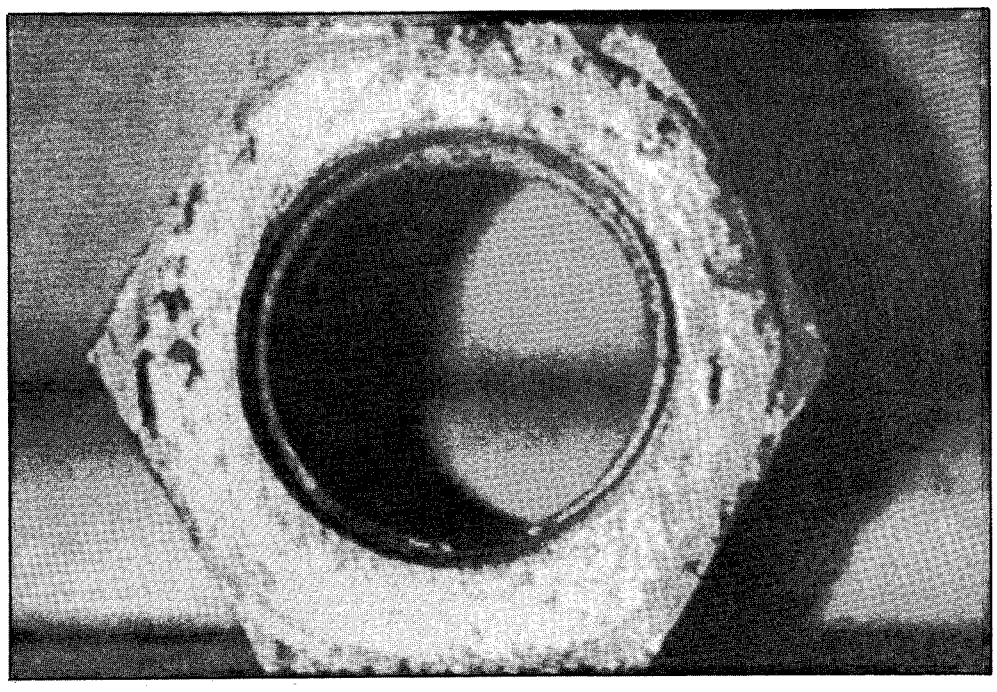
In the demonstration, color imagery was obtained using a charge coupled device (CCD) still video camera. Fifty images were transferred to a two-inch video disk.

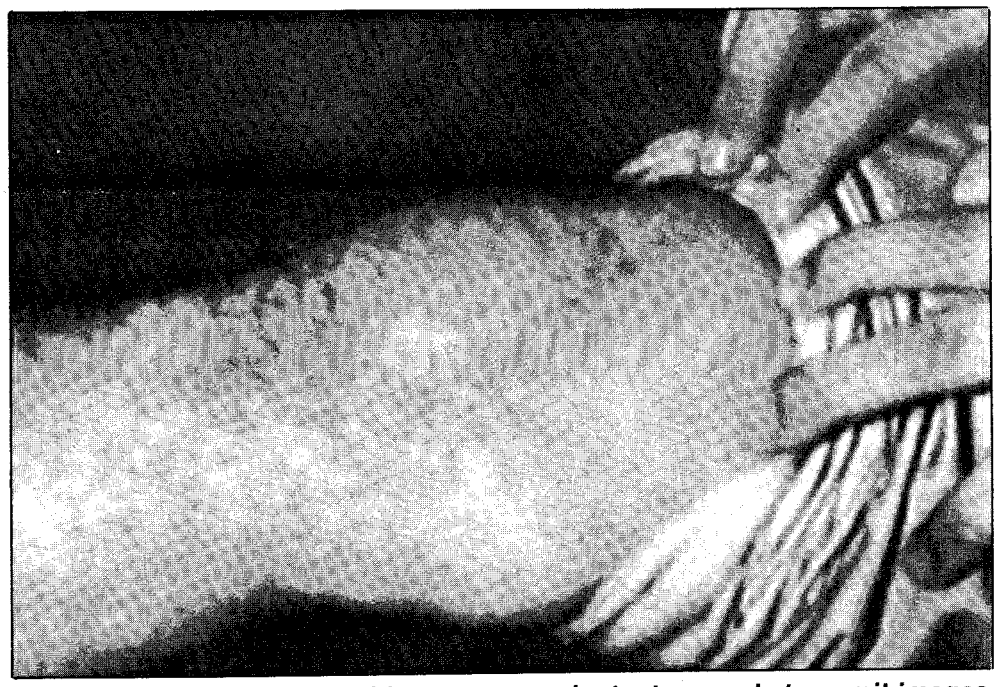
"The sensor was mounted in an underwater container and was used by divers to obtain imagery from parts of ships' hulls. The still camera also was used on board the ship to take images of various pieces of machinery, as well as arms and legs of sailors to demonstrate medical applications," said Mocenter.

"The images were so good that lettering could be read from the bottom of ships' hulls even though the water was murky with sediment," he related.

Camera images were sent via a STU III at 2400 baud per second transmission rate. A high resolution (640x480 pixels with 256 available colors) imagery card was installed in the host computers for image conversion, capture and storage to a file. A Super VGA monitor completed the working upgrade of the standard workstation computer.

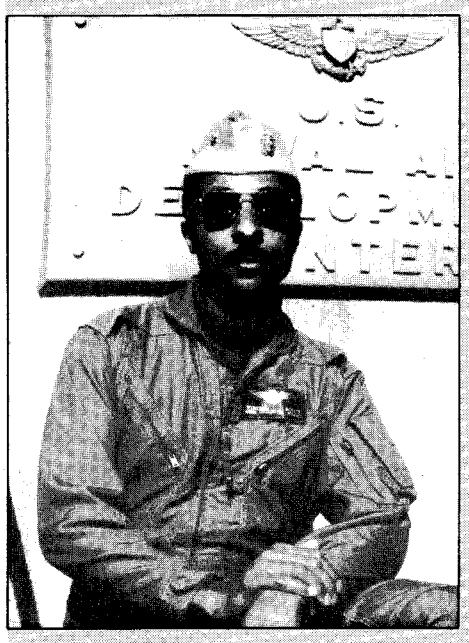
Continued on page 4





Code 5013 recently proved ships at sea can instantaneously transmit images wherever needed. Top: Image of a bolt was taken aboard a destroyer tender and transmitted to a remote site. Bottom: Transmitted image demonstrates how a remote physician could view an injury at sea within minutes of a patient's injury.

Commander Scott reaches last NASA panel



Cmdr. Winston E. Scott

What started as a field of 2,500 astronaut hopefuls, is now only a handful of finalists. Cmdr. Winston E. Scott, the command's tactical air systems department deputy, is one of them.

As part of the application process, Scott went to the Johnson Space Center in Texas. He visited several engineering facilities, examined a full scale space station mock-up, and flew a shuttle simulator, in addition to undergoing a battery of psychological and medical tests.

"The medical exam was the most thorough I have ever had," admitted Scott.

Finalists spent their free time with astronauts in their offices. "Astronauts who had not flown, told us what the basic training year was like," he said. Scott spoke to the astronauts about design work and their technical input into projects. "This is what astronauts do until they exclusively focus on training six months before they fly," he explained.

To Scott, the atmosphere was excellent. "It reminded me of ours, here at Warminster. Both have a highly motivated technical work force and support staff."

Because of his operations background, Scott can be trained to be either a mission specialist or pilot.

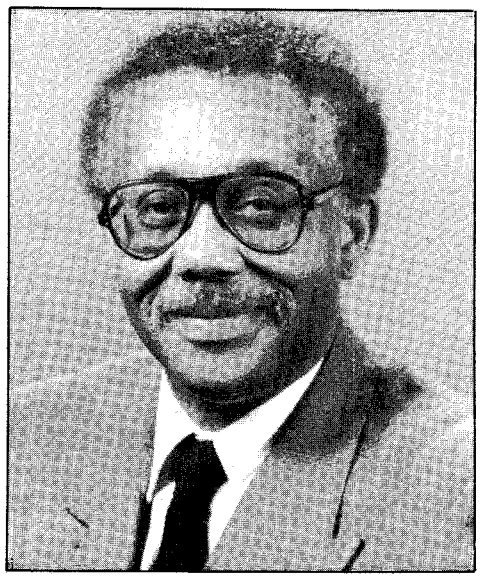
Scott says he feels confident, though he knows half of the present astronauts were not selected the first time they made it to the final screening.

If selected, as a mission specialist, next month, Scott's first four-year assignment will begin in June or July.

For a more detailed look at Commander Scott's life, please turn to page 4

Command Corner

Captain William L. McCracken
Commanding Officer



Guy C. Dilworth, Jr.
Technical Director

Command contributes to TACAIR

By Captain William L. McCracken

This command has traditionally enjoyed an excellent reputation as the Navy's center of excellence for research, development, test and evaluation (RTD&E) of antisubmarine warfare (ASW) systems. What is not as well-known are our significant contributions to the RDT&E of tactical aircraft (TACAIR) systems. Developing new aircraft systems concepts to strengthen the Navy's strike capabilities has always been a major thrust at Warminster.

The center's contributions to TACAIR trace back to the 1950s and included integration of the AWG-10 radar system into the F-4 fighter and the development of the first integrated avionics systems in the A-4, A-6 and A-7 attack aircraft.

Military history, and more recently Operation Desert Storm, has shown us the importance of unmanned air vehicles (UAV). Additionally, Navy surface ship personnel and their airborne counterparts depend upon the use of target drones for weapons employment training. The command's contributions to the development of UAVs and targets is of significant historical value in that every current operational Navy UAV and target drone had its genesis here.

Current Naval Air Warfare Center Aircraft Division Warminster efforts in the TACAIR arena are many, including: F-14 display improvements and multi-sensor correlation efforts, F-14 non-cooperative target recognition systems development, F-14 and A-6 aircraft integrated night vision device compatible cockpit lighting, F/A-18 reconnaissance systems, fluid operated flight control computers, advanced flight equipment clothing, G-tolerance improvement training and ejection seat development and testing.

The command's advanced technology work in sensors and systems such as infra-red search and track, fiber optics data systems, and expert systems will ensure our position as the Navy's technical command of excellence for TACAIR systems well into the future.

Letters to the Editor:

Let's have no exceptions

Dear Editor:

The article *Not too long ago, galaxy . . .* was to the point and correct in most aspects.

It's about time that methods were developed to curtail the speeding drivers, with no exceptions, including military, civilian contractors and last but not least, our own security forces!

I have observed on occasions, security vehicles traveling at an excessive rate of speed.

However, I must confess the following:

No! I could not time the vehicles.

No! I did not get the officers' names or vehicle number. But you can usually tell by sound and relative stationary objects that a vehicle near you is speeding. (That's what the police did before radars and timers.)

The security vehicles displayed no flashers or 360's on their roofs so they were not on any emergency calls.

I think most people here abide by our regulations and instructions but let's make it a unanimous effort. No one is above the law.

Thanking you in advance,
I'm E.J. Leinbrandt
Military Housing Manager

Dear Editor:

While it is probable that on occasion security patrol vehicles may be traveling in excess of posted speed limits it is also possible that the vehicle is responding to a call and was told by security central that "code" (euphemism for emergency lights) was not necessary.

Security patrols are constantly reminded of the need to operate security vehicles safely and within posted speed limits while on routine patrol.

I appreciate and welcome **constructive** observations and on occasion, even suggestions on how to better our security/police services on the site.

Clint Herbert
Security Programs Division

'Warfare' was a bad choice

Dear Editor:

I had not thought too much about our new name until some neighbors (local) and friends (not local) told me what they thought about the word "warfare" being used in our new name.

Without exception, they all said, "It was a poor choice. It was much too aggressive a word . . ."

After World War II our country went out of its way to rename the "War Department" to the Department of Defense: and here we are advertising "warfare" to the world on Street Road. (Is this the public relations we want for the local community?)

I, too, agree with my neighbors and friends that took the time to talk to me about it. The use of the word "warfare" was a very poor choice. Some suggestions from my local taxpaying neighbors and friends: rename it the "Naval Air Center" or the "Naval Air Defense Center."

A. Pittman
Code 5053

Dear Mr. Pittman:

Thank you for your letter. The center has received written correspondence from Warminster Township and various concerned citizens. At press time the matter was still under review. An update will be published in next month's "Reflector."

Editor.

Commander Salutes

LT Robin T. Wileman (Code 04A); AMCS Edward P. Smith (Code 098); AT2 Frank J. McFalls (Code 103); LT Mark Kunowski (Code 103L); LCDR Richard J. Flanigan, AW2 David L. Fridline, AW2 John W. Hatfield, AW2 Alan L. Labombarbe (Code 103M); LCDR Michael Williamson (Code 104A); Margueriete Schrupp (Code 1041); CDR Peter L. Kallin (Code 30A); LT Eugene S. Caverly (Code 30H); Albert M. McCarty (Code 3011); Edward J. Fogarty, Malachi E. Higgins, Kevin J. Stayer, Charles J. Supinski, John W. Tepper, Carlos A. Velazquez (Code 5033); LT Richard W. Aronsson, LT Robert J. Margolf, LT David W. Shows (Code 901); ADCS Robert H. Morsdorf (Code 90111); LT Benjamin F. Gonya (Code 90112); AT1 Jefferey H. Eden, AE1 Francisco Trevizo, AO2 Craig E. Webster, LT Kenneth B. Weinstein, AO3 Thomas C. Wetmore, AE3 Herb W. Willis (Code 902); AD3 William P. Ramey, Jr., AD2 Douglas E. Veine (90211); AMH2 Robert H. Lee, Jr. (90212); AEC Robert J. Daley (9022A); AT3 Derek T. Horne, ATC James C. Howard, AT2 Gilbert E. Tierney (90221); AE2 Kenneth B. Duncan, Jr., ATC Michael J. O'Rourke (90222); ATAN Melissa J. Caizza, AMS3 Switzer (9023): For your outstanding performance during the Naval Air Warfare Center Aircraft Division Warminster Air Defense Initiative Detachment to Naval Air Station, Whidbey Island, WA. The success of the command's participation in this complex exercise was, in large measure, due to your personal enthusiasm and dedication. Despite a demanding round-the-clock flight schedule, adverse weather conditions and numerous equipment malfunctions, you successfully executed every assigned mission.

Carol Van Wyk (Code 01B): For your outstanding presentation at the 1991 Navy Small Business Training Conference.

Henry McCloskey (Code 054): For your noteworthy efforts in connection with the Naval Air Systems Command Information Systems Security Workshop.

Joseph W. Cameron, III (Code 1022): For your superb efforts during your temporary assignment at the Naval Air Systems Command in support of the SH-60B Block II Upgrade.

LCDR Michael L. Williamson (Code 104A) and Robert Balonis (Code 504): For the excellent support you provided during the GTP-10 Joint Trial Emerald, held at Canadian Forces Base, Greenwood. Participants included Australia, Canada, the United States and the United Kingdom.

LT William Headley (Code 1011M); John J. McFadden, Gerald Miller, Steve Rosenthal (Code 1012); Garth Torok (Code 1021): For your outstanding support of the Aircraft Carrier ASW Module (CV-ASWM) program, particularly your efforts which made the recent technical evaluation on the USS SARATOGA a noteworthy success.

William Wiesemann (Code 3031): For the outstanding technical support you provided the Space Warfare Systems Command technology office during your tour as a senior engineer in the Naval Scientist Training and Exchange Program.

Ken Clegg (Code 81); Joe Ponden (Code 811); Harry Cain, Mike Kahl, Steve Ridpath, Joe Weidner (Code 8113); Carmeretta Anderson, Raymond Satterfield (Code 813); Catherine Burian (Code 8132); Lisa Cipolloni, Eugene Locuniak (Code 8133): For the temporary Naval Air Warfare Center Aircraft Division Warminster sign you designed and laid out. It was the first visible evidence of the

Continued on page 3

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NAWC TALK: Stand-up scheduled in Maryland

PATUXENT RIVER, MD — A ceremony to officially stand-up the Naval Air Warfare Center Aircraft Division was held on March 4 at the Captain Steven A. Hazelrigg Memorial Flight Test Facility at the Naval Air Station, Patuxent River, Md. Rear Adm. (select) Barton D. Strong assumed command of the NAWC AD during the 1:30 p.m. ceremony. Mr. Dennis Distler is Deputy Commander.

The Naval Air Warfare Center Aircraft Division was established on Jan. 2 as part of a Navy-wide plan to consolidate its research, development, test and evaluation, engineering and fleet support activities. As part of the realignment, the Naval Air Test Center was disestablished and reorganized as the Flight Test and Engineering Group, headed by Capt. Robert Parkinson.

Since the Jan. 2 stand-up, Rear Adm. George H. Strohsahl, Commander of the Naval Air Warfare Center Headquarters, Washington, D.C., has been two-hatted, serving as the NAWC AD commander as well. The Naval Air Warfare Center has two divisions, the Weapons Division, located on the West Coast, headquartered at Point Mugu, Calif., and the Aircraft Division, at Patuxent River. In addition to Patuxent River, Aircraft Division sites include Trenton, N.J., Indianapolis, Ind., Warminster, Pa., and Lakehurst, N.J.

Attending the ceremony were Vice Adm. William C. Bowes, Commander, Naval Air Systems Command; Rear Adm. Strohsahl; Lew Lundberg, Technical Director, Naval Air Warfare Center; Capt. Russell J. Henry, Commanding Officer, Naval Air Warfare Center Aircraft Division, Indianapolis; Capt. Carl S. Park, Commanding Officer, Naval Air Warfare Center Aircraft Division, Trenton; Capt. David J. Raffetto, Commanding Officer, Naval Air Warfare Center Aircraft Division, Lakehurst; Capt. William L. McCracken, Commanding Officer, Naval Air Warfare Center Aircraft Division, Warminster and Capt. Donald A. Wright, Commanding Officer, Naval Air Station, Patuxent River.

Guest speakers for the ceremony were Vice Adm. Bowes and Rear Adm. Strohsahl. At the conclusion of Strohsahl's remarks, the formal stand-up of the Aircraft Division will take place, and will date retrospectively to Jan. 2.

The commanding officers of the four independent commands which will be incorporated into the newly established Naval Air Warfare Center Aircraft Division and Flight Test and Engineering Group will report directly to Strong. The Naval Air Test Center has had a long, distinguished history. It was established in 1945 and for 47 years has been the Navy's primary center for naval aviation, test and evaluation. As of Jan. 2, NATC became the Flight Test and Engineering Group.

The Naval Avionics Center, Indianapolis, was established in 1942 as the Naval Ordnance Plant, Indianapolis, for the development and production of the Norden bombsite. After two interim name changes, the center was designated the Naval Avionics Center in 1977. For 50 years, the Naval Avionics Center has been the Navy's Avionics Engineering, Acquisition, and Electronics Manufacturing Technology Center. The Avionics Center has been renamed as the Naval Air Warfare Center Aircraft Division, Indianapolis.

The Naval Air Propulsion Center, Trenton, was established in 1951 and for 40 years has been the Navy's primary activity for the development and evaluation of air breathing propulsion systems. The Propulsion Center has been renamed as the Naval Air Warfare Center Aircraft Division, Trenton.

The Naval Air Engineering Center, Lakehurst, N.J., was established in 1917 as the Naval Aircraft Factory. It was renamed the Naval Air Material Center in 1943, and received its current name in 1962. For 75 years, the center has proudly supported Naval Aviation as the Navy's aircraft platform interface expert. The Naval Air Engineering Center has been renamed as the Naval Air Warfare Center Aircraft Division, Lakehurst.

The Naval Air Development Center, Warminster, Pa., was established in 1944 and for 48 years has been the Navy's principal research, development, test and evaluation activity for aircraft, airborne antisubmarine warfare, aircraft systems (less aircraft launched weapons systems), and surface ship, submarine, and aircraft navigation. The Naval Air Development Center has been renamed as the Naval Air Warfare Center Aircraft Division, Warminster.

The Naval Air Station Patuxent River, for 49 years has supported the activities of the Naval Air Test Center and a host of tenant activities while setting the Navy-wide standard of environmental excellence. Its role under NAWC AD will remain unchanged.

TECHNICAL HIGHLIGHTS

The design and coding for the A4.1.1 Tactical Mission Program and System Test Program for the S-3A has been completed by the VS Branch. This software will support the Navy-wide use of a Standard Central Air Data Computer in the S-3A.

The Vertical Flight Systems Branch reported that a Milestone II approval was received for the ALFS. PMA-266 has been authorized by the Assistant Secretary of the Navy for Research, Development and Acquisition to proceed with procurements for the ALFS development.

The Vertical Flight Systems Branch has advised that the FI 20.0 software has completed TECHEVAL. Enhancements include GPS, MK-50 torpedo, the Penguin missile, 99-channel sonobuoy system, and the flight incident recorder. Operational Evaluation has started and is expected to continue until May.

Code 2011

With the other prospective groups in the Naval Air Warfare Center's Aircraft Division (NAWC-AD), drafted the NAWC Unmanned Aerial Vehicles (UAV) Management Plan. This document shows how NAWC-AD will exercise its leadership area for PMA-263 managed UAV systems. Other accomplishments include:

Conducted the F-14 Multi-Sensor Integration contract kickoff meeting at Grumman.

Updated PMA-263D on F-14 Non-Cooperative Target Recognition program. This development is in direct response to requests from Fleet users.

Generated and delivered to NAVAIR four V-22 avionics papers:

GPS Integration
ARC-210 Status
Lightweight TACAN
Downed Aircrew Locator System.

Delivered draft of Maritime UAV System Specification to NAVAIR.

CODE 402

The Navigation Sensor System Interface (NAVSSI) system completed DT-IIA testing as part of a successful system demonstration to the program sponsor PMW-167 (Capt. Charles D. Thompson) on Dec. 3, 1991. The NAVSSI system received authorization to proceed to Land Based Testing, DT-IIB in January 1992 and TECHEVAL DT-IIC in May 1992.

Received Litton revised AN/WSN-5 RLGN pre-production proposal; review is in progress.

Participated in ESGN B4 program upgrade certification testing at NUSC, RI.

Code 5053

Code 5053 delivered preliminary Development Options Paper (DOP) for Common Navy Tactical Aircraft Mission Recorder to NAVAIR.

Code 60

A user friendly 3M data base system on the Sun computer using the ORACLE utility was developed by the Aero Structures Division. This new capability will permit cognizant NAVAIR personnel to easily query the computer for service life management information for the Aircraft Structural Life Surveillance program.

Testing for the Survival Technology Restraint Improvement Program (STRIP) was conducted on the Ejection Tower Facility. J. Swan of the Crew Systems Facilities Engineering Branch (6035) was the site engineer for the testing, with support from T. Do (6035), J. Biscardi (6035), and J. Koroncai (6035).

Dr. W. Frazier, Adv. Metallic & Ceramic Matls. Br. met with Dr. L. Kabicoff (ONR/NSWC) to present a proposed project for ONR support on Damping of Structures using Hybrid Materials (HYMATS). Dr. Kabicoff indicated that there is a strong possibility for funding support under the ONR Matching Funds Program.

An Escape Initiative plan is being prepared by the Escape Systems Branch (6032) to identify and integrate new technology to ejection seats in order to meet future aircraft performance requirements.

D. Kiefer and P. Heffner of the Crew Systems Facilities Engineering Branch (6035) discussed a possible joint NASA project on the Dynamic Flight Simulator with Mr. Jay Brandon of NASA-Langley.

A. Ankeny, Materials Application Br., gave a presentation on the quarterly progress of the F-14 Wing Pivot Bearing/Wing Lug Coating effort to the F-14 Class Desk. The presentation included five alternatives for additional testing.

The centrifuge was used for the training of over 50 aircrew from AIRLANT during a 1-week G-TIP training period. J.J. Armstrong, J. Cutuli, and G. Hunn of the Crew Systems Facilities Engineering Branch (6035) operated the facility for the training. Additional work was provided for proficiency and familiarization training.

C. Wood, flight Dynamics Branch (6053), briefed J. Rebel (AIR-5301) on the results of the Fluidic F-18 Flying Qualities Simulation conducted at McAIR Attendees included personnel from Flight Controls and Flying Qualities. AIR-5301 approved of the methodology used to conduct the simulation and was satisfied with the presentation of the resutls.

S. Brown, Adv. Polymer Comp. Br., met with Dr. John Emerson, Sandia National Labs Technical Staff, on possible cooperation ventures between DOD and DOE in the areas of sealants, adhesives and related materials.

Commander Salutes

Continued from page 2

establishment of our new organization's existence. In spite of the short time it took to complete this project, a quality product was produced.

Vincent J. Crusco and Donald H. Meadows (Code 90122): For your distinguished efforts in completing the Navy Total Quality Leadership course. Your dedication and professionalism continue to directly improve the reputation and day-to-day safety posture of the Fire Department.

Oliver Wallace transmits video images for Code 5013 project from USS Puget Sound.

Images transmitted from ship

Continued from page 1

Color imagery was compressed 2:1 for transmission via the STU-III. An image required approximately 10 minutes to transmit. However, compression algorithms exist or soon will be released (for color) to compress images by 10 to 1. This will allow one minute transmission. Faster secure baud rate transmission can also be used. A color image, converted to black and white, can be transmitted in 30 seconds at 9600 baud rate of transmission.

In addition, replacing the still video camera with a high resolution 8mm video camera, allows a diver to shoot up to two hours of video imagery, from which the very best still images can be selected. "The imagery card (in the upgraded workstation) can capture imagery from the video camera without degrading image quality," Mocenter confirms.

Mocenter also says an inspection wand could be adapted to the video camera to allow for close-up recording of interiors and small cracks under water otherwise inaccessible.

Potentially, images of a portion of a ship or component damaged in an explosion could be produced immediately and transmitted to where they are needed. In addition, an image showing a sailor's leg ripped open to the bone in an accident could be transmitted to a physician aboard a support ship.

What military pays and allowances are taxable under current law?

By Armed Forces Information Service

Along with base pay, military members receive a number of different pays and allowances. Service members may be confused about what is taxable and what is not.

Making it even more confusing this year are the pays and allowances that more than 500,000 service members received for duty in the Persian Gulf. Internal Revenue Service officials said those members' base pay was taxable until Operation Desert Storm started and the gulf region was designated a combat zone. Base pay for enlisted personnel and warrant officers became tax-free, as did the first $500 a month for officers. This special tax break for gulf region duty was still in force in mid-December, a DoD tax expert said.

Generally, the following military income is taxable:

- **Active duty pay;**
- **Reserve training pay;**
- **Special pay for foreign or hazardous duty;**
- **Lump-sum payments upon separation or release to inactive duty;**
- **Re-enlistment bonuses;**
- **Military retirement pay based on length of service or age;**
- **Service academy pay; and**
- **Amounts received by retired personnel serving as instructors in Junior ROTC programs.**

IRS officials say the following items generally are not taxable:

- **Family separation pay;**
- **Basic quarters for allowance;**
- **Variable housing allowance;**
- **Other quarters cost-of-living allowances;**
- **Forfeited pay, but not fines;**
- **Uniform allowance;**
- **Moving and storage expenses provided in kind, or reimbursements for actual expenses for permanent-change-of-station moves;**
- **Certain disability retirement pensions;**
- **Benefits under Servicemen's Group Life Insurance; and**
- **Department of Veterans Affairs benefits.**

Two free IRS booklets provide step-by-step instructions to do military taxes and answer most questions that might arise. For copies of "IRS Publication 3, Tax Information for Military Personnel," and "Publication 945, Tax Information" for Those Affected by Operation Desert Storm, call toll free 1-800-829-3676 or write to:

Internal Revenue Service
Forms Distribution Center
PO Box 25866
Richmond, VA 23289.

Scott's path to the heights began at home

By Lawrence L. Lyford

Even as a little kid, Cmdr. Winston E. Scott, Tactical Air Systems Department deputy, was fascinated by airplanes and especially spaceships. "There were no role models for this when I grew up," Scott said.

After his first sea tour as an aviator, he left the cockpit to go to post graduate school to earn a master's degree in engineering. "I was the youngest student in the whole department, but I knew I needed this to get into the line of work I wanted, which was research and development, test and evauation," Scott said.

He deliberately switched to aerospace engineering after his second sea tour. "That allowed me to build flight time in an engineering support role," he stated. Prior to coming here, he did production engineering and production test flying. Besides doing his job here, he participates as a test subject in the Dynamic Flight Simulator and other facilities.

"Now was the best time to apply for the astronaut program. I had the right background and seniority. I was in a good duty position, here at Warminster, with supportive people," he admits.

He is aware that what he does generates attention, especially from young people. It is very important for him regularly to communicate to students to inspire them to do something positive with their lives. "I don't ask students to be a pilot or engineer. I ask them to decide what they want to do with their lives and be the best they can be at it. That usually requires a good education and always staying away from drugs," he emphasized. "I want them to have some choices in life."

Scott ignites the natural motivation in kids. "Kids don't have to sit back and wonder about things. They can go and do them. That makes them doers — the kind of people we want," explained Scott.

Though the visible part of his life involves science, engineering, and the space program, he wants to learn as much as he can because he feels the more he learns and develops, the more enjoyable his life will become. He feels enjoying life is what it is all about.

"I try to encourage students to prepare themselves to make the best of their lives, to enjoy them and work to make society better. Scientific work I would be performing as a member of the space program hopefully would spread across the world and make life better for other people. I can't contribute money. I can contribute time," he concludes.

I came from a supportive family. My parents gave us the necessities. My father worked two jobs and my mother worked as well. They instilled in the three of us the value of education. I always knew I was going to college, the only question was which one and what I was going to study.

My parents inspired us to do something well or not at all. My father was the first black postman in Miami. There was a time when they wouldn't allow black people to carry mail. "You could cut the grass and wash the cars, but not be a mail carrier. At retirement, he was the senior black postman in the country and the seventh most senior overall," Scott notes proudly.

Scott's father nurtured his son's technical curiosity by taking him to the Science Fair every year. Schools were segregated and there weren't any projects by black students. I remember being curious and wanting to build projects like those I saw at the science fairs. I wanted to learn how things worked," remembers Scott.

"One day going up to the park there were white kids flying model airplanes with engines on them. I wanted to do that so bad, but I couldn't," he said. "No one in my neighborhood knew how to fly or build flying model airplanes. Besides, we could not have afforded it. I built what I could with scrap wood. Later, I used to save lunch money to buy plastic model planes," acknowledged Scott. "I also did normal childhood activities like bike riding, playing ball and reading comic books, of course."

Maturing, Scott went to the public library and learned how to answer his questions. His father was right. Scott was fascinated to learn how electrical, technical, and mechanical things worked.

One December, he cut light bulbs from a string of Christmas tree lights to finish a self-imposed project. "For Christmas, I asked for kits to build things before asking for toys."

In 18 years in the Navy, Scott admits things weren't always going well, but he always believed if he stayed with it, didn't give up, tough times would pass. If he doesn't get into the space program on this attempt, he'll reapply. If he never makes it, he said he still has had a very fine career.

"I slowly overcame the hurt and frustration of not being able to participate in science fairs or fly model airplanes," he admits. "Now I fly the real things."

Cmdr. Winston E. Scott prepares for his next flight with Lieutenant Robert A. Kametz.

Women's History Month

KYW-TV anchorwoman speaks as part of festivities

By Ruth Pickering

The Federal Women's Program Committee (FWPC) will sponsor several activities during March to help celebrate Women's History Month. Activities feature self-development, family, and motivational events.

Put the following dates on your calendar:

Mar. 5 — Beverly Williams, anchor for KYW-TV's weekend newscasts, was FWPC's luncheon guest in the Barnaby Room. She spoke on career challenges encountered and overcame.

Mar. 11 — MWR will host the Spring and Resort Wear Fashion Show at the Lady Luck Club. A luncheon show will be held at 11:30 a.m. and a cocktail show will be held at 6:30 p.m.

The event will be the fourth in a series of highly successful shows supported by outside sponsorship. It will feature active duty military and command civilian employees as models.

Sponsors for the event include: Miller Brewing Company, Annie Sez of Doylestown, Panache Incorporated of Hatboro, Formal Affairs of Hatboro, Merle Norman Cosmetics of Buckingham, Creative Cuts of Warminster, Necessary Accessories of Warminster, Sato Travel NAWC, the Navy Exchange NAWC and MWR. Other sponsors will continue to be added to the program.

Models, to date, for the event include: John Markow, Fred Pappalardi, James Pipkins, John Bowes, Jack Eyth, Jim Howard, John Porter, Paul Minnick, Scott McKinnon, Ed Parker, Frank McFalls, Debra Chaffin, Melissa Caizza, Johnna Cummings, Kristen Henry, Jen Durie, Fran Olanding, Shirley Swan, Terry Berrian.

Tickets are $11 for lunch and $8 for the cocktail hour show. The lunch event includes lunch, the show, and door prize drawings. The cocktail hour event includes a complimentary beverage, hors d'oeuvres and door prize drawings.

Mar. 12 — Art Horbach of the Command's Toastmasters will provide public speaking insights following a video presentation entitled "Be Prepared to Speak" at 11 a.m. in the auditorium.

Mar. 26 — Dr. Diana Kirschnere, a licensed psychologist specializing in marriage and family therapy, will address how a family can handle change and transition caused by the command's relocation. She will offer effective ways to help make hard decisions and continue personal growth at 10:30 a.m. in the command auditorium.

Mar. 30 — The Administrative, Secretarian and Clerical Committee will present a half-day training session on continuing education in the auditorium. This course is designed for the administrative, secretarial, and clerical people who want to further their education. Training also will assist those needing guidance and support in choosing educational goals.

Morale, Welfare and Recreation (MWR) will offer complimentary memberships to the Fitness Center to employees in honor of Women's History Month. This March complimentary membership will allow use of the fitness center from 6 to 11 a.m. and 1 to 7 p.m.

KYW-TV anchorwoman, Beverly Williams, will speak here next month.

All new members must take part in a staff-provided facility/equipment orientation.

Orientation appointments can be scheduled by calling extension 2169.

There also will be a special three-month membership fee of $45 for all those who join during March.

Membership includes a body fat test, and an overall strength and fitness evaluation. Fitness books are available for visitors. To close the month, a drawing for a free six-month membership will be held at the end of March.

The Federal Women's Program Committee hopes everyone will take part in and enjoy these events celebrating Women's History Month.

Toastmasters install officers

By Rockne Anderson

On Jan. 14, the Toastmasters club held a luncheon at the Warrington Motor Lodge to install new officers. The new officers are: Rockne Anderson, president; Rosa Cerankowski, administrative vice president; Jim Davis, educational vice president; Charlie Webster, secretary; Paul Mehrkam, treasurer; Bob Janes, sergeant-at-arms; and Roscoe Triplett, immediate past president.

The Toastmasters club provides self-motivated employees continuous training in communication skills. For more information, call Ext. 3000.

Pictured left to right: Charlie Webster, secretary; Paul Mehrkam, treasurer; Roscoe Triplett, immediate past president; Rockne Anderson, president; Bob Janes, sergeant-at-arms; Rosa Cerankowski, administrative vice president; and Gordon Gerstenkorn, acting area governor.

Sailors shoot hoops

By JO2 Michael Delledonne

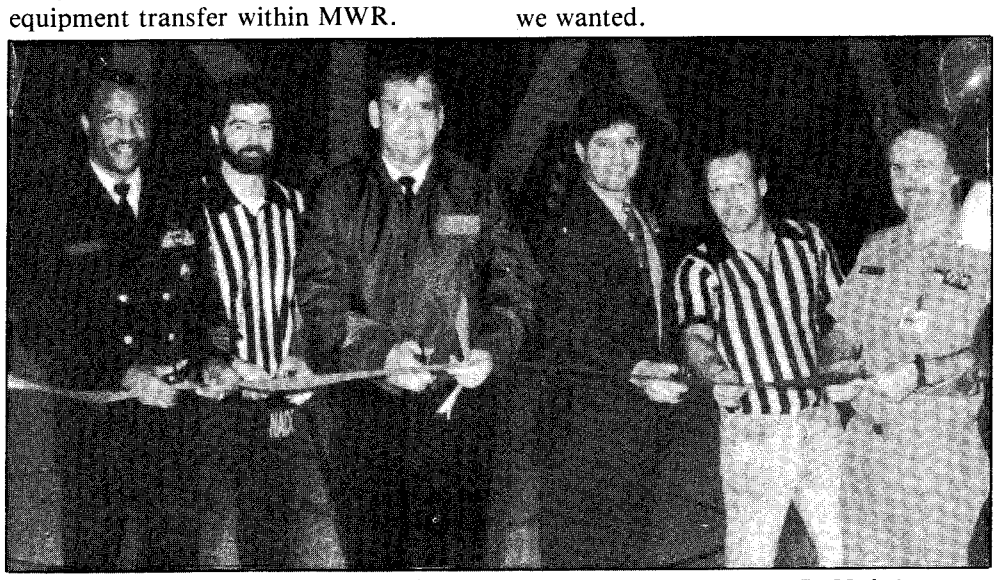
Where there's a will, there's a way.

A need for a basketball facility on base had to be addressed. With creative minds, paint brushes, and a lot of hard work, the Morale, Welfare and Recreation (MWR) staff saw an opportunity with hangar bay 2. They seized the opportunity.

"The sailors here needed a place to play basketball," said MWR Director Ron Brewer. "I knew another director who had basketball goals and he needed a few things from us so we did an authorized equipment transfer within MWR.

"The court has been very well received and because of that we have been able to put some new fitness equipment into the hangar for those who don't play basketball or volleyball," said Brewer. "The volleyball court has allowed us to put two teams in the Willow Grove league when we usually have trouble fielding one."

According to Brewer, the best thing about the court is it can be broken down within two hours. "In case an aircraft needs to be put in there, the staff can break down and remove the equipment so it doesn't interfere with the job the command needs to do and that was what we wanted.



(Left to right) Command Senior Chief Clifford Brown, MWR Maintenance Manager Dave Cadelori, NAWC AD Warminster Capt. William L. McCracken, MWR Director Ron Brewer, MWR Maintenance staff Dave Kozma and Cmdr. William Saye presided over the official ribbon cutting ceremony Jan. 28 for the Sports Courts recently constructed by MWR in Hangar Bay 2.

Senior Chief Brown retires after 26 years of Navy life

By JO2 Michael Delledonne

There comes a time in everybody's life when change affects them in one way or another. For senior Chief Petty Officer Clifford Brown the time has come to retire from the Navy after more than 26 years of active duty service. "It's all I've ever done. I came right out of high school and into the Navy," said Brown.

Serving as command senior chief since September 1991, Brown said the job is a different kind of assignment, although not entirely a new one. "I served in the same capacity when I was stationed at Lakehurst. It's a challenge taking care of the enlisted problems, the spouses, and keeping the skipper straight as far as their concerns. My job is to listen and find out if what's bothering them can be handled by me or if it needs to be taken up the chain of command. It's a full-time job."

Brown reported to his first command, USS BUTTERNUT (AN-9), in 1966, and followed that with a tour at the Naval Advisory Group. More recently, Brown served with VP-44 at Brunswick, Maine and Naval Air Technical Training Center, Lakehurst, N.J., before arriving at the Naval Air Warfare Center Aircraft Division Warminster.

He said the biggest asset of this command is its people. "This place has a world of talent and experience," he said. "The personnel here are second to none. It's not like it used to be when a high school diploma or GED was enough. Here, there are enlisted running around with college degrees and that says a lot about our people."

Although he's not looking forward to retirement, it will have its advantages. "I plan to do a lot of traveling. Hawaii, Australia, Ireland, plus a few places I've already visited which I enjoyed," explained Brown. "I won't be idle. When I'm done doing that, and if I'm still in good health, I might become a soap opera junkie."

"The Navy has given me the opportunity to travel, gain experience, and become educated." He continued, "I appreciate people more and have learned to get along with all races and nationalities. The Navy has broadened my horizon and made me a better person."

According to Naval Air Warfare Center Aircraft Division Warminster Commanding Officer Capt. William L. McCracken, Brown was a sailor's sailor. "He didn't look for recognition for himself, but spent a lot of hours behind the scenes making sure the sailors were getting what they deserved. He was committed to that. He won the hearts of all the people because of his professionalism and the fact that he was a good person. He's in our prayers."

Brown passes the command senior chief torch to Senior Chief Petty Officer Edward Smith and a little advice. "Be honest, be for real. Don't give answers you think they want to hear. Senior Chief Smith will have no problems at all."

He also had a few thoughts for those stationed here. "Carry on as you have been, and give Senior Chief Smith your full support and he'll give you his. It's been a pleasure serving with you, but time moves on. It's been a rewarding tour and a great end to a military career which I have thoroughly enjoyed. I'll miss it."

Maybe as much as this command will miss you.

Senior Chief Petty Officer Clifford Brown

New command senior chief leaves airplanes for people

Senior Chief Petty Officer Edward Smith

By JO2 Michael Delledonne

After spending 21 years working on airplanes in one way or another, Senior Chief Petty Officer Edward Smith now finds himself in the position of having no planes to take care of, only people, as he assumes the role of command senior chief. "My whole career has been fixing, supporting, or directing the maintenance efforts of aircraft," said Smith. "When one was broke, I had a book to go to for a standard repair procedure. There are no books to deal with people."

Smith, who looks forward to the challenges ahead, said he had reservations about accepting his new position.

"I'm a goal oriented person and I set a time frame to meet those goals. When I was first approached, I hadn't had enough time to follow through on existing goals. I had no qualms about taking the job, but timing was everything. I talked to the other chiefs about stretching out the time so I could reach those goals. Senior Chief Petty Officer Brown was especially supportive of my decision and he deserves a lot of the credit."

Serving as maintenance/material control chief petty officer for the maintenance department was rewarding and carried a lot of responsibility, but Smith said the command enlisted advisor billet is the pinnacle of any chief's career. "I look forward to representing the enlisted personnel here. They are one of the finest groups of men and women I've ever known."

As command senior chief, Smith has set two goals. "The first is to improve and enhance our personal recognition program. We have one going, but I don't think it's sufficient," he said. "I hope to ask questions and present challenges throughout the chain of command that will stir interest in recognizing their personnel. I feel the military component here works very hard and they sometimes don't get the thanks they deserve from the lower levels of the chain of command."

His second goal is to continue to improve the working relationship his office has with all levels of the command. "I want to work especially close with the chiefs and officers of this command so we can take care of any situations which may come up to prevent them from becoming command problems in the future."

Smith acknowledged that he is coming into the position at a difficult time for the command and for the Navy.

"The realignment is weighing very heavy on all the sailors' minds. I get new check-ins every day and some are asking themselves why they were sent here in the first place. They don't know for sure when, or if they'll have to relocate again.

"The Navy is talking a lot about voluntary and involuntary programs to reduce the total number of personnel. People are concerned about their careers and they have legitimate concerns. I feel very certain some good, quality sailors are going to be asked to leave the Navy because of the numbers crunch. I'm going to do my best to make sure our sailors stay informed and have sufficient information to answer for themselves the many questions they're going to have."

Important priorities retained

Self help program compliments renovation work

By M.J. Jadick

Tired of looking at the same old walls in the office? Are you number 157 on the priority list to get your office painted? Do you have the feeling that as you are driving away to Maryland in the middle of the decade, someone might show up to paint the walls? And the big question is, if we're moving to Pax River in a few years, why are we spending money on the outside of the building?

John Chmielewski, the facility manager division chief, has a couple of answers to those questions that bug us while we are drinking our morning caffeine.

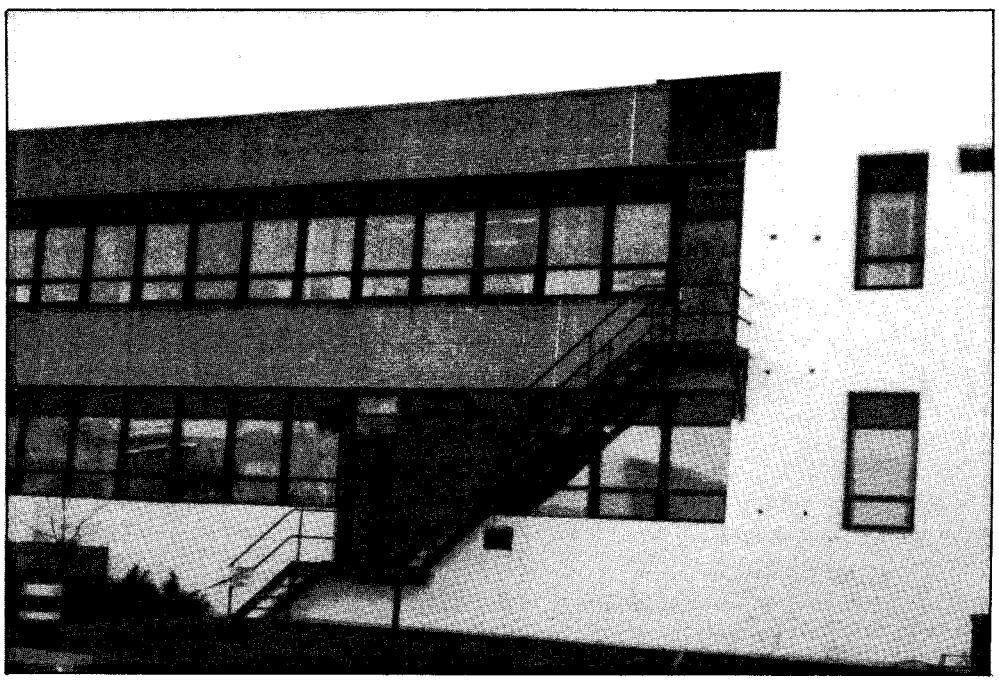
For people interested in sprucing up their offices, the facility management division has instituted a self help program. "People can now paint thier own areas. They can't do any carpentry or electrical work, but we'll equip them to do the painting."

That may not be the answer that people want to hear, but it is an option. For those interested in more information concerning the self help program, call 2111.

As to the other questions about the exterior work being done around the center, people still need to remember that the buildings will be used after the relocation to Patuxent River, Md. Other Navy organizations, as well as various federal agencies, have expressed an interest in coming to Warminster.

Chmielewski admits the emphasis must be on functional demands over cosmetic ones. For several years now, the building exteriors have needed more than paint. They had to be renovated to prevent further major deterioration. According to Chmielewski, many leaks noticed on the inside of buildings originated in exterior walls rather than the roofs.

He cited building 3 as an example. It is now being repaired and getting 2½ inches of additional insultation. "This will prevent deterioration and also help energy conservation. It's doing the job right."



Building 3 receives renovation as part of total program.

Legacy of America's First All-Black Lifesaver Unit

By Rudi Williams
American Forces Information Service

Black and white people on North Carolina's Outer Banks point to Pea Island with a special pride in the heroic deeds of black men and their role in the nation's maritime heritage.

"The heroic deeds of the U.S. Lifesaving Service surfmen are well-known, especially to Coast Guardsmen and to long-time coastal residents along the atlantic seaboard," said Rhett B. White, director of the North Carolina Marine Resources Center and Aquarium on Roanoke Island. "But unknown to most Americans, some of those early lifesavers were black."

Richard Etheridge became the first black man appointed as keeper of a lifesaving station in the U.S. Lifesaving Service. Instructed to hire other black men for his crew, his primary mission was to aid ships in distress. His crew replaced an all-white crew that had been fired.

Francis F. Shoemaker, assistant inspector of the Lifesaving Service, picked Etheridge to be keeper at Pea Island. "I examined this man and found him to be 38 years of age, strong, robust physique, intelligent and able to read and write. He is reputed to be one of the best surfmen on this part of the coast of North Carolina," Shoemaker said. "I'm aware that no colored man holds the position of keeper in the Lifesaving Service," he noted, adding Etheridge was such an excellent surfman that "the efficiency of the Service at the (Pea Island) station will be greatly enhanced."

"He has the reputation of being as good a surfman as there is on this coast, black or white," Shoemaker said.

One of the first things Etheridge did was put his men through rigorous lifesaving drills to prepare them to tackle any task. He gained a reputation for being one of the most daring lifesavers in the nation.

A painting by James Melvin depicts the rescue of the crew of the schooner Newman in 1896 by the African-American lifesavers of Pea Island.

"Besides demanding swift obedience from his crew, Etheridge insisted on strict adherence to the service's standards of appearance and encouraged his lifesavers to be especially alert during storms for vessels in distress," said White.

Their most dramatic and famous rescue involved the crew and passengers of the *E.S. Newman* on Oct. 11, 1896, according to White.

The *Newman* was en route from Providence, R.I., to Norfolk, Va., but the raging storm had blown it 100 miles off course into the "Graveyard of the Atlantic." The *Newman*, a three-masted schooner carrying nine people — Capt. S.A. Gardiner, his wife and 3-year-old child and a crew of six — slammed onto the beach near Cape Fear, about two miles south of Pea Island. After beaching the crippled 395-ton vessel, Gardiner fired a distress signal skyward.

As the red flare burst, faintly lighting the horizon, Surfman Theodore Meekins was not sure what he had seen through the driving rain and sea-spray-covered window of the lookout tower. He summoned Etheridge to help look.

Gardiner fired another flare, and Etheridge and Meekins spotted it.

In pitch darkness, the men and mules struggled through sweeping currents, knee-deep wet sand and sea foam, their cart laden with heavy coils of safety line, powder shot, a 150-pound Lyle gun for firing a safety line to the ship and other rescue equipment.

The storm was so fierce that waves coming from the Atlantic washed over the entire island to the sound. "It seemed impossible under such circumstances to render any assistance. The storm tide was sweeping across the beach, and the (mule) team was often brought to a standstill by the sweeping current," Etheridge later wrote in his log.

When they reached a point opposite the wreck, there wasn't any solid ground to place the heavy Lyle gun. The surf was so violent they couldn't launch the lifeboat or use the breeches buoy lifesaving system.

The howling wind and pounding surf drowned the cries for help from those aboard the *Newman*. Etheridge's voice was barely audible when he told Meekins and another of his strongest surfmen to tie large-sized shot lines around themselves and to wade into the surf as near the side of the vessel as possible.

Fighting the waves and wind, the two men struggled to save their own lives so they could rescue those clinging to the wreck. Reaching the side of the vessel, they managed to throw the heavy life line aboard. The ship's crew hauled them aboard and tied the child to a surfman. The man climbed back into the vicious sea and fought his way to shore.

Each time two surfmen returned to shore with a passenger, another pair headed for the wreck. This was repeated until everyone aboard the *Newman* was rescued.

White believes the press never headlined the heroics of the surfmen solely because they were black.

"There are few well-known role models in our maritime heritage for black youngsters or for young people from other minorities," said White. "Even the story and uniqueness of the brave black lifesavers at Pea Island is not well-known.

Richard Etheridge remained as keeper of the Pea Island Lifesaving Station until his death on May 8, 1900. The Coast Guard dedicated a monument to the black Pea Island lifesavers on the grounds of the aquarium in Roanoke, Va., a few feet from Etheridge's burial site.

Hatch Act is still the law

Avoid well intentioned but serious violations

By Robert G. Janes

This is an election year, and we are already beginning to get inquiries concerning the Hatch Act, the 53-year-old statute which restricts the political activities of federal employees.

One recurring Standards of Conduct (SOC) question we have gotten over the years concerns the current status of the Act — is it still the law? Has it been changed in any way? Although there seems to be talk every year of modifying the law, or of repealing it outright, every effort to do so to date has been unsuccessful.

Indeed, a recent case, **Merit Systems Protection Board [MSPB] Special Counsel v. Gallagher, et al**, may help explain why the Hatch Act remains with us. In that case, three Government employees were removed from their jobs for a combination of offenses, including, soliciting subordinates to contribute money or labor for political purposes, and in one case running for elective office. The Board specifically rejected the defense that the individuals were ignorant of the Hatch Act's restrictions, stating that although this is "routinely claimed" in these cases, and it may bear some relevance to the selection of a penalty, in this case, it did not serve to justify the actions nor to mitigate the penalty.

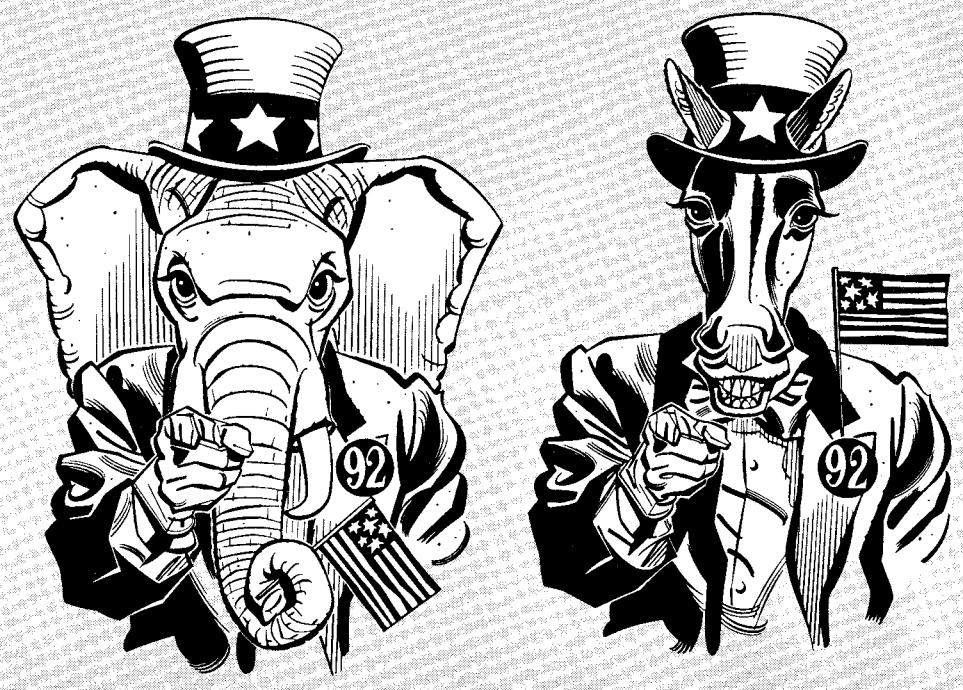
Under the law, federal employees are permitted to express their views about candidates and issues; join political clubs; attend political rallies and meetings; contribute money to political organizations and candidates; and wear or display political badges, buttons, or stickers.

What the Hatch Act tends to prohibit is more active political involvement, such as organizing or managing political rallies or meetings; distributing campaign material; collecting contributions or selling tickets to political fund-raisers; and circulating nominating petitions.

Probably the major Hatch Act prohibition is the one forbidding federal employees from being candidates for public office in partisan elections. A partisan election is one where **any** of the candidates is a representative of the Democratic or Republican parties. Thus, even if you are running as an independent candidate, if any other candidate is running as a Democrat or Republican, it is a partisan election and you may not be involved.

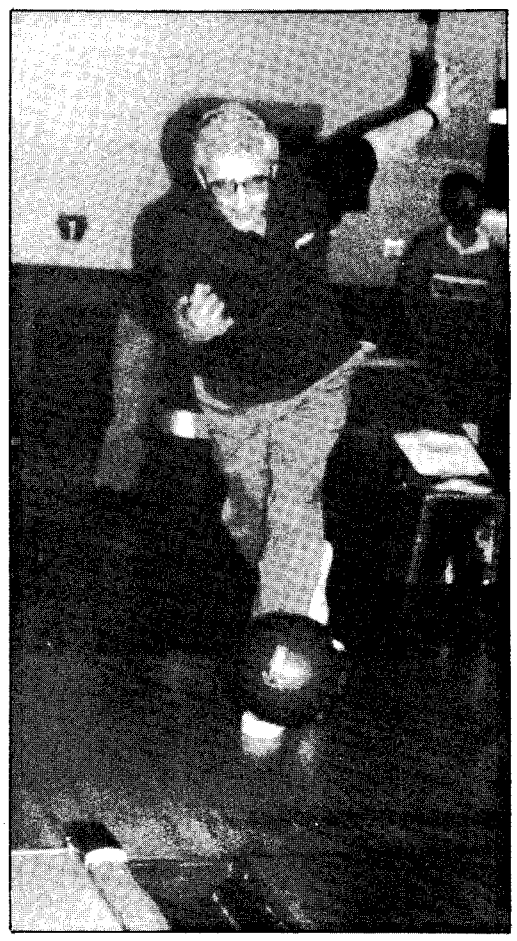
The law does not restrict the political activities of an employee's spouse or other family members in any way. Please bear in mind, however, that if your spouse is a candidate, the Hatch Act does restrict the political activities **you** may undertake on his or her behalf.

If you have any questions about the Hatch Act's applicability, please contact us in the Office of Counsel on Ext. 3000. We have copies of the law itself, as well as pamphlets explaining it, and if there are any questions we cannot answer, we will join you in placing a call to the MSPB's Office of Special Counsel, the federal agency responsible for administering the statute and providing advice on it.



SPORTS WORLD SPORTS WORLD SPORTS WORLD

Mixed bowling rolls on to second half



Tom Reiter enjoys his night.

By Tom Reiter

The second half is underway which means the season ending banquet is in sight. This year's festivities will be held at the Northampton Country Club on Friday evening, June 19. League vice-president, **Patti Aspinall** said that this year's bash will be the best yet. She should have some fresh ideas since Patti and **Mike Harvan**, Alley Cats team members, will become husband and wife this May.

Wedding bells will ring even sooner for another pair of teammates, **Donna Morgan** and **Gary Dunn** (Spare Us). Donna and Gary will be exchanging vows on March 28. Congratulations also to **Neal Polin** on his upcoming nuptials as well as to **Wes Gleason**. The bachelors are falling like head pins (ouch!).

One more item, **Carla Dragon** (Red Winos), just told this captain that she had good news and bad news. Good news for her, bad news for me. On March 13, Carla will leave the command, transferring to the Navy Finance Office, Great Lakes, Illinois. Carla is one of the league's most liked bowlers, a great team member, and a tribute to the league. She will be missed by all of us — Good Luck, Carla!

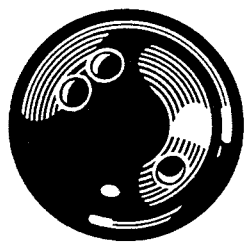
Traditionally, Thunderbird Lanes sponsors awards to our League for each bowlers' first 200 game (men) and 180 game (women). Congratulations to those who have received their complimentary gifts:

MEN

Mike Dent, 259; Jay Kretzing, 248; Rob Simon, 245; Steve Jerdan, 245; Ernie Wykes, 234; Wayne Everett, 233; Ed Beach, 232; Kevin Ryan, 231; Bill Pohle, 226; Bob Sedlock, 225; Ron Vajda, 225; Leo Markushewski, 224; Jack Horning, 224; Randy Yeager, 224; Jim Williamson, 224; Wayne Jerdan, 223; Bob Morsdorf, 221; Bob Smiler, 220; Scott Fowler, 218; Yuen Johnson, 217; Dave Green, 217; Neal Polin, 216; Jerry Guarini, 216; Tom Reiter, 216; John Harris, 215; Joe Lindinger, 214; Ed McGlynn, 214; Rick Yeager, 214; Al Knobloch, 214; Larry Sicher, 213; Dick Coughlan, 212; Joe Emperly, 211; Bob Pullen, 211; Jack Eyth, 210; Bob Bollard, 210; Bob Andrews, 209; Gary Dunn, 208; Bob Kittner, 206; Dave Oliver, 206; Ted Weathers, 205; Dave Furry, 204; Terry Moore, 203; Chuck Halko, 203; Joe Wetzel, 203; Bill Baldwin, 203; Carl Frey, 201; Mike Lizbinski, 201; Mike D'Aulerio 201; Vic Caddick, 201; Ed Fields, 200.

WOMEN

Kathy Sedlock, 241; Barbara Vajda, 235; Linda Stickney, 232; Mary Vaughn, 223; Barb Fleischut, 212; Lorraine Reidinger, 208; Barb Dilemmo, 207; Carla Dragon, 207; Winona Pelo, 206; Julie McCarthy, 204; Melissa Kee, 200; Karen Thomas, 199; Ann Harris, 197; Lorraine Kittner, 193; Char Pohle, 193; Jamie Jerdan, 193; Mila Brown, 193; Terry Lopes, 191; Sharon Robinson, 191; Carla Mackey, 190; Sharon Morsdorf, 190; Denise Eck, 189; Bernie Connison, 188; Dianna Beach, 187; Gina Fowler, 184; Janet Doll, 184; Lee Bourgeault, 184; Terese Wells, 184; Joann Coughlan, 182; Patti Aspinall, 181; Jane Gifford, 180; Pam Kinsky, 180; Eileen Cunnane, 180.



The joy of bowling is loving the game

The first half of the Command's Men's Bowling League is history and, true to form, history has repeated itself. The Phantoms made a shambles of their division and the Good Group nailed down a playoff spot in the other. History rolls on for the Strike Force too, having come within spitting distance of first place before realizing "we might do it" and plummeting to fifth in the last three weeks, taking less than a quarter of the points remaining. We can still take a commanding lead into the eighth and lose comfortably. (My team hates when I write these things. They're so defensive.)

The second half started off the same, but we rallied in the third week to quench an excellent effort by the Skunks. We'd like to feel proud, but it was really the effort of super-sub, Gene Toner, on loan from the Pinbusters, who rolled a 617 for us, 134 pins over his average. (Heaven forbid one of our own guys should carry the geam.) We thought of swinging a deal for Toner, but decided against it. It would ruin him.

My wife immediately knows a good bowling night from the usual fiasco. She gauges the impact the bowling ball imparts on the closet. When the dust showers down from the reading lamp, she intuitively perceives a poor outing. I hide it well, I think, but my beet-red complexion and snappy retorts bring the question, "Bad night?" She's so perceptive.

After five minutes of telling her "You don't want to hear it," I launch into a litany of injustices from stepping on resin bag dust, to lane conditions, poor management, wrong equipment, bad luck for us, incredible luck for "them," the weather, biorhythms, some vague reference to unsympathetic bowling gods, and the contention that our team will find a way to lose if it takes all night, and that I'm in the vanguard of that quest.

She looks up from the paper and says, "I guess that happens sometimes."

"You **guess**? Things **happen**? Have you been listening?"

"Hon, the entire block has been listening — we don't have a choice. Anyway, aren't you supposed to be having fun?"

"FUN? Can you . . .? Don't you . . .? Ah, what's the use, you weren't there."

"That's **my** cross to bear. Listen, if it's so much aggravation, why don't you just quit?"

"Are you kidding? I **love** this game!"

Dave Gauntt
Strike Force

Winners . . .

of the MWR Ladder Racquetball Tournament held recently at the Naval Air Warfare Center Aircraft Division Warminster. Taking top honors was Chief Petty Officer James Williams. Second place was awarded to Senior Chief Petty Officer Robert Morsdorf and third place to Cmdr. Wendell J. Gift.

NAWC Aircraft Division NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

Cuorato celebrates 50 years of civil service

A self-proclaimed accident 50 years ago led to a huge celebration Mar. 2. The accident was a job with the government in 1942. The celebration was the 50th anniversary of James Cuorato's outstanding career.

What led Cuorato, Code 8454, to this celebration started more than a half of century ago after he graduated from Roman Catholic High School. "There wasn't much work for anybody under 18 back then. I got a telegram from Drexel University, which offered a 10-week course called the 'Elements of Engineering', at no cost," explained Cuorato. Although he wanted to go to the class, Cuorato felt he couldn't leave his father, a stone mason. "It was his busy time of the year and I knew we didn't have a lot of money. So I told him I wasn't going to go. He looked at me and said he didn't have the money to send me to college," said an emotional Cuorato. "He told me to work with my head, not with my back like he did."

The course, five days a week, eight hours a day, of intense engineering took its toll, as a number of students dropped out. From July through August, Cuorato spent his days studying in a sweltering classroom with no air conditioning. His hard work and dedication payed off, as he received his graduation certificate at the end of the 10 weeks.

"He (my father) told me to work with my head, not with my back like he did."

The Army Signal Corps got his name from a list of graduates and offered him a job at $36 a week. "It was twice what I was making with my other job so I took it." He stayed with the signal corps until 1953, working his way up to become a supervisory electronics inspector.

Cuorato then transferred to the Frankford Arsenal and began his career in the procurement field, as a procurement analyst. Never satisfied to sit and watch at the arsenal, Cuorato served as administrative vice president of the Toastmasters Club, president of the Frankford Arsenal Management Association (two terms), and the civilian representative on the Board of Governors of the arsenal's Officer's Open Mess (three times). He progressed to a contract negotiator and supervisory contract specialist, until the arsenal was involved in a base closure in 1976.

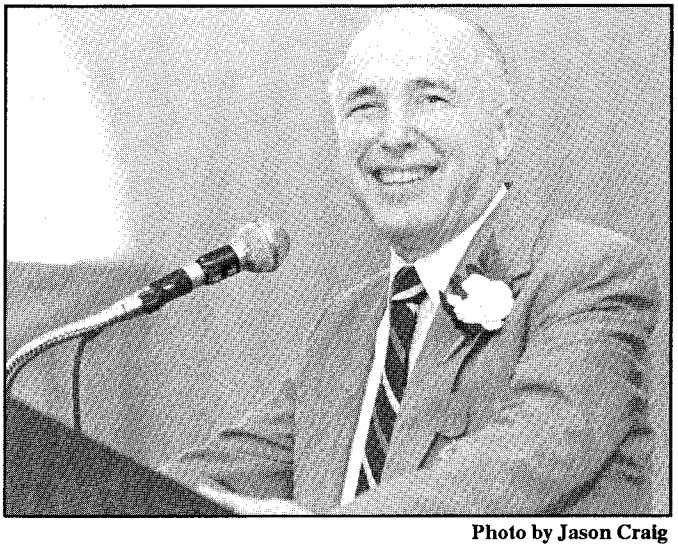


Photo by Jason Craig

James Cuorato speaks during the celebration of his 50 years of government service.

Since his arrival at NAWC AD Warminster in 1976, he has been responsible for the supervision of nine negotiators and contracting interns, supporting the workload generated by the Sensors and Avionics Technology Directorate, the Computer Directorate, and miscellaneous support codes on center. Currently, he is the contracting officer for all of the center's automatic data processing procurements and is authorized to execute contracts up to $10,000,000 in value.

As far as the celebration, Cuorato thought there might be a small luncheon. "When Frank Drummond and I went to lunch alone, something didn't seem right. We went everywhere. He even stopped to get gas, and I was thinking, he's either sitting on empty or he's broke, because he didn't put much in at all," he said.

"I was shocked, stunned and almost speechless, and that's unusual for me," said James Cuorato on his surprise luncheon held at the Blair Mill Inn. "At first I saw my family and I was wondering what was going on. Then I saw all the people who were there and I just couldn't believe it. I thought there might be a little get together of a few people, but nothing of this magnitude."

(See Cuorato on page 7)

Bird's eye view

First code realigns

Capt. William L. McCracken
Commanding Officer

The 244 employees of the Communication Navigation Technology Department (CNTD) are the first members of the Naval Air Warfare Center Aircraft Division Warminster to feel the impact of the Navy's realignment. On Jan. 26, 1992, the department which is responsible for the development of Navy navigation systems, changed reporting officials. They no longer belong to the Naval Air Warfare Center, but to the Naval Command Control and Ocean Surveillance Center (NCCOSC).

CNTD is no stranger to moving. In 1973, when the Navy announced the closing of the Brooklyn Navy Yard, the navigation function was consolidated by moving several hundred scientists and engineers to Warminster. They joined engineers already working here and formed the Naval Navigation Laboratory. In 1977, the department continued to grow, with the addition of the command and control division of the Aero Electronic Technology Department (once the Radio Division of AEEL) and was renamed into the Communication Navigation Technology Department.

CNTD is responsible for the development of Navy navigation systems and communication equipment for all Navy platforms. These technologies fall in the category of communication, command and control which is the primary mission area of NCCOSC. The department consists of four divisions: one for communications and three for navigation.

The realignment is part of the plan to consolidate Navy command and control technologies under one command. NCCOSC, is organized into three geographical/functional elements - research, development, test and evaluation division, west coast in-service engineering division, and the east coast in-service engineering activities. The command is headquartered at San Diego, Calif. Now a tenant activity of NAWC AD Warminster, a service contract is in negotiation between NAWC AD Warminster and NCCOSC to provide the CNTD with most of the support services that were provided in the past.

As I see it

I'm here for you

AMCS Edward Smith
Command Senior Chief

Do you supervise military personnel here at Warminster? Do you have questions about the best way to assist your sailor's career development? Or perhaps, you're having discipline problems in your area and you don't know what options are available within the Navy?

Call me.

As the command senior enlisted advisor, I can offer either additional guidance, or information on resources available, to both military and civilian supervisors who want to ensure their sailors are being taken care of.

Many supervisors may not be aware of the current policies, training requirements, or evaluation inputs that are part of our overall business.

It's my job to ensure that policies pertinent to the morale, welfare, job satisfaction, utilization and training of all enlisted personnel are followed through. Supervisors of military personnel need to support the career development of their sailors. If you aren't sure what the professional needs of your sailors are, let me help. In today's world of defense cuts, the training they receive is critical. Advancement is more important than ever. They are truly dedicated professionals, worthy of your attention.

If there are discipline problems, it is our responsibility to use the chain of command and solve the problem at the lowest possible level. If, for whatever reason, the chain of command doesn't work, I have direct access to the commanding officer to voice the concerns of the enlisted personnel. I am an option.

I'm here to assist you. Call me at extension 2600.

Until next time...

Letters to the Editor

Name change and parking stickers of concern

NAWG AD, WC?

Hidden in the recent name change of our "Center" is an issue of semantics. Whoever changed our name, also changed what we mean by the word "Center". The "Center" we used to belong to was the "base" or "facility" here in Warminster. Notice the old names, Naval Air Engineering Center, Naval Air Propulsion Center, Naval Air Test Center, Naval Avionics Center all used this word to refer to particular individual locations.

The "Center" we now belong to is a much larger organization, which includes many bases or individual locations. Most of the image problem we have with our neighbors here in Warminster, is "Development". The word "Center" should have been kept for one individual location. The new organization should have been named "Group", or "Organization". With this substitution we would be renamed as the Naval Air Warfare Group, Aircraft Division, Warminster Center, which is longer, but more accurate.

To make matters worse, the former Naval Air Test Center has been renamed "Flight Test and Engineering Group". What is a "Center" and what is a "Group"? Wouldn't "Group" apply better to an organization of several "Centers"?

Now we can see that the word "Warfare" could easily be replaced by a word less charged with emotion. This word is just a part of a phrase which includes the previous word "Air". In addition to the "Air" group, there are the "Undersea" group (Warfare Center) and, I believe, the "Surface" group. Why not use a word such as "Theater" or "Operations" instead?

Our name could become the "Naval Air Operations Group, Aircraft Division, Warminster Center" which certainly describes our function and location.

Fred Morey
Code 5053

"Warfare" another view

It seems to me the furor raised by one word is beyond belief. The Defense Department decided to consolidate several naval facilities under one name, Naval Air Warfare Center. NAWC AD Warminster, formerly NADC, was one of those centers. Now, the Warminster supervisors, residents, and store owners are angry and they want the Navy to change their minds and call the facility at Street and Jacksonville Roads something different.

May I remind A. Pittman and his neighbors, the supervisors, and storekeepers, that the name says what NADC has long been doing for the past 45 years. We do not sell cars here, nor do we sell goods. We deal in warfare facilities. The P-3 aircraft that take off everyday, goes on routine antisubmarine patrol. The life saving products produced here save aviators lives, who have been shot down at sea, or who have taken off from aircraft carriers. We are part of the Department of Defense, and we should be called a warfare center because that's what we're doing.

If the Warminster supervisors want to complain to the Navy, why not complain about closing the facility down and removing 2,000 taxpayers from their township. In a few years, the name won't matter, as NAWC AD Warminster won't even be here. We'll be relocated to Maryland.

M. Kieserman
Code 331, NCCOSC

Stickers on windshields

Recently, the base has changed its policy as to where the vehicle parking stickers are to be displayed. The stickers are now placed on the center of the windshield. This is a direct violation of Pennsylvania motor vehicle regulations. I recently contacted the Pennsylvania Department of Vehicle Safety (717-787-2859) and discovered that any decals on the windows of a vehicle, other than the emissions and inspection sticker, are not permitted. Will the center pay any fines incurred from this violation?

Name witheld upon request

In February 1989, this office contacted, in writing, the Pennsylvania Department of Transportation, Bureau of Motor Vehicles in regards to the Department of Defense policy of affixing required DoD decals to the windshield of passenger vehicles.

On Feb. 7, 1989, we received a letter from the Director, Bureau of Motor Vehicles, Mr. John A. Pachuta. The Pennsylvania Vehicle Code allows for placement of inspection certificate sticker identification sign...or other officially required sticker." The letter further stated "Pennsylvania recognizes DoD as an official agency and therefore placement of a decal, expiration data and parking decal on the windshield; in an area causing the least obstruction, is permitted under existing vehicle code."

Further questions on this subject can be directed to Mr. Dave Ori, Department of Motor Vehicles at (717) 787-3184.

As always, I appreciate the concerns center employees have in regard to law enforcement and security, and I stand ready to assist.

Clinton Herbert
Security Officer

NAWC AD stand up ceremony held at Pax

The Naval Air Warfare Center Aircraft Division Patuxent River officially stood up Mar. 4, in ceremonies held at the Capt. Steven A. Hazelrigg Flight Test Facility.

The ceremony concluded the Navy's two-year effort to consolidate research, development, test and evaluation, (RDT&E) and certain in-service support functions performed by 36 different field activities into four integrated centers and a corporate laboratory. The stand up officially recognized the establishment of NAWC AD and the disestablishment and reorganization of the Naval Air Test Center at Patuxent River; the Naval Avionics Center at Indianapolis, Ind.; the Naval Air Propulsion Center, Trenton, N.J.; the Naval Air Engineering Center, Lakehurst, N.J.; and the Naval Air Development Center, Warminster, Pa. Also included in the ceremony was the assumption of command of Rear Adm. (Select) Barton Strong, who became the NAWC AD commander. With its new charter, the NAWC AD becomes the Navy's principal RDT&E, engineering and fleet support activity for naval aircraft, engines, avionics, aircraft support systems, and ship, shore and air operations.

Vice Adm. William C. Bowes, commander of Naval Air Systems Command in Washington, D.C., told the 850 guests in attendance and NAWC AD employees watching the ceremony via satellite, "The NAWC is a most exciting undertaking. I applaud the men and women of Pax River, and also those of you from Warminster, Lakehurst, Trenton and Indianapolis, whose efforts contributed to one of the most comprehensive organizational reworks in naval aviation history. The creation of the NAWC is the culmination of several chapters of that history, a history of many decades, several wars, and the dedication of a cast of tens of thousands."

Rear Adm. George H. Strohsahl, commander of the Naval Air Warfare Center, told the audience that when the organizational realignment began in late 1989, he had no idea that it would happen so quickly or dramatically, but the pace was in keeping with the defense environment and rapidly changing world events.

"I certainly had no idea that I would end up in command of this vast technical organization that employs some 25,000 people in direct support of customers in Washington, and even more importantly in support of our fleet," he said. "The rest of the Naval Air Systems team is now, and will increasingly be, dependent on our technical expertise to help carry naval aviation into the next century. Despite the obvious reductions we've already begun to absorb and will increasingly take in the future, it is our mandate to retain this technical expertise that is the underpinning of our force's capability."

Strohsahl added that many people, both military and civilian, were involved in the planning process which made the realignment and consolidation possible. He praised Vice Adm. Bowes and Capt. Robert Parkinson, former acting commander of the Naval Air Test Center, now director of the newly created Flight Test and Engineering Group, for their support during all phases of the realignment. Strohsahl also added that without the efforts of NAWC Technical Director Lewis Lundberg and NAWC AD Deputy Commander Dennis Distler the transition could not have taken place.

Assuming command of the newly established organizations within the NAWC AD were: Capt. Russell J. Henry, commanding officer, NAWC AD, Indianapolis; Capt. Carl S. Park, commanding officer, NAWC AD, Trenton; Capt. David J. Raffetto, commanding officer, NAWC AD, Lakehurst; Capt. Donald A. Wright, commanding officer, Naval Air Station, Patuxent River; Capt. William L. McCracken, commanding officer, NAWC AD, Warminster and Capt. Robert Parkinson, director, Flight Test and Engineering Group, Patuxent River.

NAWC AD
Public Affairs

U. S. Navy photo

Naval Air Warfare Center Aircraft Division Warminster Commanding Officer, Capt. William L. McCracken, is piped aboard during stand up ceremonies held in Patuxent River, Md.

Commission approves lab reorganization

A federal advisory commission recommended adoption of the services' laboratory restructuring proposals.

Nevertheless, two major problems remain, say DoD officials.

In February 1990, the Federal Advisory Commission on Consolidation and Conversion of the Defense Research and Development Laboratories was established to consider ways to improve laboratory operations.

The 12 public and private sector members studied the feasibility of converting some, or all, of DoD's laboratories to government-owned, contractor-operated laboratories. They also looked at modifying laboratory missions and functions, or consolidating or closing them.

The commission report was submitted to Deputy Defense Secretary Donald Atwood, who forwarded the findings to Congress. The commission agreed that the Army's and Navy's proposed realignments should begin right away and that the Air Force should continue implementation of its plan.

The Army operates 42 laboratories, centers and institutes that employ approximately 25,000 civilians. The services' realignment plan would nearly halve that number to 22 operations managed by the Corps of Engineers, the Medical Research and Development Command and the Army Materiel Command.

The Navy currently runs two science and technology labs, seven research and development centers and eight medical labs. Its consolidation effort proposes forming four warfare centers by merging the two science labs, seven centers and 29 engineering activities. The Navy will down size, then merge three of its medical labs with the Army and Air Force, and absorb two Army medical labs into Navy laboratories.

In December 1990, the Air Force consolidated its 14 laboratory organizations into four "super labs" to correspond with its product divisions: aeronautical systems, electronic systems, space systems and human systems.

The commission objected to the Army proposal to move its electronics facility from Fort Monmouth, N.J., to Adelphi, Md., site of its new Combat Materiel Research Laboratory. The findings said funds should be deferred until a study assesses the advantages and disadvantages of having a single microelectronics research facility for all three services.

"Getting and keeping competent research scientists is still a major problem."

DoD's large, complex laboratory system dates back to 1842 with the establishment of the Naval Observatory in Washington, D.C. Consisting of 42 Army, 20 Navy and four Air Force labs, the system spends about $6.5 billion annually and employs nearly 60,000 people, of whom more than 26,000 are scientists and engineers.

Its mission is to provide technical expertise so that the services can be smart buyers and users of weapon systems and be free from commercial pressure in decision making. Though DoD plans to reduce their number and size and restructure them, the laboratories are as important as ever - what remains must be superior, the commission report advises. The group quoted from President George Bush's August 1990 Aspen Institute speech that "to prepare to meet the challenges we may face in the future, we must focus on...an active and inventive program of defense research and development."

"Getting and keeping competent research scientists is still a major problem," said Mike Heeb, special assistant for DoD laboratory management, research and engineering, who served as the commission's executive secretary.

"Their scientists and engineers run up to $130,000 to $140,000 a year. We bring ours in around $34,000, and they only run to about $55,000."

Commenting on the commission's review of management operations and personnel policies, Heeb said DoD cannot compete with the private sector for top-quality people. Even with special federal pay incentives, DoD pay scales trail by about 65 percent to 85 percent, he asserted.

"We just can't go out and hire top young people," he said. "We don't have a career ladder for them." A typical example, he said, is one commercial laboratory that pays $60,000 to $65,000 to people fresh out of school with a doctorate. "Their scientists and engineers run up to $130,000 to $140,000 a year," he said. "We bring ours in around $34,000, and they only run to about $55,000."

The private sector is "getting good people at their most productive age," he said. "The good ones we've got will be gone soon, and we don't have a way to replenish them. We're talking about scientists and engineers, many of whom have postdoctoral degrees and who are critical to the operation of the labs."

Another problem is one of management, an "ownership issue." Heeb said commission discussion and investigation showed that some laboratory managers still don't have authority to fully direct their activities because of "stovepiping." That is, they cannot tell their laboratory personnel or contracting divisions what to do because those staffs answer to a different chain of command.

Also, he added, the military officers who sometimes run the laboratories are not science and technology types. "You've got macho warriors in charge of the nerds," he said. "The former don't understand what the latter are doing. We've got to fix that somehow."

To solve various management authority issues, the commission suggested full implementation of the Laboratory Demonstration Program, which might help improve management's flexibility. The program started in November 1989 as a vehicle to evaluate and improve personnel, management, research and development contracting, facilities modernization and the laboratory director's authority.

By F. Peter Wigginton
American Forces Information Service

Elimination of chlorofluorocarbons underway

Employees at the Naval Air Warfare Center Aircraft Division Warminster are working to eliminate chlorofluorocarbons (CFCs) and hylogenated hydrocarbons (Halons) from aircraft environmental control systems (ECS) and fire protection systems to help the Navy comply with the Clean Air Act and the Montreal Protocol agreement signed by the U.S. These documents reduce, then eliminate, the production of CFCs and halons by the year 2000.

President Bush announced recently the U. S. would move to phase out ozone damaging chemicals earlier and eliminate most by the end of 1995.

Why does this matter to the Navy? Eleven Navy aircraft use ozone depleting CFC refrigerants in their systems for cooling electronics and the crew.

The CFCs are effective refrigerants. They have distinct properties such as operational pressure, cooling capacity and lubrication compatibility, that make one the best for each aircraft. Potential replacements exist for the ozone depleting CFCs for private industry, but not necessarily for the Navy.

The E-2C long range surveillance Hawkeye uses the most refrigerant, 29 lbs., and the TH-57B/C helicopter uses the least, 2-3 lbs. A typical car uses 2 lbs, but as of July 1, these refrigerants may not be vented into the atmosphere during system service, repair, or disposal.

The Navy must devise ways to perform these routine life cycle tasks and come up with long-term solutions as these chemicals become less available and more expensive.

When CFC molecules reach the upper atmosphere, sunlight reacts with the molecule releasing the chlorine atom from the molecule. The chlorine atom, in turn, combines with an oxygen atom from the ozone molecule in the first of number of ozone destructive reactions. Destruction of the ozone layer allows dangerous levels of ultraviolet light to penetrate to the earth's surface. This causes skin cancer, cataracts, and immune system diseases, as well as the destruction of billions of dollars worth of vital food crops

Performance evaluations are now being conducted to determine the extent of modifications required to accommodate each new refrigerant. For example, one alternative refrigerant requires twice the operational pressure as the chemical it most closely matches in other characteristics. At a minimum, such a change requires more robust compressors and heat exchangers.

"Compliance for some aircraft may consist of stockpiling existing coolant for use during the remaining aircraft life," said Tim Springer, a project engineer from propulsion and thermal analysis branch. "It may not be economically feasible because of the limited service life."

In other instances, existing industry replacements may suffice, but other solutions are being sought. "An ether based compound, E-134, is being investigated by NAVSEA," said Springer. "Preliminary reports are promising."

The aircraft fire protection team, Code 6013, is tasked to eliminate the most commonly used halon from Naval aircraft fire protection systems. This includes portable fire extinguishers, used in manned crew spaces, cargo bays, and fixed systems protecting engine and auxiliary power unit compartments.

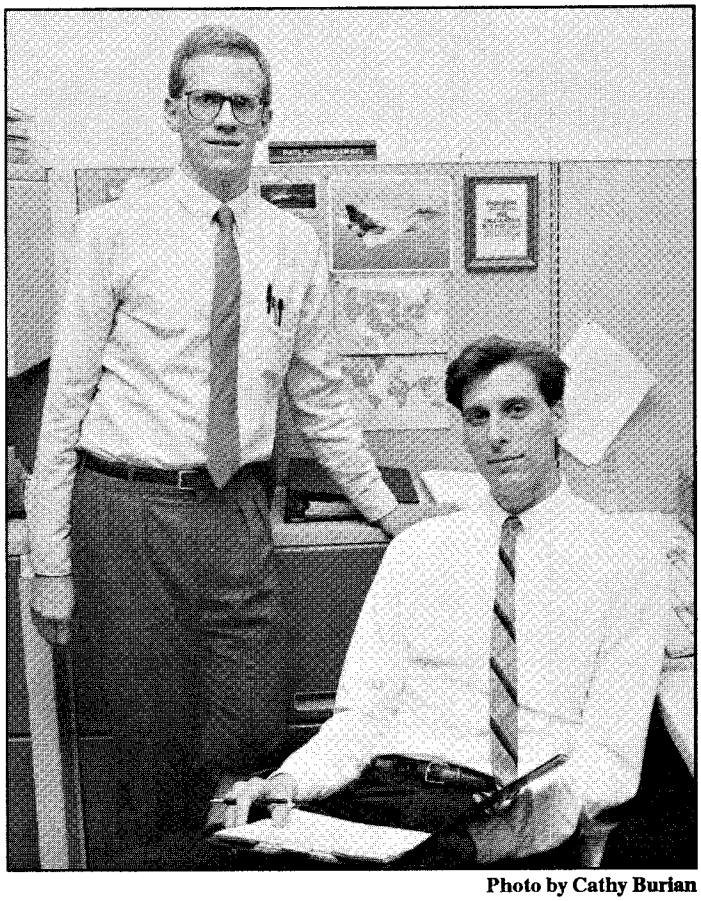


Photo by Cathy Burian

Tim Springer, a project engineer from the propulsion and thermal analysis branch, Code 6052, and Paul Lubiejewski, the aircraft fire protection team, Code 6013, are contributing to the protection of the ozone layer.

The most attractive replacement chemical for portable units may be carbon dioxide since it was used before the development of halons, according to Paul Lubiejewski, aero mechanical engineering branch, Code 6013. He is evaluating halon and carbon dioxide properties such as weight, fire suppression efficiency, health hazards and cost to determine feasibility of this potential substitution.

"Installed fixed halon fire protection systems will be left intact," said Lubiejewski. "We will rely on a strategic reserve of Halon for the remainder of the aircraft life cycle."

Code 6013 is working to improve these fixed systems to minimize halon release into the atmosphere. Paul DeSipio and Bob Hefty, Code 6013, are investigating false fire alarms causing halon releases. Rick Washburn is researching inadvertent or accidental activation of these systems. Design enhancements or maintenance improvements will be recommended.

Future naval aircraft will be required to use halon replacement chemicals with reduced ozone depletion potential for their fire protection systems.

By Larry Lyford
Public Affairs

Center newspaper changes appearance

The Reflector has a new look.

There are two reason for the change: efficiency and old fashion espirit d'corps.

"The office was publishing two monthly newspapers: the Reflector, which was geared mainly towards the civilian employees; and the Update, for the center's military population," said Maryellen "MJ" Jadick, the center's new public affairs officer. "We had two people producing two newspapers. This office isn't big enough to support that kind of schedule. The old Reflector was sent to a contractor to be typeset and layed out manually."

The new Reflector is done on desktop publishing, which permits the PA office to have complete control and doesn't take as much time. Camera ready copy is sent to the printer. The only thing the printer does is make halftones of the photos and reproduce the copy. "We won't be able to say the printer made the error. And believe me, this center is a tough audience. They do not hesitate to let you know when you've made a mistake. Like Mr. Frank Prevetti, of Code 4023, who graciously pointed out a big mistake on the front page of our last issue that five proof readers missed. I welcome that kind of feedback. That tells me people are reading our publication. We even have a couple of folks who take the time to serve as anonymous editors. I especially look forward to hearing from them after this issue hits the street."

The paper will include news, letters to the editor, features, recognition, sports and recreation, and information on the transition to Southern Maryland. In the area of technical articles, one of Jadick's goals is to translate the center's technical accomplishments into some thing that all employees can understand and take pride in.

"Since I've been here, I've heard that many people outside our gates, and many inside, really don't understand what we do," she said. "Our scientists and engineers do great work here, but at times it's written in a dialect that only they can understand. I don't mean to be insulting, but I keep asking 'What does that mean?' If we don't ask, how else can we understand what the center does, and brag about it to our friends? I feel technical stories need to be written, not so much for the scientists and engineers, but for those of us who aren't. It may take a little time, but we'll get there."

The deadline for the Reflector is the 10th of the month prior to the next issue. Story ideas, articles, suggestions, questions and comments should be sent to Code 041.

JO2 Michael Delledonne
Public Affairs

Cuorato celebrates 50 years of civil service

(Cuorato, from page 1)

Presented at the luncheon were various awards and letters for his government service. He received the Civilian Meritorious Service Medal for outstanding service by a civilian; letters from President George Bush, Senators Arlen Specter and Harris Wofford, Jr., Congressmen Peter H. Kostmayer and Robert A. Borski, Jr., and Philadelphia Mayor Ed Rendell; a Certificate of Honor from the Bucks/Mont Chapter of the National Contract Managers Association; and flags which were flown over the state capitol and NAWC AD Warminster. "At the time they were presented to me, I didn't fully appreciate what I was getting, but as I have looked back, each of the gifts were by themselves very special."

Asked why he has stayed in government service so long, Cuorato smiled, and said because he loves what he does. "People want to know why I go to work everyday. Some understand and some don't. I'm comfortable and happy with what I'm doing. Unless I find something I enjoy doing as much, I'll do this. My wife always said as long as your happy where your at, be quiet and go to work. They're words of wisdom," said Cuorato.

A majority of that enjoyment comes from his family which includes his wife of 42 years, Mary, and three children, James Jr. 38, Marianne 37, and John 33. He also has four grandchildren.

According to Tom Reiter, a close friend, listening is Cuorato's best attribute. "You can sit down with him and just talk. He's a listener. Not everybody is that way."

Cuorato said his health has played an important role. "I'm very fortunate I've had good health over the years," he said. "I just don't want to retire and do nothing. I want it to be fun. I've had a rewarding career and I've worked very hard. I've been very lucky to have been recognized over the years. Some people, through no fault of their own, don't. I've treated everybody I've dealt with over the years with respect."

Cuorato said he didn't want people to feel sorry for him if they, as he put it, "carried me out of here in a pine box. I don't need retirement to enjoy life. I'm enjoying life a lot right now."

By JO2 Michael Delledonne
Public Affairs

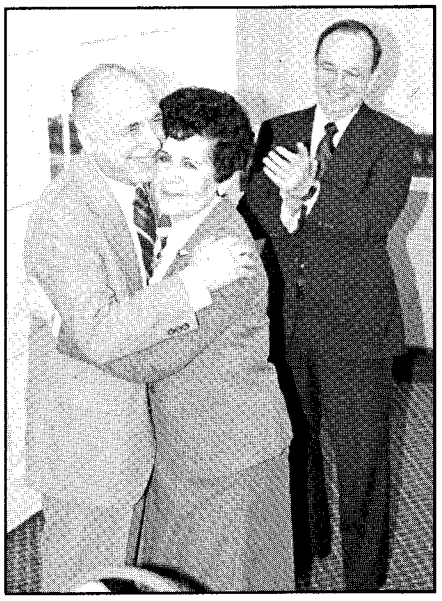


Photo by Jason Craig

James Cuorato embraces his wife of 42 years, Mary, during the celebration of his 50 years of civil service as Frank Drummond looks on.

HEP detachment returns from Sigonella

The Harsh Environmental Program (HEP) recently completed a successful 12-day detachment to Naval Air Station Sigonella, Sicily, which ran Feb. 3-14. Sponsored by the Office of Naval Research, the HEP project is an effort to gather environmental data in shallow water antisubmarine warfare (ASW) areas and to predict the path of sound through water. The specific goal of the Sigonella HEP detachment was to measure transmission loss and reverberation levels in the Straits of Sicily, an especially difficult area for ASW.

The coordinated effort from the aircrew was led by Cmdr. Pete Kallin, tactical coordinator and detachment officer in charge, and Lt. Rob Wileman, aircraft commander. Four sorties were flown to gather the data.

The HEP project engineers, headed by Al Karalus and Dave Seevers, were highly successful collecting data for further evaluation. Their objective of conducting measurements for the various transmission losses and reverberation levels associated with such shallow water conditions was achieved. Further testing is planned in the Eastern Mediterranean as well as in the Far East in the near future.

The maintenance detachment, under the leadership of Chief Petty Officer William Pachak, and support from both Aircraft Intermediate Maintenance Department Sigonella and VP-23, worked extremely hard to ensure the center's aircraft was mission capable for every flight. Their efforts culminated when an engine change was required the day prior to the crews return to Warminster. Their outstanding team effort enabled the crew to meet its compact testing schedule and return home on time.

By Lt. R. J. Margolf
Code 901

Library offers new titles

New titles are available in the technical library, Code 8131. The number at the end of the unclassified reports is the accession number needed to order the report. For more information call extension 2918.

Books

"Nonlinear Optics", Robert Boyd, 1992.

"Oriented Projective Geometry", Jorge Stolfi, 1991.

"Tech X Window System", David Young, 1990.

"Submarine Technology for the 21st Century", Stan Zimmerman, 1990.

"Adaptive Signal Processing for Radar", Romon Netzberg, 1991.

Unclassified Reports

"Sustained Military Performance in Continuous Operations: Combatant Fatigue, Rest and Sleep Needs (Reprint)", Army Aeromedical Research Lab (USAARL Rep. No. 91-19) dated September 1991, *U 920 0021.*

"Evolution and Development of Hypersonic Configurations 1958-1990", AFSC/WL (WL-TR-91-3067) dated September 1991, *U 920 0024.*

"X-29A High Angle-of-Attack Agility Flight Test Results", AFSC/Air Force Flight Test Center (AFFTC-TIM-91-02), dated September 91, *U 920 0025.*

"A Technical Summary of the Communications Support System and Its Relevance to Submarine Communications", N.U.S.C. (NUSC Tech. Rep. 8971) November 1991, *U 920 0026.*

"Radio Freequency Tradeoffs in Airborne Cooperative Engagement (ACE) Networks", N.R.L. (NRL Mem. Rep. 6918), November 1991, *U 920 0027.*

"Shallow-Water Acoustic Structure Off the U.S. East Coast", N.U.S.C. (NUSC Tech. Doc. 8573), August 1991, *U 920 0028.*

"Software Test Description (STD) Acoustic Interface Unit (AIU) of the P-3 Update IV FSED Program and for the AN/UYS-2 CSCI", Boeing Company (Doc. No. MX-22-199), July 1991, *U 920 0029.*

New request forms

New A new Automated Training Request Form (DD1556) is now available on the Central Computer System under the administrative services menu.

This optional system is easy to use and contains several time saving features such as the ability to preprint information when the user enters the trainee's social security number or travel order number. For example, by entering the trainee's social security number, the system automatically has the trainee's name, department code, grade, position title, phone number and years of service immediately present.

Additional data is entered into fill-in-the-blank formatted screens and printing is accomplished on a COAS workstation Qume printer. This original system is designed to replace the preparation of training request forms by typewriters. The new system was developed by the Computer Department, Code 05, with assistance from the Employee Development Division, Code 032.

A copy of technical memorandum 05-9232, describing how to use the system, can be obtained by calling User Services on extension 3219. If you require assistance using the system, contact User Services or Code 032 at extension 3076.

Navy outlines updated drug policy

On Mar. 1 the Navy took additional steps to stop drug abuse and promote a total quality force with changes in separation policies and urinalysis testing standards.

Mandatory separation of first-time drug abuse offenders now includes everyone in uniform. This extends the mandatory separation policy to include the three most junior pay grades (E-1 through E-3). The policy was last extended in 1990 to include third and second-class petty officers.

The Chief of Naval Operations, Adm. Frank B. Kelso II, said the change will help maintain the quality of the force "by keeping on active duty those young men and women who are willing to uphold our high standards."

Under the new policy, all Navy personnel who commit an initial drug offense will be disciplined as appropriate, screened for drug dependency, and processed for separation. Those who are medically diagnosed as drug dependent will be offered veterans administration treatment at the time of separation. Commanding officers will retain the latitude to consider mitigating circumstances.

In a separate action, the Navy has joined the other services in lowering urinalysis cutoff levels for five of the seven drugs tested for by urinalysis. The change, which took effect in January, applies to cannabinoids (THC), cocaine, morphine, codeine and amphetamines.

"This means that an individual will now test positive with less of these drugs in his or her system than before," explained Capt. J. Harp, director of the Navy drug and alcohol program division at the Bureau of Naval Personnel. He said the change may cause a temporary increase in the number of positive tests "until drug abusers get the message or get caught." The rate of confirmed positive urinalysis tests has dropped dramatically in recent years, from 7.2 percent in 1983 to 0.8 percent in 1991.

Harp added that the Navy will continue to test each positive urinalysis sample at least twice to eliminate the possibility of error. In addition, an extra screening step has been introduced for those who test positive for opiates (morphine and codeine), which may be found in prescription drugs and other legal sources.

By Navy News Service

Healthcare van to visit

The US Healthcare Mobile Mammography Van will visit the Naval Air Warfare Center Aircraft Division Warminster on May 4, 7, 8 and 11 to provide mammography screenings to female employees 40 years or older, and spouses (age 40 or older) of male employees. This program is designed to detect breast cancer in its earliest stages, when it is most curable, by offering free or reduced cost mammograms.

Breast cancer is the second most common cancer among women, and one out of every nine will develop this disease during her lifetime. Despite this troubling fact, 90 percent of women diagnosed with early Stage 1 breast cancer can be cured, according to the National Cancer Institute.

Mammograms are breast X-rays that detect a breast tumor in its earliest stages, when it is still too small to be felt by a woman herself or by her physician. In fact, studies have shown that breast cancer deaths can be reduced by as much as 35 percent through screening programs that include regular mammograms. That translates to 14,500 lives that could be saved every year through mammography.

The mobile mammography units contain state-of-the-art mammography equipment operated by highly trained Fox Chase technicians. The test results are evaluated by expert radiologists at the Cancer Center.

For information and registration forms, contact Mike Markle, on extension 3607, before Apr. 30. There will be an educational presentation on mammographies Apr. 21 at 11:30 a.m. in the center conference room. Interested individuals may also preregister at that time. There will also be a "Fitness For Life" health fair on May 13 and 14. Look for details in the next issue of the Reflector.

Photo by James Moore

Beverly Williams, weekend anchor of KYW-TV Channel 3, spoke at a luncheon hosted by the Federal Women's Program Committee in celebration of Women's History Month.

Navy says no to sexual harassment offenders

The Secretary of the Navy and Chief of Naval Operations has strengthened the Navy's zero tolerance sexual harassment policy. Navy personnel are now separated from the service for the first substantiated incident of certain aggravated acts of sexual harassment.

Administrative separation will be mandatory for those found responsible for sexual harassment involving: threats or attempts to influence another's career or job for sexual favors; offering rewards in exchange for sexual favors; physical contact of a sexual nature which, if charged as a violation of the Uniform Code of Military Justice, could result in punitive discharge.

In a naval operation announcing this new policy, Adm. Frank B. Kelso II, Chief of Naval Operations, said that administrative separation may also result from repeated, but less serious offenses. Civilian employees found guilty of sexual harassment will be disciplined as appropriate under existing employee relations guidelines.

While many Navy people do understand and support the Navy's longstanding policy of zero tolerance of sexual harassment, some still fail to uphold the standard, according to Kelso. "Sexual harassment affects our performance and it demeans its victims. It denies some of our people the chance to do their best."

Navy News Service

Photo by Cathy Burian

Brig. Gen. J. B. Parrington, Air Attache of the Canadian Defence Liaison Staff (Washington), presents executive officer, Capt. W. T. Broadhurst, with a commemorative plaque on the occasion of the Canadian Aerospace Systems Course (ASC) visit. Twenty eight Canadian Forces aerospace engineers, navigators and pilots took part in the seventh ASC visit since 1975.

Tuskegee airman talks to center employees

Editor's note: Retired Lt. Col. Herbert E. Carter was the guest speaker to conclude a very successful Black History Month.

In the 1940's, the last person expected to be a World War II hero was an animal husbandry student at a predominantly black college in the South. The military's segregation policies of blacks serving only in the rear ranks, made it almost impossible for a black man to make a significant impact.

Almost.

Retired Lt. Col. Herbert E. Carter proved to be one of the exceptions to the rule as a member of the Tuskegee Airmen.

"I was a student at the Tuskegee Institute when the Federal Aeronautical Authorities offered a civilian pilot training program," explained Carter. "Students could add this to their curriculum. I thought if I could get my private pilot's license, I could fly from ranch to ranch in the pursuit of my profession."

With World War II looming on the horizon, the Department of War began to reevaluate their manpower utilization plans. With the help of then Sen. Harry S. Truman, the Act of 1940 was passed authorizing men to be drafted into the military regardless of their race, creed, or color.

"We wanted opportunities to be able to serve in whatever capacity we were qualified for, in particular, the Army Air Corps," said Carter. "If I qualified, I could gain flying experience and serve my duty in the military, not as a private in the rear ranks, but as an officer," explained Carter.

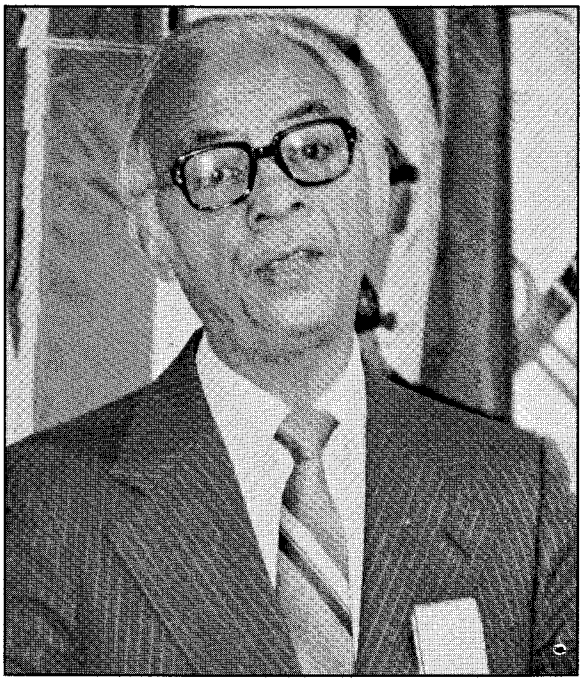


Photo by Jason Craig

Retired Lt. Col. Herbert E. Carter, an original member of the Tuskegee airmen, spoke as part of Black History Month.

A fighter pilot program was established at six historically black universities to establish a pool of aviators the Army Air Corps could use, in the event of war. Blacks would be accepted into this program, under the separate, but equal policy which was in place at the time.

The 27-year Air Force veteran, received his commission in July 1942. The 99th Fighter Squadron, Carter's unit, was combat qualified in October 1942.

Under the command of Lt. Col. Benjamin O. Davis, Jr., the 99th was sent to Tunisia, North Africa. "Over the desert sands," said Carter, "we chased the German ground forces. Our mission was not defense of the skies, but protecting and escorting bombers. We also sought out ammunition and fuel storage dumps, as well as rail and vehicle convoys that we could destroy by dive bombing." In 200 missions, no bomber escorted by the 99th was lost due to enemy air action. Additionally, they were the only unit to sink a German destroyer with machine gun fire.

After serving in Tunisia, the 99th headed after the Germans from Sicily to Berlin. It was during the second invasion of Italy, the 99th had its first chance for air-to-air combat.

"Our mission had changed to cover the invasion fleet," explained Carter. "We came in direct contact with the German air force as they came down to disrupt the invasion. We were called the 'Schwartze Vogelmenschen' or 'Black Birdmen' by the Germans, who both feared and respected us. American bomber crews reverently refered to us as 'The Black Redtail Angels.' We became known as the 'Red Tails' because we used bright red paint on the P-51 Mustang's tails. We wanted everybody to know who we were."

The first three days of aerial combat had the 99th downing 16 enemy aircraft, which according to Carter set the record straight. "Many people thought we couldn't operate anything as complicated as an aircraft," he said. "We proved without a doubt, we were quality pilots."

The 99th, which had already distinguished itself over North Africa, Sicily, and Anzio, was joined with three more black squadrons: the 100th, the 301st, and the 302nd, to be designated as the 332nd Fighter Group. From Italian bases, they destroyed enemy rail traffic, coast watching surveillance stations and hundreds of vehicles on air to ground strafing missions. It wasn't all success for these fighter pilots, as 66 were killed in aerial combat. Another 32 were shot down and captured as prisoners of war. However, their performance as competent military professionals led to the review of the U.S. War Department's racial policies.

Carter, who saw the Air Force change in many ways during his career, said watching the astronauts go into space was the highlight of his career. "I felt not only a bond with those men, but much of what the Tuskegee Airmen had done, and sacrificed was the reason they had the opportunity to be selected. To have been a part of that effort, brought me the greatest satisfaction of all."

By JO2 Michael Delledonne
Public Affairs

Engineers improve F-14 nighttime capabilities

Sight at night may be coming out of the dark, with the help of some talented Naval Air Warfare Center Aircraft Division Warminster engineers.

Night vision has been a problem in military aviation since the beginning of flight. Nighttime targets and outside terrain became visible for aircrews with the introduction of night vision goggles (NVGs) in the early 1970's. However, this led to other complications. Existing cockpit lights interfered with the capabilities of the NVGs.

Cockpit lighting, not only puts out visible light, which can be seen by the naked eye, but also energy that can't be seen unless your wearing NVGs. "You must suppress that energy or eliminate it, otherwise the pilot won't be able to see as well outside the crew station," said Laurie Bryner, lighting engineer for Code 5013.

Joyce Iavecchia, Code 2011 project engineer, and her assistants, began tackling the problem in 1989 with the F-14 and 1990 for the A-6. "We studied how everything was lighted in the crew station at the time.. We looked at each caution and advisory light and saw what color code it used: red, yellow or green," she said. "We wanted to get rid of all the reds in the cockpits and minimize the yellows because they emit infrared energy. But we still needed to provide a warning and caution coding system for the operators. We couldn't have an all green cockpit because the pilots would have a difficult time distinguishing an emergency if it occured."

Photo by Cathy Burian

Joyce Iavecchia will be flying high, if the F-14 flys this summer with a new nighttime lighting system.

"What we have to do is put infrared suppressant filters in the cockpit and shift the lighting to the green spectrum, which is the furthest from the goggles sensitivity range. We isolated the red and invisible infrared light from the goggles," said Iavecchia.

"Laurie and Janet Cuce, Code 5013, conducted a big survey on NVG filters, bulbs and components from a multitude of vendors and measured all of these components in the lighting lab," said Iavecchia. "We plotted where all the data points were for the ones which met military specifications. We wanted to find where the competition was in the market place, that could produce products above what the military specifications called for."

Based on that data, it was determined that radiance (the amount of red and infrared light emitted), could be improved as much as 20 percent. Visibility of the outside terrain through the goggles then becomes significantly better.

Original equipment manufacturers responsible for the F-14 cockpits were contacted and asked if they had attempted to do anything to improve their night vision compatibility of the components. Some had no interest at all in upgrading the component, but 75 percent were interested in cooperative engineering efforts. "We offered to provide engineering expertise to the companies in order to bring that component up to the specifications we were looking at. If the company wasn't interested, we took it upon ourselves to design and build the green version," said Iavecchia.

"It wasn't a matter of just going in and changing a light bulb from red to green," said Iavecchia. "When you go inside to work on the lighting, you have to take everything apart from the back forward to the front face. Some of the components have several hundreds of parts. When we finally got to the bulbs and filters, the green versions were larger than the originals. With the tight tolerance between subassembly parts, it became quite complicated to retrofit the green lighting."

It quickly became a center-wide effort with contributions from Codes 20, 50, 60 and 70. "If everybody didn't communicate, we would never get to where we wanted to be," said Bryner. "For instance, we've been talking about cockpit lighting, but you also have to worry about wind screen transmission. Anytime a different tinting is used, it can inadvertently reduce the view-ability outside the crew station."

According to Iavecchia, the night vision engineers are trying to get in on all new aircraft displays. "The idea would be to get night vision compatibility built in instead of having to retrofit it."

The program has seen some significant highs. "The A-6 community decided to go with all the technical enhancements we defined," said Iavecchia. "The Navy believed in us. Now they want 85 A-6's converted, and possibly as many as 230. They allowed us to be the system integrator. That was a big thrill for us."

"We are very happy with how things have gone. With more funding, I believe we could have moved a little quicker," said Iavecchia. "But by doing the F-14 in house, we've probably spent half the money it would have taken to contract out a prototype F-14, based on the numbers we've seen."

Iavecchia said the culmination of three years of work could be seen this summer, when the F-14 flys at night with the new lighting system. "It would be a great day."

Maybe even a great night.

JO2 Michael Delledonne
Public Affairs

DoD police security blanket of center

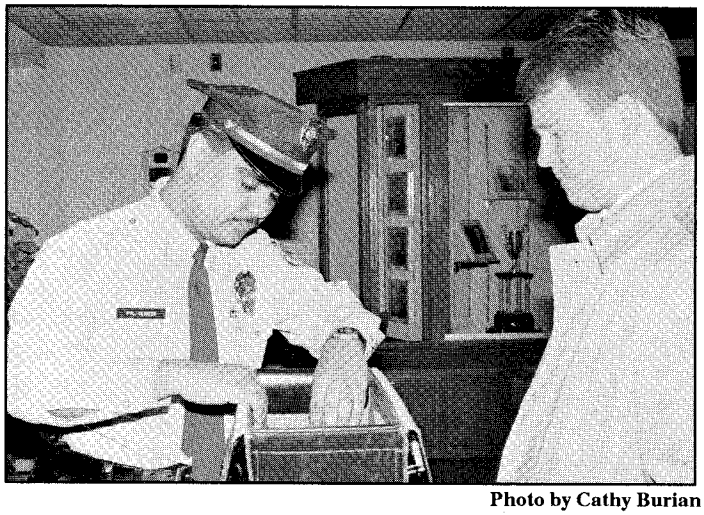


Photo by Cathy Burian

Searching bags is just one of the many security measures taken by Victor Olmedo of the DoD police.

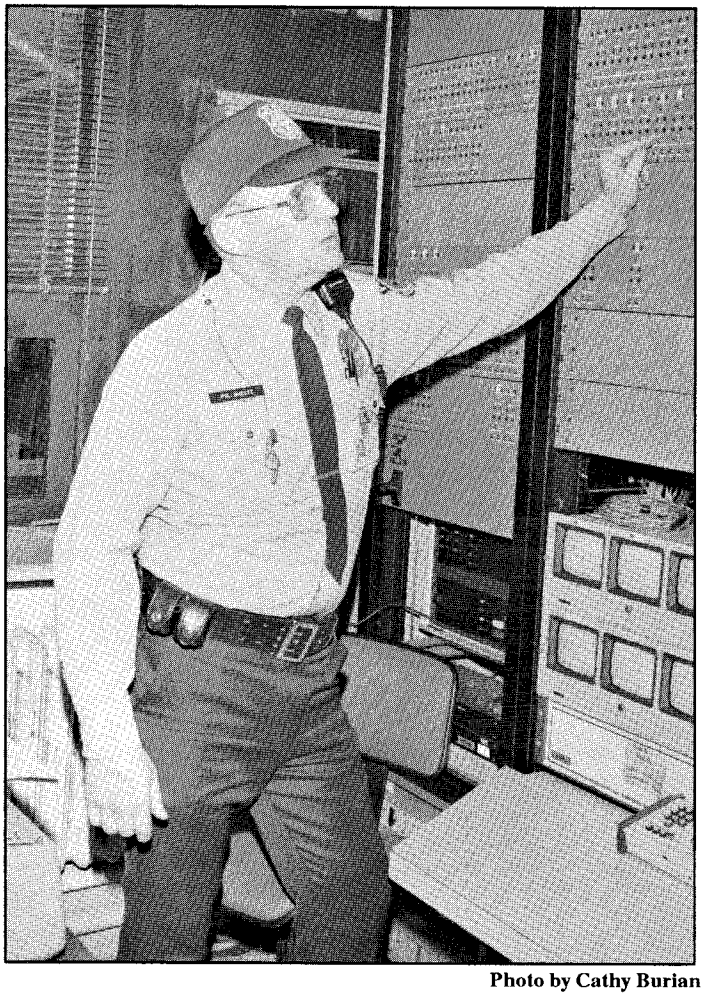


Photo by Cathy Burian

John Sheetz checks the zone alarms to make sure everything is secure.

You see them everyday when you walk past the front desk. They're at the credit union. They're patrolling the housing area. They're Department of Defense police officers.

According to Clinton Herbert, center security officer, the guards responsibilities are two fold. "We have to provide a secure environment for the employees and also have a responsibility to enforce Navy regulations, and refer violations of state and local laws to appropriate authorities when deemed necessary."

If it were not for the DoD police assigned here, local authorities would have to get involved in every situation. "They (local authorities) have jurisdictional authority, but only exercise it when requested by us," said Herbert. "We have our own representative law enforcement and that's important. We want to exercise our responsibility and authority as much as possible. Our problems are primarily DoD related and can best be dealt with through our own channels. That's not to say we don't involve local authorities, we do, but usually only in those circumstances where we do not have the expertise or the situation involves non-DoD personnel."

Patrolman John Sheetz, who has been with the center as a Department of Defense (DoD) police since 1987, said security was always a part of his life. "It's always been a major concern in the jobs I've held. I fit in here and I like this type of work."

The nature of the work here, according to Sheetz, is not a problem. "There's more classified material on this kind of facility," he said. "People need to know that security needs to be upheld."

Sheetz said he likes everything about his job. "I always was someone who followed rules and regulations. It's really hard to pick one aspect I enjoy the most because I like it all."

Security seemed like a logical choice for patrolman Victor Olmedo. "After serving three years in the Army doing security, I decided to get out. I was working part-time when I applied for a guard position here."

Olmedo said the most difficult part of his job is not always knowing what to expect. "Sometimes people challenge you and you just don't know what's motivating them to do it. You don't know if they might be carrying some type of weapon. You just have to be aware of what's going on around you at all times."

Both officers agree, they just want to do their jobs. "You want to treat people with respect," said Olmedo. "If you do that, people will treat you with respect. I'm just another employee here like everybody else."

Herbert said the guards are a very dedicated force. "They are a highly intelligent group of individuals. They are personable. I've been here for six months and I have yet to see them not interacting in a positive manner with the majority of the center population. They're an important part of the center."

By JO2 Michael Delledonne
Public Affairs

Reserves train for country, but center benefits

There are a group of military personnel, who train on center, that not many people know about. It's done on weekends in the darkness of hallways and the sounds of silence. Naval Reserve Unit (NR-NAWC 0293) readies themselves for the day, when the call to active duty may come.

The unit is comprised of 15 officers, all of which have at least undergraduate degrees in engineering. "That's the focus or cross section in the Air Systems programs of which we are a part of," said Capt. Steve Bruce, who has been in command since Sept. 1991. "The officers are either aerospace engineering duty officers, maintenance officers or Naval Flight Officers with an engineering background."

Their mission is to provide highly trained selected reserve officers who, in the event of mobilization, are ready to augment the NAWC AD Warminster's technical, engineering and acquisition management capabilities.

There are three departments to this reserve unit according to Cmdr. John Shannon, operations department head. "We have an administrative department, a training department, and an operations department, but the operations in our unit is projects, such as the Extended Air Defense Simulation Model and the Flight Optimization Routine for Energy Managements."

Another one is a multi-unit project supporting Code 301 in antisubmarine warfare operations analysis and involves about a dozen officers. "The people will come from our unit, the sister unit that trains here (NR-NADC 0193), and a group from NAVAIR (NR-NASC 0993)," said Shannon. "It's the first time we've been jointly operating with other reserve units."

The call to active duty may never come, but this reserve unit is ready and because of their efforts, the center is better for it.

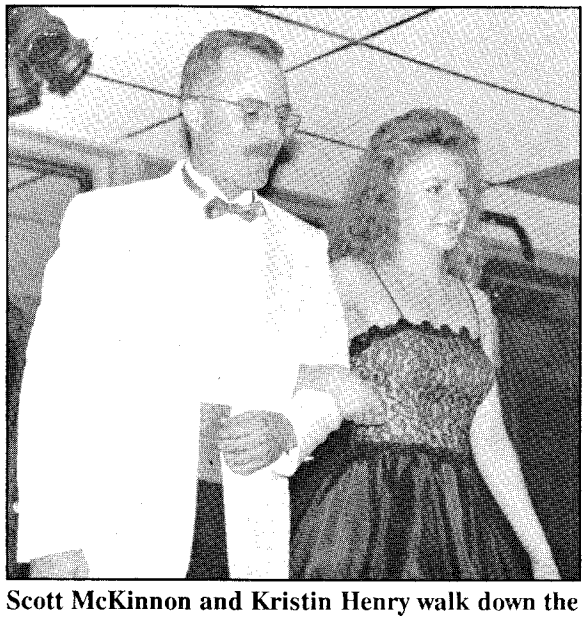
By JO2 Michael Delledonne
Public Affairs

Photo by Cathy Burian

Naval Reserve Unit 0293 commanding officer, Capt. Steve Bruce.

Fashion show remains a huge success

MWR hosted the Spring and Resort Wear Fashion Show as part of Women's History Month festivities. The models put on a spectacular show for the sell-out crowd, who appreciated their performance with several rounds of applause.



Scott McKinnon and Kristin Henry walk down the ramp arm-in-arm during the fashion show.

Photos by Jason Craig

Fashion show models Shirley Swan and James Howard, make a perfect couple for a formal occasion.

VP maritime patrol program finishes prototype

Antisubmarine warfare systems department

The VS Branch is continuing development and functional testing of the S-3B CCG. A mid-March release of the CCG and software is planned for developmental testing at Patuxent River.

The VS Branch is finalizing requirements for Fleet Issue B4.4. The B4.3 Positional Trainer was successfully tested.

The VP maritime patrol program division has completed the prototype GPS installation, including dual control/display navigation units. The P-3C Update III is the lead platform for installation of the Navy standard GPS AN/ARN-151 receiver system. Ground tests have been conducted and flight testing was in March. Afterward, the aircraft will be transferred to Patuxent River for technical evaluation.

The VP maritime patrol program division has completed and delivered operational concepts documents on broadband and AIS.

Air vehicle and crew systems technology department

Larry Sicher of the escape systems branch traveled to NAS Patuxent River, Md. to perform fit check of mini-radio beacon actuator indicator on F/A-18, F-14D and T-45 aircraft.

John Clark and Jeffrey Calvert of the flight dynamics branch have been asked to be members of a technical advisory group tasked to assess the requirements for, and track the development of, a devise for use as a high agility, man-in-the-loop dynamic flight simulator - a national research and test facility.

Richard B. Cope of the electrical & flight control systems branch presented to the office of the undersecretary of defense for acquisition the findings and status of our efforts concerning high power microwave effects on flight controls.

Dr. Charles Hegedus, materials protection branch, was at NAS Norfolk to witness the coating of an F-14 wing lug with a new coating and process developed by the aerospace materials division for the F-14. Unicoat paint continues to perform well on a F-14's painted four years ago.

The dynamic flight simulator operations supporting thrust vectored aircraft simulation was completed. Cmdr. Winston Scott and Lt. Cmdr. Mike Messick flew the simulator.

A demonstration was conducted in the materials application branch hydraulics laboratory for a new particulate contamination monitor. This is under evaluation to replace the current patch test kit which uses significant quantities of freon.

NASA Astronaut Lt. Col. Byron Lichterberg, who will be on the next space shuttle flight, was trained in G-tolerance improvement program.

The escape systems branch completed ejection tower testing on the Naval aircrew eye respiratory protection systems (NAERPS). Four shots using the 5th and 95th percentile Hybrid III dummies were conducted to verify that the NAERPS remain structurally intact during the catapult phase of ejection.

According to Cmdr. John McGowan of the human factors and protective systems division, Brig. Gen. Latham, chief of staff of the South Carolina Air National Guard, said our "teaching approach" to G-tolerance improvement program was far superior to the Air Force's "endurance test" G-tolerance improvement program training. So, he cancelled further training at Holloman AFB, N.M., and is sending the remainder of his pilots to our center.

Tactical air systems department

The center presided over a fleet project team meeting for the A-6E block 1A part task trainer. Fleets critiques will be incorporated into the upcoming functional requirements document prior to contract award.

The department received TAMPS rehost software 5.0 T3 for the UNIX based desk top-II TAMPS system, received the first laptop computers targeted for running TAMPS/mission software and initiated compatibility testing.

Other recent highlights include:

*Identifying susceptibility to transient low voltages in the PEK-115 control box of the Navy standard two target system; proposing a change and began unmanned vehicles laboratory testing to confirm the solution.

*Successfully loading and running the fleet area control and surveillance facility scheduling system (FACSKED) man-machine integration model on a personal computer here.

Mission avionics technology department

The department acquired digital image processing station software package and began search for relevant image processing applications and initiated contract package for radon transform study.

It currently is running both real target data and ambient noise for parameter optimization.

Several singled out for jobs well done

Pat Caraluzzo (Code 021); Kay Fertner (Code 0211); Joe Cooke (Code 055); John Bowes (Code 103K); Roseanne Petro, Pat Tease (Code 2001); Rosemary Farley (Code 202); Maureen Talley (Code 303); Mary Hilger, Peggy Newbrough, Betty Price (Code 5001); Maria Cusanelli (Code 5045); Eileen Beans, John Whalon (Code 5052); Carl Plantarich, Erv Rothermel (Code 811); Anthony Cicale, Lloyd Smith (Code 8114); Vincent Loiseau (Code 8115); Gladys Soto (Code 832); Marlene Ieradi (Code 8423): For your outstanding contribution to the Annual Welfare and Recreation Association Children's Christmas Party. Your time and energy made this year's party a great success.

David Candelori, David Kozma (Code 0453): For your outstanding efforts to improve the athletic facilities for the Morale, Welfare and Recreation Division.

AT1(AW) Donna Anderson (Code 098); AT2 Joseph Emperly (Code 101); LCDR John Schmidt (Code 6022); ADCS Robert Morsdorf (Code 901); AD1 Johnna Cerge, AMS1 John Sablyak, AT2 Gilbert Tierney, AO3 Thomas Wetmore (Code 902): For your assistance as honor guards for the funeral services of the late Sergeant Major Bolis Antonitis, USMCR. Your performance was flawless. Your personal dedication and individual attention to detail contributed to the ceremony's success.

.Phil Horne (Code 023); Joan Miller (Code 032); Margaret Vigelis (Code 041); Erv Rothermel (Code 811); Andy Schwartz (Code 811); Donna Aragon (Code 60B); CDR David McGowan (Code 602); ETC David Daugherty, HM1 William Grimes, HM2 Fran Flickinger, HM2 Melinda Long, HM2 Paul Minnich, PR2 Rich Reiman, HM3 David Epstein, HM3 Belinda Hamilton (Code 6025); HM2 Rich Bolding (NAS Willow Grove): Your outstanding personal support helped make the recent Bone Marrow Donor Screening Drive a resounding success. Your commitment to this most important voluntary effort was instrumental in proving the National Register with over 209 additional candidates.

Barbara Ward (Code 033): For your enthusiastic and effective leadership of the Chief of Naval Operations Cooperative Education Council. Your personal initiative, creativity, and professionalism had a positive impact upon both the council and the recruitment program of the Department of the Navy.

Al Kaniss (Code 05); Ralph Collins (Code 1031); Paul Rush (Code 5021); Aris Pasles (Code 602); CDR David McGowan (Code 602D); John Swan (Code 6035); Jack Eyth, John Yannaccone (Code 6035); Joseph Minecci (Code 6051); Alan Ankeny (Code 60611); James Crowley (Code 705); Raymond Satterfield (Code 813); Engene Locuniak (Code 8133); Thomas Ames (Code 83); James Strickland (Code 8331); Ed Linke (Code 835): For the outstanding briefing and comprehensive tour of your facility to the four high level visitors from NAVFACENGCOM Chesapeake Division and NAWC AD, Patuxent River. Your dedication, pride and professionalism made this demonstration a total success.

CDR Paul Novak (Code 102): For your outstanding efforts to further positive relations with our Canadian allies. By sharing your unique background in the LAMPS MK-III Program, you provided them with valuable insight into issues important to their new shipborne aircraft project.

AW1 C. H. Clauss (Code 103); AWAN C. H. Harrison (Code 901); AMH1 R. D. Latour (Code 902); LT F. W. Martin (Code 902A); LT D. T. Hable (Code 9023): For an outstanding presentation and tour of NAWC AD Warminster P-3 aircraft during a flight from Washington, DC to here for four high level visitors from the Naval Engineering Command, Chesapeake Division and NAWC AD, Patuxent River. The entire crew demonstrated exceptional professionalism, courtesy, and knowledge during all aspects of the flight.

CDR Winston Scott (Code 20A): For the outstanding briefing you presented to our Navy Reserves (Unit 0193). Your superior performance, dedication, and supportreflect the highest credit upon you, our site, and the Navy.

Stephen Bazow (Code 2011); Elliott Sidewater (Code 2022); Lisa Cowles, Joseph McFadden (Code 60C); Edwin McGlynn (6011); Joseph Kelly (Code 6013); Robert Hay (6041); Alexis Cenko (6053); Eilen Armstrong-Carroll (Code 6064); Ronald Cochran (Code 6064); Robert Griet (60432): For the outstanding performance and efforts you provided to the demonstration and validation phase of the Advanced Interdiction Weapon System Program.

Eugene Lehman (Code 2012); F. E. Plonski (Code 5021): For the outstanding evaluation you provided for a year and a half to the Foreign Comparative Test Program. And, for the detailed briefings on the Advanced Radar Missile Scoring System to the Spectrum Planning Subcommittee of the National Telecommunications and Planning Subcommittee.

Kenneth Lee (Code 2021): For the outstanding performance and support you provided to the Comman Avionics System Program Office as part of their Common Avionics Planning Team.

David Panetta (Code 301): For the outstanding ASW briefing that you presented to NR-NAWC AD Warminster 0293.

Donald Davis (Code 3021): For the outstanding technical support you provided the Tactical Aircraft Program Office.

Michael Mocenter (Code 5013): For your support of the Navy and Marine Forces in Desert Storm, National and Naval Forces in the War on Narcotics, and several special operations. You have made a significant contribution to the United States Navy and Marine Corps.

(See Kaufman on next page)

Kaufman saluted for bone marrow drive

(Kaufman, from page 16)

Thomas Castaldi (Code 50): For your support and timely and informative presentation to Naval Reserve Unit 0293.

Chyau Shen (Code 5013): For your support of the Automatic Target Recognizer Working Group Database/Executive Committee.

Richard Gleich (Code 5013): For your support of the Grisly Hunter Acquisition Process for the Army.

Dr. Vincent Contarino (Code 5011): For your involvement in the ATD Project-III. Your dedicated efforts helped us reach our critical project milestone.

Dr. Arthur Horbach (Code 5031): For your outstanding presentation at the 25th Meeting of the Arctic Research Commission. It was an integral part of the program and contributed significantly to the achievement of the Commission's goals.

Robert Balonis (Code 504): For the support you provided during the GTP-10 Joint Trial Emerald, participated by Australia, Canada, the United States, and the United Kingdom held at Canadian Forces Base, Greenwood.

John Savage (Code 5043): For your participation on COMHSWING ONE's ASW Professional Week. Your dedicated efforts provided a valuable technical exchange between this site and fleet activities.

Barbara Kempf (Code 6001): For your diligent work on behalf of Souderton High School students interested in aeronautical engineering.

Samuel Sizgorich (Code 6011); Victor Caddick (Code 7012): For your outstanding efforts in support of the TACAMO Program.

Brad Cope (Code 6012): For your outstanding performance while on rotation to the NAVAIR Flight Control Section.

James Moore (Code 6022): For your outstanding performance in support of the T45TS Assistant Program Manager for Systems and Engineering.

HMC Duane Murray (Code 6023): For your outstanding presentation on "G-LOC" to participants at the 1991 Aeromedical Problems Course sponsored by the Naval Aerospace Medical Institute.

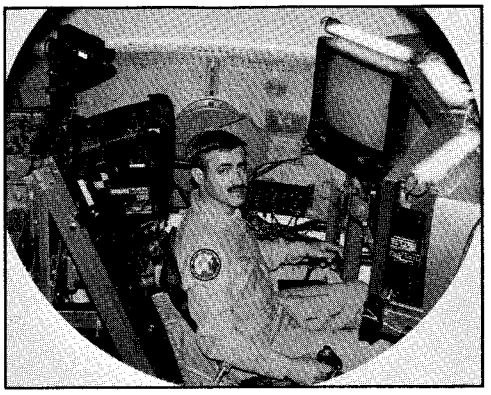


Photo by Cathy Burian

Chief Petty Officer Duane Murray was saluted for his presentation at the Aeromedical Problems Course to the Naval Aeromedical Medical Institute.

Ralph Vining (Code 6043); Michael Corrigan, Joseph Minecci (Code 60431); Michael Tobias (Code 60432): For your contributions to the successfully completed T-2 Aircraft Arresting Gear Support Assembly Fatigue Test. This accelerated test program was planned and executed within a highly compressed three month period. Your initiative and dedication was essential to the success of this highly visible and important test program.

Steven Thoman (Code 6064): For your outstanding performance in supporting the A-6 Program are indeed commendable.

John Mochulski (Code 7013): For your outstanding support to the Tactical Aircraft Mission Planning System (TAMPS) Program Office.

Eugene Locuniak, William Roadfuss (Code 8133): For your outstanding efforts in preparing briefing material for the Air ASW Surveillance Block Manager for use at the Office of Naval Technololgy Block Program Review.

Phil Kaufman (Code 90E): For all the personal work you did to make our recent Bone Marrow Donor Screening a success. You were the prime driver behind the entire effort. As a result of your dedicated work Warminster personnel have provided the National Register with 209 additional candidates and the increased potential for future life saving bone marrow.

Eugene Balik and John Sheetz of the Department of Defense police force, receive a plaque from commanding officer, Capt. William L. McCracken, for shooting a perfect score of 240 during the annual .38-caliber qualifications.

Center employees receive patents for work

A United States Patent was awarded to Peter T. Shaw (Code 4033), Arthur P. Stevens (Code 4033), and Anthony Marino (Code 4033), Dec. 31, 1991, for a Doppler Velocity Profiler, a Doppler sonar based system using a new statistical process that very accurately measures a ship's speed in water.

Abstract: The velocity of a vessel is determined in real time by a doppler sonar system providing acoustic beams wherein received beams provide a plurality of bins or returns from various depth segments. The frequency shift with respect to at least two different bins is determined. The velocity of the vessel with respect to each bin is determined according to the phase shift of the respective bin. The vessel velocity is determined as an average of the determined velocities of the bins along the acoustic beam. The acoustic beams are paired to form beam pairs wherein each bin in one beam of the beam pair has a corresponding bin in the other beam of the beam pair. The phase shifts of the corresponding bins are used to determine a relative frequency shift for the corresponding bins. This determination is made along the length of the beams of the beam pair and averaged. The averaged resolved ship doppler profiler velocity when compared to inertial velocities determines water current velocities. When the bin averaged doppler velocities are compared to a sliding average of the water current velocities accurate reference velocities are output in real time for inertial navigation system velocity damping. In addition the real time depth change of a ship can be measured by integrating the summed vertical velocity.

Another U.S. Patent was awarded to Leslie H. Sperling, (Lehigh University), Clarence J. Murphy, (East Stroudsburg University), Warren A. Rosen (Code 5052), Himanshu Jain, (Lehigh University), and Warren N. Herman (Code 5052) Jan. 7, 1992, for Nonlinear Optical Acrylic Polymers and Use Thereof In Optical and Electro-Optic Devices. This polymer can frequency-double laser light and exhibit refractive index changes indured by applied electric fields.

Abstract: This invention relates to acrylic polymers and more specifically topolyacryl-amides and polyacrylates such as poly{2-[(N-2-methyl-5-nitrophenylamino)ethylacrylate]} and poly[(N-2methyl-4-nitrophenyl)acrylamide]. These acrylic polymers are particularly useful as nonlinear optical components in various electrical devices for processing optical signals including interferometors, optical switches, optical amplifiers, generators, computational devices and the like.

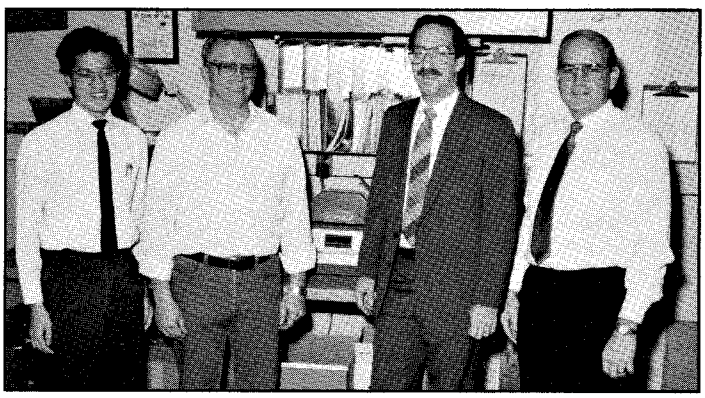


Photo by Drew Schmith

Anthony Eng, William Green, Charles Hegedus, and Donald Hirst were awarded a U.S. Patent for Corrosion-Resistant Alkyd Coatings.

David J. Barrett (Code 6043) was awarded a U.S. Patent Feb. 11, 1992, for a Vibration-Damping Structural Member. The invention is a vibration absorber for structural parts that resist axial loads, such as columns, struts, or tension bars.

Abstract: A structural element or member is disclosed that resists or damps vibration from loads applied along a given axis without significantly sacrificing stiffness, through the use of stress coupling within an anisotropic material. Essentially, the structural member comprises alternating layers or laminates of stiff and viscoelastic or damping material bonded together to form a laminated structure. The laminated structural member is oriented to receive the applied load in a direction that is parallel to the laminates. At least one of the stiff laminates shows anisotropic behavior when acted upon by the axial load, causing shear strain and concomitant transverse displacement therewithin, thereby loading the viscoelastic laminate in shear.

Charles R. Hegedus (Code 6062), Donald J. Hirst (Code 6062), William J. Green (Code 6062) and Anthony T. Eng (Code 6062) received a U.S. Patent Feb. 18, 1992, for Corrosion-Resistant Alkyd Coatings. The invention will replace two coatings of paint and their respective functions with one.

Abstract: This invention relates to a corrosion-resistant coating capable of being applied to various substrates, e.g., particularly metal and plastic surfaces, as a single coat characterized as having high-gloss, good adhesion and a high degree of flexibility. The corrosion inhibiting coating comprises an alkyd resin containing an effective amount of a corrosion-inhibiting pigment consisting essentially of critical amounts of at least one zinc phosphate, zinc molybdate, and at least one zinc salt of a benzoic acid.

Bowling league posting several high scores

The pins were flying in all directions during the mixed bowling league. Here's a look at a few of the accomplishments this past month.

Gutter Duster's - Aron Davidson shocked our world with a 103 pins over average game, when he put together seven in a row for a 238 game.

11'th Frame - Helen Halko repeated the shock with a 246 game. Kathy Sedlock, with her league leading 178 average, 247 high game, is one of our best ever female bowlers.

The Magic - Jerry, Kathy, Janice, and Michael. The Guarini's have made it a family affair. Right now, Jerry's team is looking for a little magic.

Rolling Hallbangers - Mike Lizbinski, the captain, has rolled a 224 game, and has his team in contention.

Red Winos - Mike Dent leads the men with a 185 average and a 259 high single. He also has modestly reminded everyone that he shared a $1,500 doubles prize recently in the Amateur Bowling Tournament. I need to report my personal highlight when Tom Reiter got real lucky and bowled a career high 248 game.

T.I.B.S - Ron Vajda, with a 177 average and a 225 single, is coupled strongly with his wife, Barbara Vajda, whose 175 average and 235 single, positions their team in first place, in the B Division.

Nine Pins - Linda Stickney (232 single) could use some help. Where's Jim Campana these days?

Spare Us - Gary Dunn bowled a nice 226 game, which is a highlight.

Les Champignon - Dave Oliver, with a recent 563 series, shows us how to master the left side of the lanes.

Destroyers - John Lommack blasted a 230 single a couple of weeks ago.

Alley Cats - Kevin Ryan hasn't blanked out any computer scoring screens this year, yet. However, he did throw a nice 231 game. Regina Gausek bowled a triplicate, three games of the same score.

Goofers - Where did Al Knobloch find Sue Coar? She seems to be his secret weapon this season.

From The Gutter - Rick Yeager hasn't bowled often, but did have one big night, rolling a 254 single and a 620 series.

Pinguins - Bill Bradley improved his team, with the addition of a real good guy and a fine bowler, Fred Pappalardi.

Magic Markers - Ed Beach recently shot a 232 game while Jeff Irvin continues to struggle.

Bullshooters - Ed Scholl has a real find in Jay Kretzing. Jay's 177 average, and his 248 single, are up among the leaders.

Dynamic Duos - Nick Doto surprised everybody, but me, with an 80 pins over average 233 game.

Lucky Strikes - Wayne Everett's average has been climbing each week thanks to games like his 233, and 641 series.

Screwballs - Jack Horning has quietly put together a powerhouse team with his new addition of Bob Pullen (175 average) and the steady bowling of Bonnie Long and Elsie Apple.

Mavericks - Bill Baldwin's new entry has done real well with their four married couples and sharp bowling from the Morsdorf's, Bob (169 avg.) and Sharon (144 avg.).

Steve's Side Show - Steve Jerdan, our president, enjoys jockeying around his entire 11 bowlers with the successful formula that won the first half. Steve's 182 average is one of the three highest in the league.

Oh Split - Melissa Kee has been impressive during the year.

Fire and Ice - Neal Polin deserves an award just for finding, and fielding, a five person lineup each week. Neal's 216 game despite the distractions is an accomplishment.

By Tom Reiter
Code 845

FatsFaws take walley ball tourney in upset

The fifth seeded FatsFaws team advanced through the finals to emerge as the undefeated winner of the MWR Walley Ball "Wall Banger" Tournament. Seven teams competed in the tourney, which consisted of a month of challenge ladder competitions culminating with the four-day double elimination finals.

Second place went to the Old Guys who had suffered a first round loss, but battled back through the loser's bracket into contention. Third place went to Vertical Flight.

Capt. William L. McCracken presented trophies to the tournament competitors and also the NAWC Intramural Wally Ball Champions, who won the NAS Willow Grove Captain's Cup points for their first place finish.

Based on the success and excitement generated from this tournament, MWR has scheduled a "Son of Wall Banger" Tournament scheduled for Apr. 1-3 and 6. Teams interested in entering, should contact Tammy Edmundson at extension 2510.

By Heather O'Rourke
Code 045

Photo by Heather O'Rourke

Tournament winners (back row) George Kamberger, William Pachak, Alan Prince, and Dwight Myllenbeck.

NAWC AD transition team established

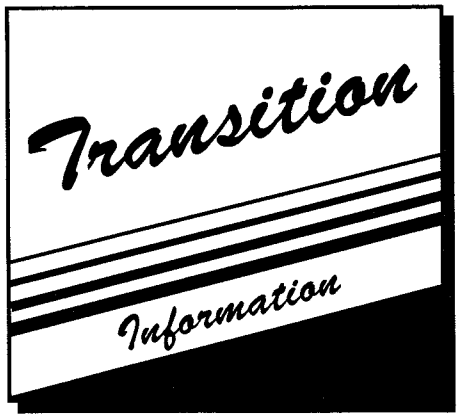
In spite of despair, denial, disbelief, and wishful thinking to the contrary, the Naval Air Warfare Center Aircraft Division Warminster is relocating to the Naval Air Station Patuxant River.

The challenge of moving this center from Warminster to Southern Maryland belongs to a newly created transition team, under the leadership of Franz Bohn, a 26-year center veteran. "The objective of the team is to plan, execute, and finalize the entire transition process," he said.

Bohn feels the biggest challenge for the team is to move the people, programs and facilities with minimal impact on our work and our people. "We are asking our people to change their entire lives. How do you make a major change like this with minimal impact? That almost sounds like a contradiction in terms."

To meet the challenge, Bohn and the team must perform a very delicate balancing act with what they consider the three primary factors of moving the center from the proverbial Point A to Point B: the 'people' concerns, military construction, and the movement of research and development programs. "I would like to say that the 'people' concerns will always be at the forefront, but in all honesty, sometimes the other factors will have to take priority," he said. "However, if they aren't on the top of the list, they will be tied for first."

The "people" concerns and the military construction are the two factors currently in the forefront. "Since the announcement was made, we've known we were going to relocate. Now that the NAWC has officially stood up (see story on page 4), more information is available, and we need to keep our personnel informed of on going changes," said Bohn. "In addition to the information available at the civilian personnel department, the 'Relector' will have a dedicated section each month on relocation news. Other informational projects by the PA office and the CPD are in the works to assist people in being able to make the best decision concerning the move." Bohn will also provide regular briefs to the Center Management Group.



When Bohn talks about the "people" concerns, he's talking about all of the people. "Some people are under the misperception that the move is only about scientists and engineers," said Bohn. "This team is working for everyone at the center: the military, the scientists and engineers, the support agencies, contractors, and sponsors."

Bohn puts some emphasis on the sponsors. "We must keep working on our programs at a high quality level so that we have something to move to Pax."

But it's the military construction program, or "milcon", as it is commonly referred to, that has the transition team hustling at the moment. The Base Closure and Realignment Commission has alloted $115 million to build, or refurbish, facilities at NAS Patuxant River. The first phase of the milcon is scheduled to begin October 1992. An architectural engineering firm, CRSS, was hired to study and analyze the future requirements of the Warminster operation. The transition team is doing lots of homework, figuring out exactly how much and what room is needed at Pax in the 1995 time frame for the center to function, keeping within the amount of money alloted, and insuring that the study is completed on time so the milcon can begin on schedule.

According to Bohn, at first it seemed doubtful the CRSS study would be within the budget constraints, but after several visits to Pax, he is much more confident the report will be on target. "After reviewing our inputs and really scrutinizing and scrubbing our projected requirements, coupled with the 20 percent Navy-wide drawdown, I feel we will come in at 115 million, without major sacrifices in quality,"

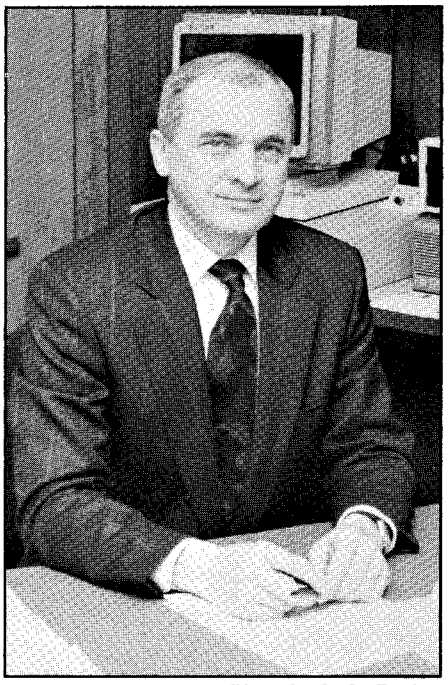


Photo by Cathy Burian

NAWC AD Warminster transition team head Franz Bohn, is responsible for the 1995 move to Patuxent River, Md.

stated Bohn. "In addition to the new construction, we recommended eliminating some facilities that could not be justified, consolidating requirements, and maximizing the use of existing spaces and facilities at Pax. But be assured we are working to get the best spaces and laboratories possible under the milcon." More details about the planned facilities and office spaces at Pax will be available when the study is complete. The first draft to be reviewed hits the streets at the end of May.

Although the transition team has been in existance for less than eight weeks, the transition time table is slowly, but surely forming. "Only two factors were etched in stone when we started the team. First, we are moving. And there are some to this day that still don't believe it. Second, the commission said it had to be completed by 1997. That was it." said Bohn. "If all stays on track, the milcon will begin in the new fiscal year (October 1992) and the move will begin in January 1995, and be completed in October of that year."

By MJ Jadick
Public Affairs

Employees can lose house buying benefits

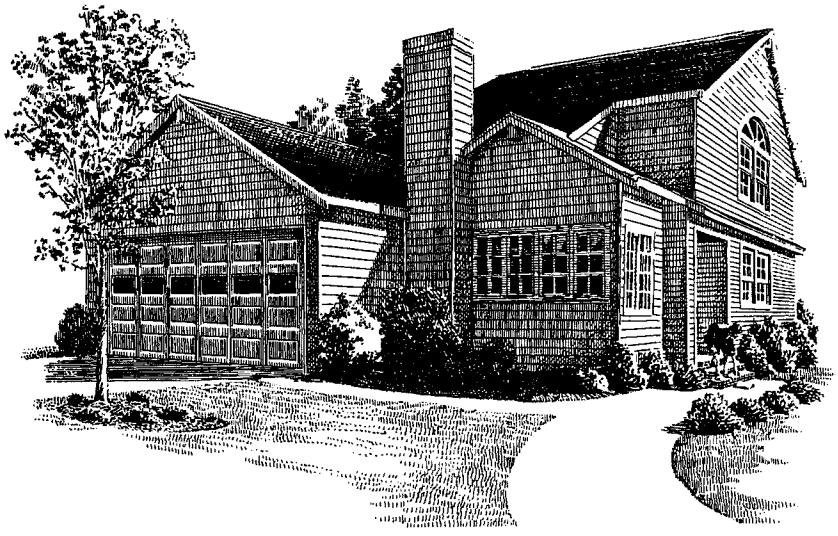
Employees purchasing a new home in the Patuxent River area, before they receive permanent change of station (PCS) travel orders, cannot be reimbursed for real estate expenses, according to Gerry Keenan, the civilian personnel point of contact for relocation information. They will lose house selling benefits, as well, if they sell to finance an early purchase before they have the PCS orders.

"If they go down and buy a house now, the government is not going to reimburse them for their real estate purchasing expenses. It would be considered a home they owned prior to entering into an agreement with the NAWC, to work in the new location," said Keenan.

Those buying their new home early, will lose expense reimbursement up to a maximum of $10,057 or five percent of the purchase price, which ever is less. Allowable expenses are brokers' fees or real estate commissions, other advertising and selling expenses, and customary costs of an appraisal.

If employees sell early, such as to finance an early purchase, they will not qualify for PCS entitlements for actual expenses incurred in selling their house. This can be ten percent of the sale price, or up to $20,115, which ever is less. Similar to buying, employees must sell their homes after they receive their official position notice.

"Employees are free to go down and invest in real estate in Maryland. A surprising number of employees across the spectrum here, think owning real estate is a good investment. Some have vacation homes and second properties, already," emphasized Keenan. "That is an individual employee decision. They invest in real estate here, and they are doing it in the Patuxent River area."



Keenan said a few are buying because they foresee an increase in property values down there, and they think it is a good thing to get in on the ground level before the influx comes.

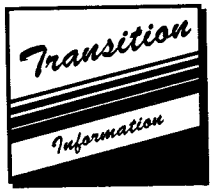
"They think they will make out financially. They will still get benefits such as movement of household goods and miscellaneous expenses related to their household move."

According to Keenan, Maryland real estate agents calling her have been surprised to learn our move will not occur before 1995. They told her they got the impression from a few looking at houses the move was much sooner.

But according to the center transition team leader, Franz Bohn, there is no schedule at this time for people to move before 1995. "Contrary to local media reports and rumors, no one has been moved to Patuxent River as a result of this realignment. We have one person on temporary assignment down there as a liaison, but no one permanently assigned." He said, "It will be quite some time before anyone is offered a job at Patuxent River as a result of this realignment. Those buying real estate need to know that they are doing so at their own risk."

Keenan is available to answer questions regarding the relocation and may be reached at extension 7676, or E-Mail as INFO.

By Larry Lyford
Public Affairs



In the next Reflector...

**Wondering about the new trailers parked outside? They will serve as the operations center for the Transition Team. Next month Franz Bohn, Transition Team Leader, will elaborate.*

**The citizens of Sourthern Maryland want to answer your questions about their home. Next month, the Reflector will feature a story on the area, and a special summer visitation program offered by Southern Maryland.*

Questions and answers concerning Pax move

Editor's Note: We have decided to start our series of articles on the Patuxent River move with a review of the most asked questions.

1. When I am offered a position at Patuxent River, how long will it be before I have to decide whether or not to go?

Approximately one year before the move to Patuxent River, you will receive a general notice informing you that the position you occupy in Warminster will be moved to Patuxent River as of a certain date, and inquiring of your interest in relocating. Your election not to relocate at this time would kick in certain entitlements, such as both OPM and DoD placement assistance and various benefits including severance pay and discontinued service retirement.

Approximately six months after the general notice, you will receive a specific notice of your offer of a position at Patuxent River. This notice will provide:

*the position you are being offered;

*the location of the position in the organization;

*the date you are to report for duty at Patuxent River.

You will be given a minimum of two weeks to respond to this specific notice. If you elect not to relocate at this time, you would still qualify for the entitlements mentioned above such as OPM and DoD placement assistance, severance pay, and discontinued service retirement.

If you haven't decided whether or not to go, you should indicate that you will go. You can change your mind later until the day you are scheduled to report.

2. What about severance pay?

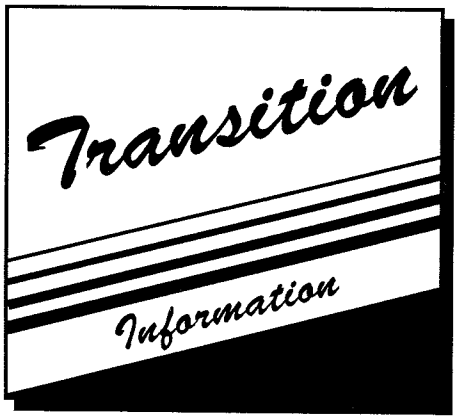
You are eligible for severance pay if you are a permanent employee with more than one year of civilian service. You may not receive severance pay if you are eligible for either a civilian or military annuity.

The severance pay computation is as follows:

*Basic fund, one week's basic salary for each of the first ten years of civilian service and two weeks basic salary for each year beyond ten years.

*If over age 40, an additional 10 percent of above basic severance pay fund for each year over age 40.

*Fractions of years are rounded down to the nearest 25 percent. Therefore, if you have 12 years and five months of service, the length of civilian service would be 12.25 years.



*Lifetime limitation of 52 weeks of severance pay.

*Payment of severance pay: Paid every two weeks as your salary would be without interruption.

*Taxes are withheld as is Medicare and FICA.

*No deductions for insurance (No longer entitled to life and health insurance as no longer an employee. You may convert to an individual policy.)

*May receive unemployment compensation while receiving severance pay.

The following are the requirements to be registered on the STOPPER:

* Employees receiving severance pay are to be registered on the Stopper for DoD positions within their commuting area for one year from their separation date.

*If you decline a valid offer through the Stopper, your entitlement to severance pay ends. Since you are entitled to only one valid offer from the Stopper, you would also be removed from the list.

You may work in the private sector and continue to receive severance pay.

If you are reemployed in the federal government (any agency) under a temporary appointment while receiving severance pay, the severance pay is interrupted and you will not receive both a salary from the temporary appointment and severance pay. Once the temporary appointment with the federal government is ended, you will continue to receive the remainder of the severance pay entitlement. If reemployed under a permanent appointment while receiving severance pay, the severance pay is terminated and there is no further entitlement unless you are once again affected by an action warranting payment of severance pay.

3. Can you get severance pay if you resign after receiving a general notice, but before receiving a specific notice?

Yes, as long as you meet the eligibility requirements for severance pay, and the resignation occurs within one year of the move or separation date.

4. I understand that my severance pay would be terminated if I refused a job offer with the federal government. Does the job have to be in the commuting area? Does it have to be in the same job description (or close)?

The position offered must be a reasonable offer. A reasonable offer is defined as one that is:

*in the same commuting area;

*of the same tenure (permanent or excepted) and work schedule (full-time, part-time), as your current position;

*not lower than two grades or pay levels below your current permanent grade or pay level.

5. If I decide not to go, is my termination date for failure to accept the offer the same as the date I was to have reported to Patuxent River?

Yes.

6. How soon will out-placement assistance be available through the center?

We hope to retain and move as many current NAWC AD Warminster employees as possible. The center's work will continue, and we will continue to be held accountable for our mission accomplishment. Official out-placement efforts for those employees who elect not to accept a position at Patuxent River, will begin after receipt of either the general or specific notice and their declination of the position offered.

(See civilian on next page)

Civilian personnel answers questions on move

(Civilian, from page 22)

7. Will we be authorized official time and travel to visit the Patuxent River area prior to the move?

Yes. Under PCS Travel Orders, you may be authorized up to ten days for a house-hunting trip with your spouse.

The center is exploring additional vehicles through which employees may visit the Patuxent River area and will do what we can within legal and budgetary constraints.

8. Is there a commitment on my part to remain with the federal government after a PCS move?

Yes, the commitment is to remain an employee of the federal government for one year after the reporting date at the new duty station.

9. When can I list my primary residence in the Warminster commuting area and be reimbursed for expenses of its sale ? When can I be reimbursed for expenses incurred in purchasing a house at the new duty station?

Following receipt of a specific notice, if you elect to accept the position, you will be asked to sign a transportation agreement and you will receive PCS travel orders. You may then list your home in the Warminster commuting area, purchase real estate in the Patuxent River area and be reimbursed for authorized expenses. You may not be reimbursed for any expenses incurred in either the sale, or purchase, of real estate (primary residence) prior to receiving these documents.

10. I do not own property here, but reside in a rental unit. Is there reimbursement for an unexpired lease?

Yes, the government will provide reimbursement for an unexpired lease. These charges may include expenses incurred for (a) settling an unexpired lease (including month-to-month rental); (b) broker's fees for obtaining a sublease; or, (c) charges for advertising an unexpired lease.

11. May I receive reimbursement for the sale of a residence here although I do not plan to purchase one in my new duty station?

Yes.

12. May I receive reimbursement for the purchase of a residence at the new station even though I did not sell one at the old duty station.

Yes.

13. What is the possibility of the center requesting an early out, and my being able to retire under it, prior to 1995?

The center has no plans to request an early out authorization prior to 1995, nor is an early out authorization necessary. Employees who elect not to accept the positions at Patuxent River, will be facing an involuntary separation from federal service, and if they meet age and service requirements, they will be able to retire under the Discontinued Service Retirement provisions.

14. May accumulated sick/annual leave be used to extend the length of service date for purposes of meeting minimum service requirements for retirement?

No.

15. How long must an employee be enrolled in a health benefits program table to carry it into retirement?

Five years prior to retirement.

16. What is the "Stopper" and how soon may I register on it?

The Stopper is a program established by the DoD to place employees who are being adversely affected by actions such as the declination of transfer of function, etc. It is a mechanism for placing employees in continuing DoD positions. Employees may register for up to five different types of positions for which they are fully qualified at, or below, their current permanent grade level and any number of activities (within in certain geographic limitations) which are acceptable to them.

Commanding officer establishes hotline

Have a legitimate complaint?

Tired of the rumors?

Want an answer from the commanding officer?

Call extension 4071, 24-hours a day. Capt. William L. McCracken, the commanding officer of the NAWC AD Warminster, has authorized the commanding officer's action line. Begining Apr. 20, you can call extension 4071 and leave your question, comment, or rumor on the tape. Anwers will be published monthly in the Reflector.

Reflector personality profile

Photo by Cathy Burian

Name: Mark Hisert
Rank: YN3
Hometown: Amsterdam, N.Y.
Age: 25
Birthday: October 18, 1966
Command: Naval Air Warfare Center Aircraft Division Warminster
Position: Military administration yeoman
Years of military service: 7 years
Personal goal: Be advanced to YN2
Professional goal: To do the best possible job for this command.
Best way to relax: Watching sports.
Ideal vacation: Going back to Australia
Preferred entertainment: Listening to music.
Strongest attribute: Pride and professionalism.
Worst flaw: Not as strong organizing my work like I want to be.
Pet peeve: Micro-management.
Best thing about the command: The professional people I work with.
Worst thing about the command: Evaluation periods and meeting the deadline.
If you could be anyone else: A chief petty officer and knowing all of my hard work had finally paid off.

J. BARTON 5021

NAWC NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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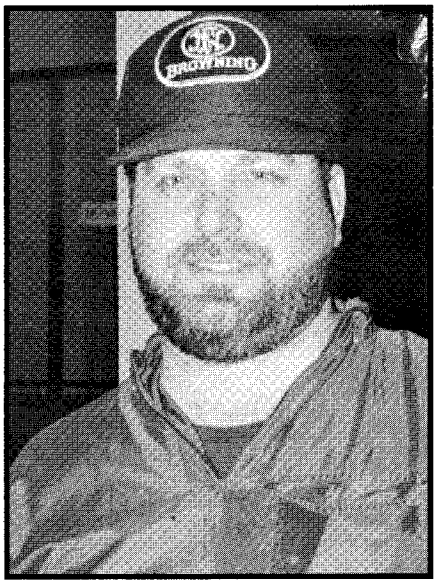
Commanding Officer . . . . . CAPT William L.McCracken
Technical Director . . . . . Guy C. Dilworth, Jr.
Public Affairs Officer . . . . . Maryellen Jadick
Editor . . . . . JO2 Michael Delledonne



The Reflector is published for people like Jeff Wright, Code 8445.

NAWC Aircraft Division
NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

Scott shuttles his way to boyhood dream

To a child, stars seem only an arm's length away. In childhood dreams every inch of sky is within your grasp. As you grow older, the real world says stars can't be touched. They're too far away. And most childhood dreams simply don't come true.

However, some people remain a child at heart and never give up on that dream of reaching for the stars.

Astronauts are that way. So is Cmdr. Winston Scott.

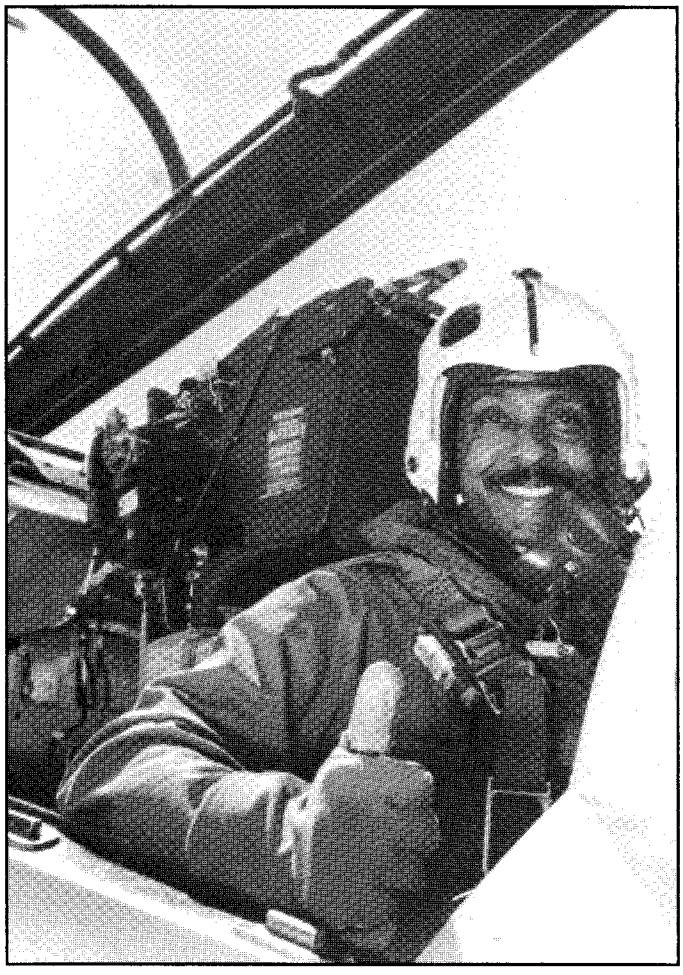


Photo by James Moore

Cmdr. Winston Scott gives the thumbs up on being selected for the astronaut program. He will report to the Johnson Space Center in Houston to begin training for his future shuttle launch.

The fulfillment of his dream started out like any other real world Monday. The deputy of the Tactical Air Systems Department went to a staff meeting and returned to his office, where he took an outside phone call. "The voice on the other end asked me if I was still interested in coming down to be an astronaut. I couldn't believe it. I felt so good. When I hung up, I pumped my fist into the air."

The 41-year-old Miami native was one of 19 finalist selected for the astronaut program this year. He will report to the Johnson Space Center in Houston this summer, to train for a shuttle mission in 1994 or 1995.

His first year will be a training/probation period. Shortly thereafter, he'll receive a technical assignment and be assigned a crew and specific mission. Then the training becomes much more focused. "As a mission specialist, I'll conduct experiments that go on in the shuttle and may get to do some work outside the shuttle, possibly constructing a space station."

Scott's interest in space grew from the time he was in elementary school and began to peak during college. So he attended Florida State University and majored in...music. "I hadn't been exposed to engineering at all. Music was what I was best at when I graduated high school," he said. "I enjoyed it and I was pretty good at it, but as time went on, I knew my heart was somewhere else."

That somewhere else was engineering, and although Scott continued with his music major, he began to take engineering courses. "I some times had 19, 20, 21 hours a semester. I had taken all the calculus the school had to offer. I had physics and electronics courses. By the time I graduated, I had a good core of engineering under my belt."

According to Scott, the two backgrounds have a lot in common. "People think music and engineering are at opposite ends of the spectrum. I think of all different academic disciplines being related in some way, as part of the total pool of knowledge," he explained. "In both cases, you're starting with an abstract idea and using whatever materials are available, to produce something concrete. Maybe in one case you're designing a system and another it's a symphony. The creative process is the same in both."

After graduation, Scott wanted to give flying a try. Flying meant airplanes and airplanes meant the Air Force. He went to the recruiter's office, but they took too long processing his application.

(See Scott on page 6)

Bird's eye view

Crew Systems development saves lives

Diversity is the major characteristic of our Crew Systems department., which spans a full spectrum of technologies. They provide protection from laser energy, chemical and biological threats, thermal stress, exposure, acceleration and many other areas, such as night vision systems, pilot decision aids and display design. While their focus is on optimizing in-flight aircrew performance, they must provide for escape and survival during emergency situations.

Crew Systems is one of our center's largest product areas, which encompasses many individual projects. We here at the Naval Air Warfare Center Aircraft Division Warminster, are the lead laboratory for crew systems. Technical execution of the program is primarily accomplished by two divisions in the Air Vehicle and Crew Systmes Technology Department: Codes 602 and 603, with support from selected participating field activities. Most programs are under the sponsorship of the Naval Air Systems Command. Ultimately, everything comes together with the pilot in the cockpit, where the mission either succeeds or fails.

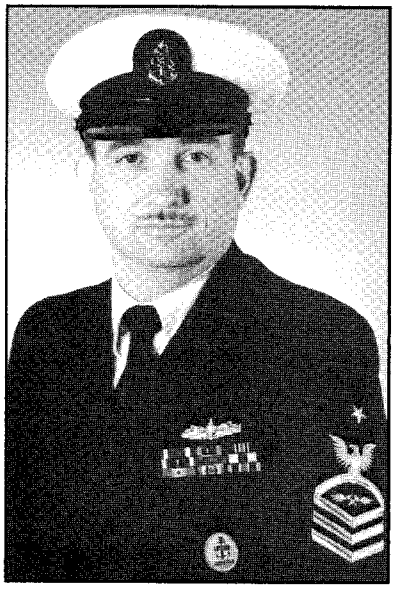
They have been particularly successful in developing numerous survival devices that have immediately resulted in the saving of lives by providing downed aircrews with systems that prevent drowning. The most recent equipment that has transitioned to the fleet is the Helicopter Emergency Escape Device (HEED). HEED provides emergency breathing air required to safely egress from a submerged helicopter with two to four minutes of emergency breathing time. For tactical aircraft, the FLU-8/P was developed as a one-shot device that will provide inflation of the standard Navy life preserver assemblies upon immersion in water, but will not function during exposure to rain or humidity. HEED has saved more than 19 lives and the FLU-8/P has saved many lives in over 200 ejections from tactical aircraft.

Another success for Crew Systems is an aircraft air bag system which was invented at NAWC AD Warminster. The Inflatable Body and Head Restraint System (IBAHRS) adapts automotive air bag technology. However, it packages the "air bags" within the pilot's shoulder restraint harness.

The most famous facility is the Human Centrifuge. It was used for acclimating the first astronauts to G-forces. Today as a full Dynamic Flight Simulator, it is a critical R&D tool. Crew Systems is a full spectrum operation with R&D laboratories, engineering development, prototyping, testing and in-service support. This was evidenced by the Tac-Air C/B protective assembly provided to the fleet in Operation Desert Storm last year. Warminster personnel designed, bench tested, machined components in their shops, performed developmental flight tests, assembled the systems and sent them directly from here to operating forces in the Persian Gulf and Saudi Arabia.

The Crew Systems department has made an impact and will continue to do so with quality work by quality people.

Capt. William L. McCracken
Commanding Officer



AMCS Edward Smith
Command Senior Chief

As I see it

Remembering who has gone

What do you think of when Memorial Day comes around? Big parades or maybe the President laying a wreath on the tomb of the unknown soldier? For some, it's a quiet service to remember a fallen shipmate or a close friend. For others, it's a three-day weekend and a chance to put that new barbecue to use.

Everyone has a different way of observing this holiday that is 132-years-old. That's right. Memorial Day is 132-years-old. It was originated by Gen. John A. Logan, commander of the Grand Army of the Republic, on May 30, 1868. It was called Decoration Day then, but the intended meaning hasn't changed much in that period of time.

Memorial Day in the United States is a tribute to the dead of all its wars.

I think one thing that is often forgotten, is that men and women, military and civilian, die everyday in this country. There loss is no less significant than those who die during conflicts in which this country is involved. This situation recently hit home, with the death of Petty Officer First Class Gary Mandeville. Gary was a friend and a shipmate. We lost him to a car accident.

So when Memorial Day comes around at the end of the month, take a minute from the festivities of the weekend to remember all of the relatives, friends, and shipmates who are no longer with us regardless of the circumstances.

Vision Statement

We will be recognized as the Navy's lead lab

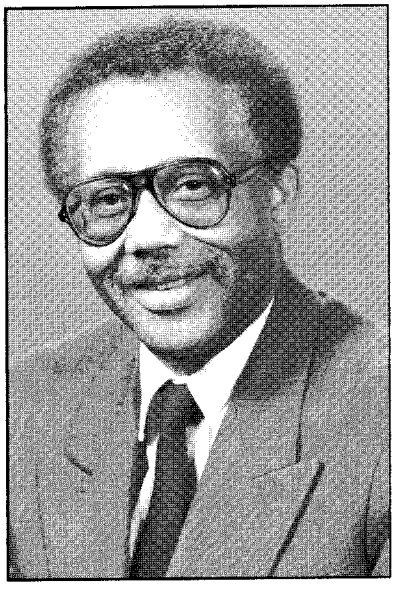
Approximately three years ago our Center Management Group and other senior managers developed an organizational Vision Statement that was expressed in terms of thrust areas, strategic goals, and commitments. Since that time, our environment has undergone and continues undergoing radical changes. We are now working for NAVAIR instead of SPAWAR; the Communication Navigation Technology Department has been transferred to the Naval Command, Control and Ocean Surveillance Center; and we are confronted, as other are, with budget reductions, downsizing, consolidation and a planned relocation to Patuxent River, Md. Because of these radical environmental changes and their associated uncertainties, we believe it to be imperative that we revise our organizational Vision Statement. This revision, if adopted by all of us, will more sharply focus our activities, energies and talents to provide our customers the best value for their money.

Capt. William McCracken, the department heads, other senior managers, and I, with considerable deliberation, developed the following Vision Statement for our organization:

"BECAUSE OF THE HIGH QUALITY AND AFFORDABILITY OF OUR SERVICES AND PRODUCTS, OUR ORGANIZATION WILL BE UNIVERSALLY RECOGNIZED AS THE LEAD NAVAL LABORATORY OR GROUP IN THE SCIENCES AND TECHNOLOGIES, SYSTEMS ENGINEERING AND ANALYSIS SUPPORT, ENGINEERING DEVELOPMENT AND POST-DEPLOYMENT SUPPORT FOR MANNED AND UNMANNED AIRCRAFT PLATFORMS, CORE AVIONICS AND SENSORS, WEAPONS SYSTEMS SOFTWARE, AND CREW LIFE SUPPORT SYSTEMS."

To realize this Vision, each of us, military and civilian, regardless of job description, must continue finding ways to enhance his/her value to the Navy. We must, as a minimum:

* Continue ensuring the needs of the customers are met.
* Continue recognizing that every member of this organization is needed and valued regardless of position or job description.
* Continue making the principle of continuous improvement an inherent way we do our work.
* Create and execute science and technology programs in the multiple aircraft and crew systems disciplines to satisfy Navy needs and provide the technical leadership to transition new technology into naval systems.
* Create an environment that fosters free and open interaction with other NAWC scientists and engineers who must cooperate to invent and support the building of interdisciplinary aircraft weapons systems needed by the Navy.



Guy C. Dilworth
Technical Director

* Enhance our systems and software engineering support for the NAVAIR-PEO team.
* Improve our aircraft platform design and development support capability for the NAVAIR-PEO team.
* Strengthen our core avionics and sensors design and development capability.
* Enhance our direct fleet support.
* Continue furthering our education and improving our skills to do our work more efficiently and effectively.
* Upgrade and maintain our facilities, within the constraints of the environment, to perform world-class science, engineering and testing.
* Improve our management systems and processes to increase our efficiency.
* Create an internal working environment which encourages open communication on organizational issues/concerns and facilitates efficient solutions.

We believe that if each of us adopts this Vision Statement, our organization will be universally recognized as one that enables the Navy to conceive, develop, deploy, and support affordable high-quality aircraft systems. In addition to serving us while we are in our present organizational structure, this Vision will be equally appropriate when we transition into our planned Post-1995 Vision Organization at Patuxent River, Md.

Raindrop research helps bombs hit target

Those who saw the precision bombing of Iraq a year ago saw video of guided weapons breaking in doors and dropping down air vents. What people saw, they saw through an infrared window system scientists here are improving.

Typically, very thin geranium domes protect mission essential, $500,000 infrared cameras. Now it turns out, the domes need protection, too. Dome material has many necessary properties but is vulnerable to raindrop and particle strikes during flight.

"High altitude raindrop pressures are ten times as great as on car windshields. Raindrops are three times as big, too," according to project engineer, Michael Wilson, Code 5011. According to him, acoustic shock waves inside drops cause the major problem. They transfer incredible energy into the dome leaving patterns of microscopic damage.

Though seemingly minor, the damage is critical. The damaged areas interrupt images of targets for microseconds. These interruptions mean targets take longer to find and hold. Also, tiny pits caused by airborne particles weaken regions. Very little additional energy causes fractures and can cause domes to fly apart in flight.

By evaluating ultra thin film coatings on window samples, center scientists are gaining valuable insights to increasing dome life. According to Wilson, simply removing surface scratches made during optical polishing increased geranium fracture toughness. But much more can be achieved by applying these thin coatings.

Coatings, only millionths of a meter thick, can extend useful life time at least five fold. Coatings can contain diamond surfaces which are forty times as hard as geranium. Particles that could damage geranium material bounce off the diamond surfaces. Coatings also lessen destructiveness of acoustic waves generated inside drops.

This is what happens. As an impacting drop spreads out, a shock wave inside it also expands outward. The shock wave moves outward faster than the spreading drop. Upon overtaking the surface, the wave disrupts it, releasing energy into the adjacent part of the infrared window. This leaves a destruction ring on the dome where the drop wall rested when it burst.

Wilson says this releases a billion Pascals of energy in a microsecond, one Pascal being 48 pounds per square foot. As a result of these microscopic ruptures, light transmission is degraded and strength reduced 90%. "Limited field data suggests windows have failed mechanically in flight," reports Wilson.

To retard this microscopic damage, researchers are determining how fast drops can hit the windows before they damage protective coatings. They also have tested window samples coated with different toughening layers up to 30 millionths of a meter thick. Now, they are testing a diamond layer glued to geranium and zinc sulfide material for fracture thresholds and toughness as well as determining the ideal thickness of the glue layer.

To do this, they need a specialized device called a liquid jet, and optical quality diamond test surfaces that recently arrived. With this gun and these targets, they will study velocities causing fractures and what happens next on the surfaces.

This "mother of all high speed water guns" shoots water drops at bullet speeds at targets to study critically important shock damage drops cause. "We are the only government or commercial laboratory that can control the drop's impact velocity within one percent between 150 and 1,000 meters per second speed," said Wilson. "This means we have strict control of each test."

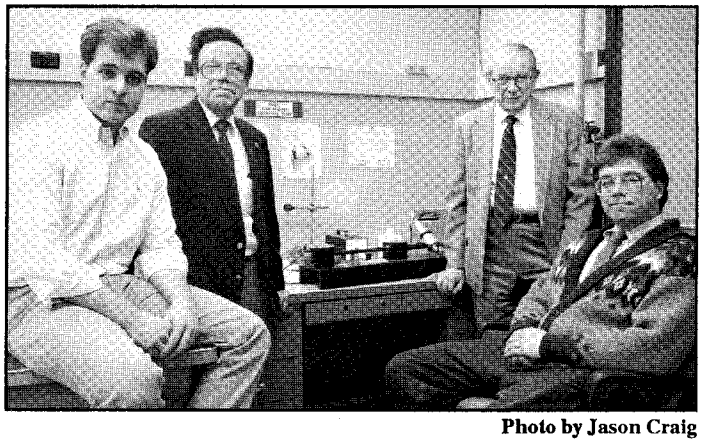


Photo by Jason Craig

Dave Price, Marshall Thomas Bob Monro, and Mike Wilson with the water jet in the background.

According to Wilson, researchers successfully fired over 4,000 shots with near 100 percent reproducible consistency. Wilson credits Marshall Thomas, materials protection branch, with critical contributions that earned him a patent.

Project efforts have lowered the per shot cost from an industry standard $1,500 to $100. This proved critical to the F-14 coatings development program according to Wilson.

Simple in concept, the devise has proven difficult to work with in practice. Expanding nitrogen gas propels a .22 caliber slug through a barrel. It hits a block of aluminum, steel, or titanium. The block's sudden movement launches a drop of water from a reservoir out the other side. The drop then travels eight mm to strike a target.

Improvements, only achieved at this center, required several modifications. Improved neoprene disks insured a tight seal preventing critical water leakage. A way was developed to precisely position each drop in the required size and shape. "If the drop surface extended too far from the reservoir opening, it sheared apart," said Wilson. "If it did not extend far enough, it became a spray instead of a coherent drop before hitting the target."

As leaders in diagnostics for these windows, researchers also are developing a nondestructive tests using reflected light to reveal which infrared windows are about to fail. They hope this will provide a portable system to diagnosis infrared windows quickly for replacement in combat environments.

"Our goal is to bring all the infrared platform users together, here, in May. We will address coatings and damage assessment in infrared windows," said Wilson. "We will propose all infrared windows users together contract with us to solve problems too expensive for any of them to undertake individually. There are systems not being used because nobody thought they had a problem and geranium domes have cracked in half."

By Lawrence L. Lyford
Public Affairs

Dispelling selection board rumors and myths

This is the first of a three part series on selection board myths.

The FY92 selection boards have concluded and planning is underway for FY93. This year, like every year, there was a lot of joy and disappointment. This year those individuals who were not competitive enough for selection may seek solace in one or more of the many myths that surround the Navy's selection board process.

To start, there are a few realities you must accept if any discussion of selection boards is going to be meaningful. The first is that selection to E-7 (or any enlisted or officer grade) is vacancy driven. In the "big picture," there are always more candidates than there are positions to fill. This year there were more than 29,000 first class petty officers competing for approximately 6,000 positions.

With a selection rate of 20 percent, competition to fill the vacancies was keen, and simply being good in one's rating and being a good shipmate was not enough, in most cases.

One of the most difficult aspects of serving on a selection board is seeing service records of good, hard-working sailors who come to work every day, do their jobs well and are well-liked and respected, who will not be selected. The people who are being selected are, for the most part, doing what our good shipmate is doing -- and much more.

Another reality is that non-selection does not necessarily mean anything negative. When a sailor's name doesn't appear on the selection list, one of the first questions he or she asks is, "What's wrong with me?"

Non-selection doesn't have to mean that anything is wrong. Those individuals who were not promoted are still making a valuable contribution to the Navy and are professionals necessary for completing the mission. Remember: selection to chief petty officer (CPO) is a competition where there are selectees and non-selectees -- not winners and losers. When only a few can be promoted, a lot of good sailors will be passed by.

It isn't hard to understand why selectees are pretty satisfied with the selection board process. Most individuals who have been selected for CPO, have thought privately (whether they admit it or not), "Well, they finally did something right."

Non-selectees, however, sometimes refuse to look at themselves honestly, see what it is they need to do to be competitive and seek to blame "the system." This is how myths about selection boards get started and strengthened. Every selectee who in an attempt to console his not-selected shipmate says, "Sorry buddy, you got screwed," reinforces the myth.

The fact is, there are very few "victims of the system" out there, and when the system catches up with them, it does what it can to put things right. An example of this is the special selection boards that look at those individuals who could not get screened at the regular boards. With this in mind, let's look at the 10 most common myths about selection boards. Doubtless, there are others -- enough to fill a weighty tome -- but these seem to be the most prevalent:

1. Test scores don't count. Once you make the board, test scores are tossed out.

The number of individuals who send in copies of their profile sheets indicates this myth is alive and well, as do some of the truly low test scores. The fact is, test scores do count. Everything counts. Nobody will be non-selected simply because of a low test score, but in the initial scoring of an individual's record the test score is counted. Don't stop studying. It shouldn't be too difficult to understand that when a board member sees a high test score, it says something about that person about to be screened.

2. The selection board looks at your last five or six evaluations, so it's good to have a lot of recent special evaluations if you had a few weak ones early on.

When computing a multiple, either for advancement to petty officer grade or to make it to the E-7 selection board, a numerical average of the marks from a certain number of evaluations is used. When a record goes before the board, however, it is screened primarily for the past five years, not just current evaluations.

The more competitive advancement is in a specific rating, the further back the board may have to look, particularly when looking at people with similar career patterns. Having a special evaluation written for you at the time the board convenes may not necessarily help you.

3. The board doesn't look at the evaluation marks -- it only reads the write-ups; or, a couple of 3.8 marks is the "kiss of death."

Once again, the board looks at everything. Of course, the marks count for something, otherwise the Navy wouldn't take the time and effort to have them on evaluations. But if the marks counted for everything, there would be no need for the evaluation comments. The entire evaluation is looked at, and both sides are balanced.

A couple of 3.8 marks on an otherwise excellent evaluation may be looked at as an aberration.

Ranking is important, but it's only a part of each evaluation. Certainly, if a person is ranked first on every evaluation it means a lot,, but that alone will not ensure selection.

4. A single person on the board (a friend or enemy) will either ensure or preclude an individual's selection.

How often have we heard this one? "He must have had a buddy on the selection board," or "Master chief So-and-so knew me on my last ship, and we didn't get along." There are many variations. To start, each board member takes an oath, and part of that oath is impartiality. Every candidate's record is looked at by a minimum of two people, and any disparity in scoring the record will require a third or even fourth look. Any board member trying to "push through" or "railroad" an individual will regret it. It simply will not be tolerated by the panel members, the president of the board and the Chief of Naval Personnel.

By JOCM Mark Malinowski
Navy Editor Service

Scott 'shuttles' his way to boyhood dream

(Scott, from page 1)

Enter the Navy. Scott figured since they flew on and off ships, the pilots must be good. "Besides, most of the astronauts at the time were Navy pilots, so I went to the recruiter's office. They processed my application immediately. They gave me a battery of tests which I passed and sent my name in. It came back with a date to report to Aviation Officer Candidate School (AOCS)."

Scott was excited about the opportunity of becoming a Navy pilot, but at the same time, had some reservations. "The Navy had a very poor reputation among minority communities," he said. "I didn't really know what to expect in terms of fair play. I felt confident enough, if I were given a fair opportunity, I would do well."

He did well, earning the position of battalion commander at graduation. "It turned out to be excellent training. You would like to think you earned their respect. People gave you what you earned. There was no special or unfair treatment. It was tough training. The drop out rate was high. We started with 12 in the class and three finally got their wings. It's something you only want to have to go through once in your life, but when you're done, there's a tremendous sense of accomplishment."

For the next year, Scott was in flight training, where he flew the T-34, T-28 and later, the H-57 and H-1 helicopters. "They gave you enough instruction to get you up through your solo and if you succeeded, you received your commission. As a matter of fact, I flew my solo one day, got commissioned the next, got married the next day, and went back to flight training. It was a crazy few days."

When it came time to be assigned aircraft, the needs of the Navy came first. "They selected me as a helicopter pilot. At the time they were still recruiting for Vietnam, even though it was winding down, and the bulk of the flying was helicopters."

After finishing his first tour with Helicopter Anti-Submarine Squadron Light 33 out of North Island, Calif., Scott went to the Naval Post Graduate School in Monterey, Calif. and during his final year, put in a request for jet training, which was approved.

After graduation, he reported to F-14 training in Oceana, Va., and spent more than a year learning to fly the high-performance aircraft. "It was intense, rigorous training. A lot of academics, simulators, studying, and listening to lectures," he said. "The F-14 is probably the most sophisticated fighter in the world. The F/A-18 is newer, but the digital computers do a lot of the work for you. That same work has to be done by the aircrew in the F-14. Not only do you have to fly the plane a lot, but you have to study, so you understand how to use the systems and how to overcome malfunctions."

Scott also had to learn to land his aircraft on a carrier. "My first carrier landing was in the A-4. We took a detachment from Meridian, Miss., down to Pensacola to do our landings on the USS LEXINGTON. I didn't sleep real well the night before. The sun came out the next morning and we launched on time. I was on the lead safe's (instructor) wing and we orbited overhead like we had rehearsed. I got my first two touch-and-go's and my heart was pumping. When I caught the hook after the second one, the adrenalin was rushing through my body. Afterwards, they taxi you over to the catapult and shoot you off. I'm telling you it's just like Disneyworld, but five times better. I got six landings my first day and four my second. It was just too much fun."

But not enough fun for Scott to stay in the operational Navy. "If you want to be a carrier commander and work your way up to Chief of Naval Operations, the pilot needs to stay at sea. I wanted to be in the space program and that meant becoming an aerospace engineering duty officer (AEDO)."

He picked AEDO up in Jacksonville where he became the F/A-18 project officer, and later assumed the duties as production support department director, where he supervised 242 engineers, technicians and logistics personnel. "I flew my tail off in the A-7 and the F/A-18. I think the variety of aircraft I've flown over the years, appealed to the astronaut board."

Photo by James Moore

Joan Maloney, Cmdr. Winston Scott, and his wife Marilyn, cut the cake during the celebration of his astronaut selection.

His decision to apply for the astronaut program was not easy. "I just procrastinated. I almost talked myself out of it. I wasn't a graduate of Test Pilot School and I didn't have a PhD, so I wasn't sure if I would be competitive or not."

Scott talked to a few people, who he respected and felt encouraged. "I guess I needed a little shove. My wife, Marilyn, kept telling me to apply, so I put the package together. As I did, I began to realize, I had done a few good things. I figured I had as good a shot as anybody. I took it one step at a time. If I made it, great, and if I didn't, at least I tried. That was my attitude through the whole process."

The first hurdle to overcome was the Navy board that convened in March 1991, and once past that, it was on to NASA. Through it all, he said the waiting was the hardest part.

(See TACAIR on next page)

TACAIR deputy selected for astronaut program

(Scott, from previous page)

"The package went to NASA in April 1991, but the interviews wouldn't be conducted until January 1992. The waiting was tough. When I heard I had been selected for the interview process, I was elated. I kept thinking just one more step and I'd be there."

As part of the interview process, Scott had to go through, in his words, the most complete physical and psychological examination ever. "They checked every inch of my body to make sure everything was alright. It was the same for the psychological tests. We had four or five hours of written exams, followed by a three hour interview with a psychologist, who went into every aspect of my life. He wanted to know about my family, my hobbies. Things you never would have thought of."

As if that wasn't enough, there was a 10-member panel interview to go through. "They made it as informal as possible. They asked you to talk about yourself and then they begin to interject questions. The questions come hot and heavy. Once they get going, it's rapid fire. I assume they want to see how you hold up in a high-pressure interview."

The week wasn't all work. The candidates spent time with other astronauts and got their perspectives on the program. They flew a static shuttle simulator and made approaches from altitude to land. Scott said even if he wasn't selected, he would have remembered the week for the rest of his life.

"The selections were made sometime in March, but they didn't make any calls until the end of the month," said Scott. "The waiting gets to be more and more difficult because by this time, the newspaper articles start and the pressure starts to build a little."

Scott said the excitement hasn't stopped yet. "People have been calling and congratulating me. The people of the center were so nice. They made me feel good because they kept saying supportive words throughout the process. It was a genuine interest. It meant a lot."

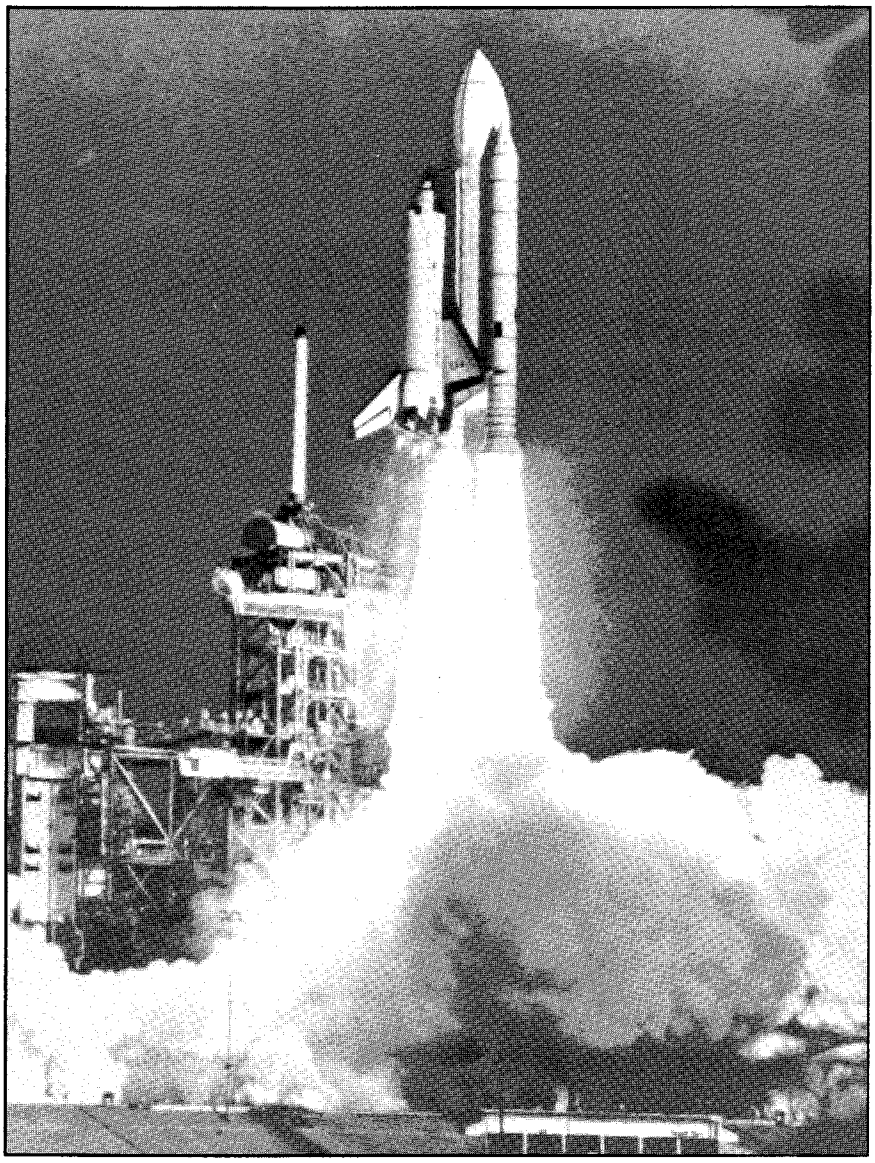


Photo by U.S. Navy

This could be more than just a picture for Cmdr. Winston Scott, as he heads for the Johnson Space Center in Houston to begin astronaut training.

For Scott, like everybody else, there were tough times along the way. "I had my good and bad days. There were times I wondered why I was doing this, when I could be at a more relaxing job, making more money," he said. "But I wouldn't have the challenge and that's what kept me going. There's a stubbornness about me. I won't quit. When I went through AOCS, I had resolved in my mind that I wasn't going to quit. They could kick me out, but I wasn't going to quit."

It's that determination that lead to the ultimate dream in his career. The future astronaut said he could not have planned it any better, and asked what he'll be thinking about as he awaits liftoff of his first shuttle mission, Scott said he'll be smiling and feeling all the power underneath him. "I'll be ready to go," he said.

We'll be ready with you and maybe, just maybe, we'll even touch the stars.

By JO2 Michael Delledonne
Public Affairs

McFalls selected as Sailor of the Quarter

Winning Sailor of the Quarter is a special achievement. It means during a three-month period of time, you have stood out among your peers for superior performance. To Aviation Electronics Technician Frank McFalls, it was an acknowledgement of his whole career.

Selected as the Naval Air Warfare Center Aircraft Division Warminster Sailor of the Quarter, first quarter, 1992, McFalls said being selected was a pay back for all he did in the fleet. "There were deployments, long hours and a lot of hard work. A lot of times you don't get thanked for those things. You do it because you have pride in your work."

McFalls, 29, from Hanover, Pa., works for fleet software support. "We develop a program, test it here and send it down to Patuxent River for tech eval (technical evaluation)," said McFalls. "I'm the fleet representative or technical expert to the engineers. I've spent 10 years flying in the aircraft and they use my input into their projects."

According to Chief Petty Officer William Pachak, McFalls is a silent front-runner. "It's done before you ask. He's not one to brag on himself, but this has probably been long overdue," he said. "He had a very good quarter and stood out above the rest."

The best part of McFall's job is knowing he has an impact in the fleet. "I get to see how the programs are put together. When I was in the fleet, I would always wonder who came up with the ideas," he said. "It will be a good feeling when I go back to a squadron and see some of the things I had input in actually being used."

He also has some definite concerns about the future. "I see a lot of good ideas just sitting around because there's no money. Those ideas could be major advancements in the fleet, but you have to work with what you have," he said. "I'm just afraid they're going to cut too much at once. It took us a couple of decades to get where we're at and in a couple of years they're taking everything away. Why don't the people making these decisions take the time to sit back, take a deep breath and go about this in a reasonable time frame?"

Winning the title of Sailor of the Quarter isn't what's important to McFalls. "I never concerned myself with winning. I think most sailors just appreciate it when somebody takes the time to tell you, you've done a good job. It means a lot."

What also means a lot to him is the center. "It's a great place. The facilities are very good. I'm concerned about the move to Patuxent River. I'm afraid they're going to lose a lot of good people."

By JO2 Michael Delledonne
Public Affairs

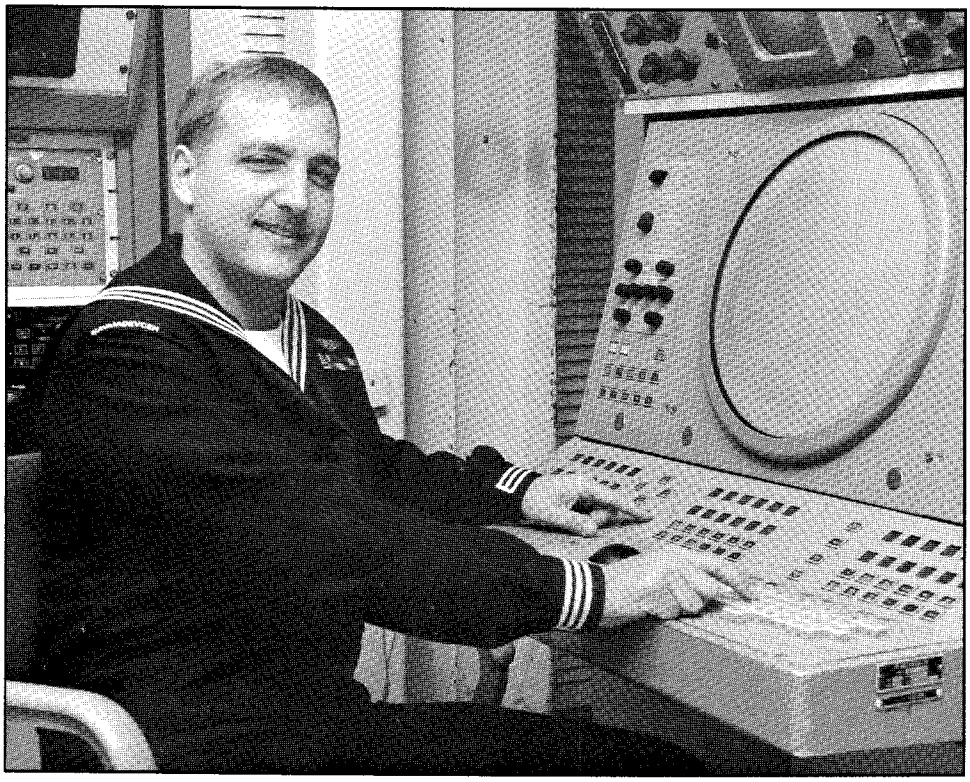


Photo by Cathy Burian

Petty Officer First Class Frank McFalls, Naval Air Warfare Center Aircraft Division Warminster Sailor of the Quarter, first quarter, 1992. McFalls, from Hanover, Pa., said winning isn't everything. "I think most sailors just appreciate it when somebody takes the time to tell you, you've done a good job."

Hyslop picked as Bluejacket of the Quarter

It is not often a third class petty officer shows enough initiative and maturity to become a shop supervisor. For Aviation Electronic Technician Brenda Hyslop, it was those qualities which led her to be selected Naval Air Warfare Center Aircraft Division Warminster Bluejacket of the Quarter, first quarter, 1992.

"It's nice to know people acknowledge your work and that it doesn't go unnoticed. It shows people if you work hard, the recognition will come," said Hyslop. "This command is full of top quality performers. It's just a great feeling to know you stand out."

Working in line division, Hyslop takes care of all the line operations and getting the support equipment out to the various shops that need them.

Hyslop, 34, said working hands-on with the aircraft and dealing with the people are the best part of the job. "All new E-5 personnel who check in come to line division first," she said. "We want to make sure they're taken care of as far as their pay and records are concerned. We are their first impression of this command, so it we don't do our job well, morale goes down."

Asked if there were any down sides to her job, Hyslop quickly said no. "There honestly isn't any. I enjoy the job, but I'm not a workaholic. When the days done, I'm on my way home. I have another life other than work."

According to Hyslop, the only thing she would change about the command is letting the center be a first assignment for new recruits. "It's such a top heavy command. I don't think people have a true understanding of the Navy when this is their first command. This is my first command so I know what I'm talking about," she said. "My biggest concern is my family still doesn't know what the Navy is all about. I think we are all in for a rude awakening when I report to my next command."

According to Petty Officer First Class Gary Christian, Hyslop's leading petty officer, her work habits have led her to become assistant shop supervisor. "She shows some really unique qualities for a third class petty officer. She's the first one to take care of something before it needs taking care of. She doesn't ask questions, she just does the job."

Asked why he nominated her, Christian said it was obvious. "I thought she was the best candidate, not only out of our shop, but the whole maintenance department. She serves several collateral duties that are E-5 billets. She shows a lot of initiative."

Her career intentions are very straight forward. "I will definitely make it a career," she said. "I've worked in the civilian world for the past 15 years and I know what it's all about. Civilian companies don't care any more about their employees. The bottom line for them is dollars. At least in the military, your hard work is appreciated."

By JO2 Michael Delledonne
Public Affairs

Photo by Jason Craig

Petty Officer Third Class Brenda Hyslop directs aircraft as part of her line division duties. Hyslop was selected Naval Air Warfare Center Bluejacket of the Quarter, first quarter, 1992.

Shenandoah Woods to get new facelift

Navy housing in Shenandoah Woods is currently receiving a face lift on one of the family unit homes, which will be completed sometime this year. This will serve as a preview of what housing will look like in the next few years.

"Work is planned for all the units, including the officers quarters," said Nancy Szamborski, housing manager. "Repairs and improvements will include the interior and exterior of the houses, as well as some site work, such as playgrounds, regrading, and some landscaping. This work will be done in two phases during fiscal years 1993 and 1994."

Szamborski said the major concern of residents seems to be how the work will be done, and if they will have to leave their homes. "We expect to make a few buildings at a time available to the project contractor. Because we have a turnover of about one-third each year, we can make some units available by not assigning new families to units scheduled for renovation," she said. "Some families will have to move, but we will make every effort to minimize disruption to families already living in housing."

School children will not have to change schools even if families are asked to move. "I have already spoken to the principals of the two elementary schools servicing housing. They are willing to allow children to remain in their present school if the family moves to a street covered by the other school," explained Szamborski.

"Moves will be determined by the location of the building, not by rank or command as some residents fear," added Szamborski.

According to the housing manager, the next biggest issue is rules enforcement. "We issue violation citations for infractions of various rules, and also send letters of caution or warning as appropriate. It is my experience, that families exhibiting problems in housing may need help in other areas. We are responsible for making sure everyone follows the same rules, but also help families if the need is there."

There is still a considerable wait for housing in Shenandoah Woods, but Ft. Dix has units available. "I spoke with Ft. Dix's housing director and there are currently 33 Willow Grove and six NAWC AD Warminster families living there," said Szamborski. "For E-4 through E-9 personnel there is no waiting list at all and only a two or three week waiting period for E-1 through E-3 personnel."

For more information, contact the housing office at extension 3949.

By JO2 Michael Delledonne
Public Affairs

Photo by Jason Craig

On behalf of the members of the National Guard and Reserves, Cmdr. Gordon Bell, presented Capt. William L. McCracken with the Five Seals Award in appreciation for the support given by the center during Operation Desert Storm. Cmdr. Bell is in the Coast Guard and is joined by center employees currently serving in the guard or reserve.

WISE, MATD EEO hold seminar

Women In Science and Engineering (WISE) and the Mission Avionics Technology Department (MATD) Equal Employment Office are co-sponsoring a breakfast seminar on "Engineers as Managers" on Thursday, May 21 from 8:45 a.m. until 10 a.m. in the center conference room.

A panel of project managers, department, division,and branch heads will be sharing their experiences in these positions. Discussion topics will include their educational background, career path followed, and present position and responsibilities, among others. Attendees will be encouraged to ask questions of the panel members.

This is an excellent opportunity for young scientists and engineers to gain insight to the career paths open to them at the Naval Air Warfare Center Aircraft Division Warminster, specifically, management positions versus technical promotions. All center personnel are invited to attend. Refreshments will be served. For more information, call Jennie Harris, extension 2485.

Warminster sailor dies in auto accident

Petty Officer 1st Class Gary Mandeville, assigned to the Naval Air Warfare Center Aircraft Division Warminster, was killed at approximately 11:30 p.m., Mar. 25, when the vehicle he was driving hit a utility pole.

The accident occured southbound on route 232 in Wrightstown.

Mandeville, 28, from Canton, Mass., was an aircraft maintenance control supervisor, and was responsible for scheduling the maintenance of nine specially configured research and development aircraft.

Commanding Officer, Capt. William L. McCracken, spoke during the memorial service, which was held in hangar bay one. More than 200 people attended the service.

"Gary was very well liked by those he worked with," said Capt. William L. McCracken, commanding officer, NAWC AD Warminster. "He was quick witted and very straight forward. He provided the center with a spirit that we'll always need. We should think of Gary often when faced with struggles in our lives. He was a top-notch sailor. Very professional."

Mandeville is survived by his wife and daughter.

By JO2 Michael Delledonne
Public Affairs

In memory of Gary Mandeville

It rained on the day of your memorial service, Gary. I believe those drops were the tears of the guardian angel that was supposed to watch over you the night you slipped away.

At times, I envy those who never got to know you. It's impossible for somebody to feel the pain of loss when they hadn't known the pleasure of your company. However, I remember the conversations we had, the warmth of your smile, and the way you took my hand and held tightly the day I told you my dad had been diagnosed with cancer. You were there. Saline waves of desperate sadness wash over me spilling down my cheeks. Still, I wouldn't give up a moment of time we shared on the earth.

In a dream, your voice spoke to me and said, "The sky is so big...I'm going to be with the stars." When I awoke, I recall a feeling of apprehension.

I had never before been convinced of the existence of Heaven. Now, I'm certain that there is. Blue skies are brighter, clear days are more crystal than before. I believe that all the lights of the heavens, the stars, sun and the moon reflect back to earth from your eyes. The warmth of your soul radiates heat for the coming spring. Flowers that are blooming now fill us all with the pleasure that you once had.

Never before have I lost a friend to death. I'm having a great deal of difficulty accepting this. A wise man once told me that in order to overcome adversity and troubles in you life, you must face your problems head on. Admitting your problem to yourself is a start in that direction. An alcoholic attending their first AA meeting, will stand courageously, state their name, and make their declaration of dependency. I too bear my soul to you and declare my name is Linda, and I miss Gary Mandeville. There...I feel better now. To you, the reader, I hope you feel better too.

By Linda Whelan

NAS Moffett Field to close October 1994

The Navy recently approved the timeline for the realignment of Naval Air Station Moffett Field. Active duty Navy units assigned to Moffett Field will be decommissioned, consolidated or moved to other naval activities to allow the disestablishment of the air station by October 1994. The action culminates the 1991 base closure and realignment process that requires the closing of Moffett no later than October 1997.

Navy P-3 Orion patrol squadrons based there will be relocated to Naval Air Stations Barbers Point, Hawaii; Brunswick, Me.; and Jacksonville, Fla. Military personnel will be transferred to new duty stations as their units are disestablished or move to new locations with their commands. The majority of the civilian employees there will have various employment options as manpower requirements are reduced, including continued federal employment in the Bay area, transfer to other federal locations or retirement.

Some reduction-in-force actions may be unavoidable, but in those cases, every attempt will be made to minimize the impact with outplacement services and training, Navy officials said.

Navy News Service

Co-op days sell McComas on engineering

When Steve McComas, Code 101, entered his freshman year at Tennessee Tech University as an engineering student, he had only one problem. He wasn't real sure what engineers did. After learning about the Naval Air Development Center (NADC) in 1971 from one of his professors, McComas worked as a cooperative education student (CO-OP) with the Magnetic Anomaly Detection group. That hands on experience, confirmed his career intentions.

"The CO-OP experience I had here was excellent," said McComas. "I got to see what engineers really did. I'm not sure I would be in engineering if it wasn't for that experience."

A degree in electronics engineering, a job offer and a positive experience, brought McComas back to the center, in 1975, to work as a full-time engineer in the Magnetic Anomaly Detection Group. In 1976, he was transferred to a newly established software support group where he was assigned to P-3 software support. Three years later, he was transferred to the S-3 program where he has been ever since.

It didn't take long for the former CO-OP student to make an impact in naval aviation. Lockheed made a proposal to upgrade the S-3A through the Weapon System Improvement Program (WSIP). "I got to help NAVAIR in terms of reviewing the proposal for technical approach content, consistency and lack of ambiguity," said McComas. "When we reviewed the software requirement specifications, they were not consistent and pieces were missing. We told NAVAIR they should reject the software requirement specifications and they did."

When the program was complete, the software was sent to the center. "In the final software delivery, we merged in some of the S-3A software changes and delivered the software for tech eval (technical evaluation)," he said. "My involvement in the S-3B basically was a cradle to grave. Finally seeing the aircraft in the fleet, and hearing the positive feedback, has been very gratifying."

There were also low points to the project. "It took us more than two years to get the aircraft through technical and operational evaluations. It just seemed to take forever to fix the problems that came up," said McComas.

McComas said he is currently working on WSIP II, which is an upgrade to the S-3B. "First, we are doing an active acoustic block upgrade on two buoys, the Expendable Reliable Acoustic Path Sonobuoy (ERAPS) and the Air Deployable Active Receiver (ADAR). Both are the next generation of active acoustic sonobuoys," he said.

The second part of the upgrade, according to McComas, is a co-processing and memory unit (CPMU) which is a joint program between the Navy and the Department of Science and Technology, Canada. "There is a drum or storage device in the airplane for all of the software, which is unreliable, and display formatters for the acoustics that we would like to replace. What we're doing is putting a new processor and solid state memory in the S-3B, to replace the drum and the display formatters. Ultimately, we would like to replace the general purpose computer (AYK-10) that's currently in the airplane, with a larger integrated rack and the same processor and memory cards, because the computer is late 1960's technology." He continued, "The joint program is to develop the hardware and initial software capability. Rewriting the AYK-10 software in Ada (a DoD approved computer language) would be done under a separate center contract."

The CPMU project will, as much as possible, use hardware and software that is common with the P-3C ASQ-212 project, which should result in life cycle support savings. The WISP II program will also improve the communication/connectivity, navigation, weapon, and non-acoustic sensor capabilities of the S-3B.

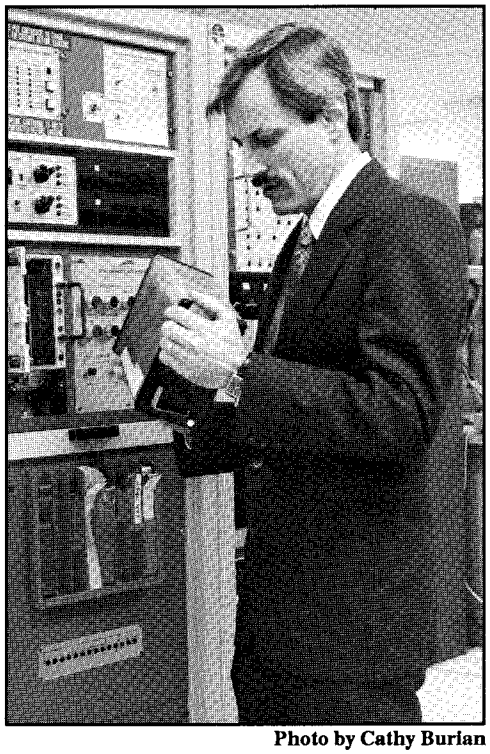


Photo by Cathy Burian

Steve McComas checks one of the computers in the lab.

Improving on existing capabilities is a big part of the center, and McComas sees a need to continue the improvements on the S-3B. "I think there's always going to be conflicts, whether they're regional or global, and therefore a need for carrier-based, multi-mission aircraft. The S-3B is a true multi-mission airplane which was demonstrated during Operation Desert Shield/Desert Storm, when it was used for armed reconnaissance, strike support, aerial refueling and surface surveillance, counter mine warfare, anti-ship missile defense and command, control and communications.

"I think there's going to be a desire to have airplanes on carriers that are multi-mission capable. Single mission aircraft are just not going to exist anymore. There's no room or money," said McComas.

The most gratifying part of working here, according to McComas, is seeing his work in the fleet. "The whole time I've been in S-3, everything I've worked on has made it to the fleet. It may not always be that way, but I find that to be very satisfying."

Although he enjoys his job, McComas has some concerns on his future work with the Naval Air Warfare Center Aircraft Division Warminster. "As I look down the road, I hope that when we move to Patuxent River, we can continue to provide the support for NAVAIR that we are capable of providing," he said.

JO2 Michael Delledonne
Public Affairs

Standards of conduct

Integrity Law covers those in base realignment

The center's Office of Counsel has received some questions about the various Standards of Conduct laws involving post-government employment and their applicability in light of the scheduled move to Patuxent River. One person, for example, has asked whether the procurement integrity law remains in effect for people affected by a base closure or move.

First, the bad news, the procurement integrity law and all other post-employment statutes, continue in full effect. They are not the least bit diminished or watered down for people affected by a base closure or move. The good news is that those post-employment restrictions are not nearly as severe as many people believe. For example, the law does not prohibit anyone's working for a particular contractor altogether. It does, however, state that if a government employee serves as a procurement official with respect to a particular procurement, then for a period of two years thereafter, he or she cannot work for the company on that contract.

Another significant post-employment statute that departing employees should be aware of is 10 U.S.C. 2397b. It is the only law that completely prohibits someone's working for a particular company after he or she leaves the government. Section 2397b applies to civilian employees earning at, or above, the minimum rate of pay for a GS-13, and to military personnel at, or above, the 0-4 pay grade. For all such employees, the law states that if, on a majority of your working days during the last two years of your employment, you perform procurement functions with respect to a major defense system, and if at any time you participate personally and substantially in decision making involving a contract for that system with a major defense contractor (i.e., one getting more than $10 million in Department of Defense awards during the prior fiscal year), you are prohibited from working at all for that contractor for a two-year period.

There are some other less burdensome post-employment restrictions, but for civilian employees the procurement integrity law and 2397b are by far the two most important and most restrictive laws. If anyone would like more information about any of the post-employment rules, contact the Office of Counsel at extension 3000.

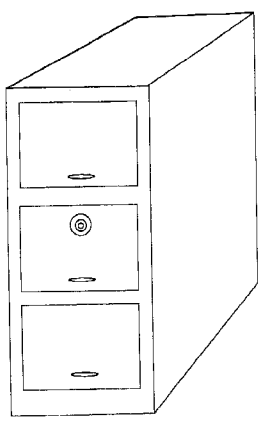
By Bob Janes
Office of Counsel

Security reminder

Classified material must be logged in

All employees are reminded that classified material delivered to this center must be logged in at the classified material control point, Code 046 and processed to/through the cognizant department custodian.

Any material to be transferred to another activity, must be processed out through Code 046 with the coordination of the department custodian. Custody receipts are required. Individuals are not authorized to bypass control procedures for classified documents.



Midshipmen visit center

More than 80 midshipmen from the Naval Academy in Annapolis, Md. visited the center for their annual field trip.

The future naval officers heard departmental overviews in the morning and toured various labs during the afternoon.

"The people of the center made a great impression," said Carol Vanwyk, university liaison forthe center. "Originally, none of the students were scheduled to come back this summer, however, afterwards, 12 midshipmen requested a four-week tour."

Photo by James Moore

Naval Academy midshipmen listen during their field trip to the center.

Biography

NAWC AD CO brings vast background to job

Rear Adm. Barton Strong will be visiting the Naval Air Warfare Center Aircraft Division Warminster May 5-8. While at the center, he will attend an executive steering group meeting which includes a review of the status of military construction. He will also receive a tour of the center. The next issue of the Reflector will feature an interview with the commanding officer of the new aircraft division.

Rear Adm. Barton (Bart) D. Strong was born in Ogden, Utah, and grew up in Twin Falls, Idaho. He graduated from the Naval Academy in 1964 and was designated a Naval Aviator and helicopter pilot in 1966.

Following SH-3A training in Helicopter Antisubmarine Squadron 10, he reported to Helicopter Antisubmarine Squadron 2 where he flew combat search and rescue missions aboard several aircraft carriers in the Vietnam conflict from 1966 to 1969. After graduation from the U.S. Naval Test Pilot School in 1970, he served as a project test pilot and a test pilot instructor at the Naval Air Test Center. During this tour, he earned a master's degree from the George Washington University in management engineering.

Adm. Strong was selected an aeronautical engineering duty officer in 1972, and was subsequently ordered to the Naval Air Rework Facility, Pensacola, Fla., where he was assigned as a comptroller and administrative officer and flew as a maintenance test pilot. In 1973, he reported to the Commander Naval Air Forces Atlantic where he was Navy helicopter class desk officer.

Starting in 1978, Rear Adm. Strong served three years in the Joint Cruise Missiles Program Office in Washington, D.C., assigned to the Common Weapons Control System development. In 1981, he reported to the Naval Air Systems Command as deputy program manager of the Navy's H-53 programs. In this position, he managed the in-service RH-53D, introduced the CH-53H Vertical On Board Delivery (VOD) helicopters into the fleet and developed the MH-53E.

In September 1984, he was assigned as director, Systems Engineering Test Directorate at the Naval Air Test Center. His responsibilities included testing and evaluating a broad spectrum of fixed and rotary wing aircraft. From June 1986 until June 1988, Adm. Strong served as commanding officer, Naval Plant Representative Office, Stratford, Conn.

Following this command tour, he was assigned to the Naval Air Systems Command as program manager for Navy H-60 helicopters and was responsible for the Navy's SH-60B, SH-60F, and HH-60H programs, plus the Coast Guard's HH-60J. Rear Adm. Strong assumed command of the Naval Air Warfare Center Aircraft Division Patuxent River, Md., in March 1992.

Rear Adm. Strong is married to the former Miss Leslie Steffes of Marshall, Mich. They have three daughters: Laura, Kim and Wendy.

Naval Air Warfare Center Aircraft Division commanding officer, Rear Adm. Barton Strong, who assumed command in March 1992.

Transition team tracks progress in new house

(Transition, from previous page)

Although they each have their own areas of responsibility, they overlap on many projects, like MILCON. "There is no way that one person could have been responsible for all the planning and tracking of the MILCON to this point. So we all worked on it," said Bohn. "However, after the CRSS report is released, Aris will be tracking the progress of the construction program itself."

In addition to having to move the center to Patuxent River, the team is also responsible for tracking vacated spaces. "We will be responsible for maintaining the areas until we lock the doors or turn over the keys," explained Bohn. "We have several agencies interested in becoming tenants here before we are out, and after we are gone."

Bohn compares it to building a new house, and living in the old one until the new one is completed. "You're not quite sure when to tell the buyers of your old home, when it's okay to move in, because you aren't sure when the builders will have your new house done."

By MJ Jadick
Public Affairs

DoD helps communities weather base closure

For every action, there is an equal and opposite reaction.

Cities and towns where military bases are closing, or being realigned, are often faced with as big of an adjustment as is the effected Department of Defense activity itself. While closures and realignments are good news for taxpayers in general, streamlining defense and saving money, for towns like Warminster, realignment means hard work and planning to compensate for lost jobs and revenues.

"It's a challenge to the community to replace the economic losses," said Robert Rauner, Director of the DoD's Office of Economic Adjustment (OEA). "The trick is to replace it with something of equal or greater economic benefit. It can be done." With help from his office and the President's Economic Adjustment Committee of 23 federal agencies, local officials can turn a bad situation around.

Warminster Township has taken the first steps toward making the adjustment by forming an Ecomomic Development Commission. Gene McGough, Warminster Township Manager and Chairman of the Economic Development Commission, said the goal of the recently established five-member board has several prongs. "First of all we would like to see the Naval Air Warfare Center Aircraft Divsion Warminster stay here. If that doesn't occur, we want the contractors presently working for the site to be given the opportunity to continue their work for NAWC AD Warminster, but still be located up here," he said. "There are other options we are also looking into."

Planning will be the key to success. Environmental impact statements and surveys, community infrastructure, regional economics statements, fiscal impact statements and growth management plans are just a few of the many reports that will be required. Some of this work can be funded through the government and commercial grants or loans. According to Joe Cartwright, OEA representative assigned to assist the Bucks County community, it is too early to tell if Warminster will qualify for those grants or loans. "We won't know for another nine months or so. We have to get a detailed set of plans and actions first." Cartwright said his role will be to initially give the community technical assistance on how to plan for the adjustments.

In closure and realignment situations, it is important to realize that bases do not change hands overnight. The NAWC AD Warminster planned schedule for realignment will not be firmed up until June 1993. A major factor in that planning is the environmental and hazardous waste cleanup DoD must do before leaving. The NAWC AD Warminster has been designated as a National Priorities List site. Cleanup is expected to be complete in 1997. At that time, and not before, the property will be ready for turnover.

The DoD Property Disposal Process provides the structure for determining how a military facility will be reutilized. When a base closes, or as in this case, when the function is relocated, DoD has the first option on its use, according to DoD Property Disposal guidelines. If DoD or another federal agency isn't interested, the state and then local communities are screened for interest. "If they are not interested, the base can be offered to a private developer," said Rauner. Property for commercial and industrial use "will be sold at market value. The military has to realize something from the base realignment." Land and facilities destined for public use often are turned over free or at a public benefit discount.

By JO2 Michael Delledonne
Public Affairs

Southern Maryland information center in CPD

The Southern Maryland Information Center, located in the Civilian Personnel Office, Employment and Classification Division, was established in May 1991 to provide a central source of information on the Southern Maryland area and answer your questions on realignment issues and related personnel matters.

Here is what's available:

*Maps of Maryland, Southern Maryland, Patuxent River and the surrounding areas.

*Specific information on the three Southern Maryland counties, St. Mary's, Charles, and Calvert (government, housing, schools, medical facilities, economic conditions, etc.).

*Local newspapers.

*Current copies of the "Homes" publication.

*Videos of Southern Maryland which may be borrowed to take home.

*Telephone books from the Southern Maryland area.

If the information you desire is not available from the information center, the CPD staff will try and obtain it.

The information center is located in the Employment and Classification Division of CPD. Additional information available from this division includes:

*The Philadelphia Area Office of Personnel Management Job Opportunity Listing (updated monthly).

*Vacancy announcements from other federal agencies (maintained weekly).

*A list of Office of Personnel Management area offices throughout the United States.

*A list of all federal agencies in the Philadelphia area.

*The Department of the Navy overseas recruitment list.

*The complete list of all DoD activities throughout the world with addresses and telephone numbers.

*The Federal Research Service, "Federal Career Opportunities".

*Application forms.

For more information, call Gerry Keenan, extension 2483.

Southern Maryland, so much, so close

Provided by the Tri-county Council, this is the first in a series of articles to acquaint NAWC AD Warminster employees with Southern Maryland.

After exploring the region of the Chesapeake Bay and the Potomac River in 1608, Capt. John Smith wrote that "Heaven and earth never agreed better to frame a place for man's habitation." He was describing Southern Maryland.

Southern Maryland is a region of one thousand square miles bounded on the east by the Chesapeake Bay and on the west by the Potomac River, south of Washington, D.C. The Patuxent River winds its scenic way through the region as well, adding to the 700 miles of shoreline.

The three Southern Maryland counties -- Calvert, Charles and St. Mary's -- combine tranquil rural countryside steeped in history and tradition with the energy of prospering business and residential communities. Nearby are the major metropolitan centers of Washington, D.C. and Baltimore, Md.

Southern Maryland is the fastest growing region of the state. Its scenic, pastoral beauty coexists with modern industrial parks, well-planned residential communities, retail centers and shopping malls, linked by an efficient internal highway network. Elected officials and community leaders are working hard to attract high quality business and employment opportunities, while preserving the area's unique historical and natural resources and carefully planning growth.

The state of Maryland is in the vanguard of efforts to protect the Chesapeake Bay, North America's largest and most productive estuary, and in recent years has enacted some of the nation's most farsighted environmental legislation. Southern Maryland has been in the forefront of these efforts, inspiring local, state and federal action to protect water quality in the Patuxent River.

The area's economy is diversifying from traditional farming and seafood production into services and high technology, stimulated by the historical relationship with the United States Navy and its close proximity to the nation's capital. The first Secretary of the Navy, Benjamin Stoddert, was a Southern Marylander appointed by President John Adams in 1798.

The Patuxent Naval Air Station, now NAWC Aircraft Division headquarters, was established almost 50 years ago. Community leaders have always enjoyed a close working relationship with the region's naval installations, a relationship which has benefited Southern Maryland and has contributed to the achievement of the Navy's mission.

Southern Maryland offers an excellent quality of life for the people who call it home, and countless attractions for those who are just visiting. You can boat, fish, camp or swim at area parks, campgrounds, beaches and marinas. Stay at a bed and breakfast, a cottage on the Chesapeake, or one of many hotels, inns and motels.

Enjoy the full range of modern recreational activities or venture back in time to America's beginnings on the colonial frontier. The state's first settlers arrived at St. Clement's Island in the Potomac River in 1634. They established their first permanent settlement at St. Mary's City, Maryland's first capital, which is now an 800-acre outdoor living history museum. The early Maryland colony and its representative assembly made a significant contribution to America's heritage of freedom, later embodied in the Bill of Rights.

The landscape is dotted with historic churches and majestic manor houses such as Sotterley Mansion and Smallwood's Retreat, home of Revolutionary War Gen. William Smallwood, both of which are preserved and open to the public.

Explore the region's maritime history, and even its prehistory, when ancient seas covered the earth, at museums like the Calvert Marine Museum in Solomons. Dig for prehistoric artifacts at the Jefferson Patterson Park and Museum, site of continuing archaeological excavations. Here you might discover the tools of native Americans who lived in Maryland thousands of years before the first European settlers arrived.

If you're looking for a modern-day adventure, set sail on the Bay, the Potomac, or the Patuxent. Chart a course through the region's countless tributaries, streams, and creeks. Fish or white perch, pike, large mouth bass or flounder. Pull in a bushel of crabs at a local pier or head out for deeper waters with a charter boat.

Southern Maryland -- it's a land of heritage and tradition -- and a region of change and opportunity.

For more information, contact the Tri-County Council for Southern Maryland, P.O. Box 1634, Charlotte Hall, Md. 20622, or call (301) 884-2144.

In the next Reflector...

**Education - Maryland's commitment: Kindergarten - 12, College, Graduate, Continuing, Independent Schools.*

**An interview with Rear Adm. Barton Strong, commanding officer, NAWC AD.*

At your leisure

Southern Maryland offers a variety of events

Editor's note: The Tri-County Council invites NAWC AD Warminster to visit Southern Maryland this summer to discover what they have to offer. Check the Log later this month for details on special packages

May 4-10

Southern Maryland Quilting and Needlework Show

Exhibits of quilts and needlework to be judged and other scheduled events. (301) 373-2280.

May 6-31

"Field To Factory: Afro-American Migration 1915-1940" Exhibit

This traveling Smithsonian exhibition deals with the technological and cultural adjustments of Afro-American migrants. Free. (410) 586-0050.

May 9

First Annual Motor Vehicle Flea Market

Cars, motorcycles and boats for sale. (301) 475-4626.

May Fest: Hands on crafts for kids. Free. (301) 884-4829.

House and Garden Tour: Self-guided tours of privately-owned outstanding houses and gardens in Charles County. (301) 821-6933.

May 12

Annual Historic Preservation Awards Ceremony

Ceremony recognizes excellence in the preservation of the county's cultural and architectural heritage. Free. (410) 535-4583.

May 16

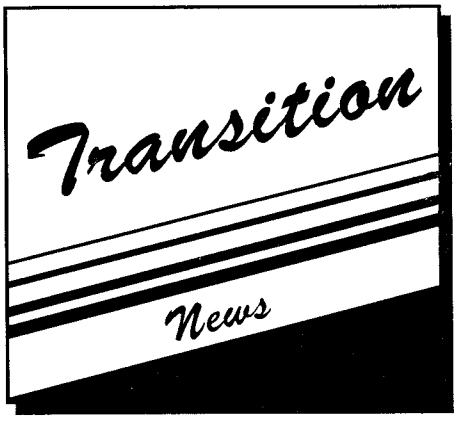
Charles County Charter Day and Grand Opening of Thomas Stone National Historic Site

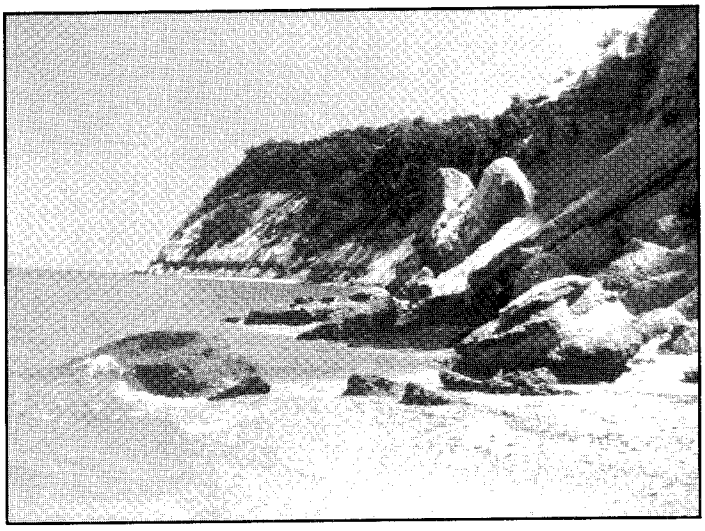
Entertainment will include Navy Band, refreshments, free Maryland coloring books for the children, tours. Free. (301) 934-9305.

May 17

12th Annual Antique Vehicle Show and Town Founders Day

A collection of more than 100 antique automobiles dating from 1909. The antique vehicles show includes a "Take-Apart-Car" that is reassembled and driven away in 15 minutes, a trolley ride to North Beach, a Dixieland Band, a magician, a clown, and the Calvert County Community Band. A highlight of the event is the joint celebration of the founding of the Town of Chesapeake Beach. Free. (301) 855-7770.





The Maryland shoreline hugs the beautiful sandy beaches.

Children's Day

Experience a child's life in the 18th century. Children will perform chores, play games and prepare their lunch over an open hearth. (301) 283-2113.

May 18

International Museum Day

Celebrate museum's contributions to the community during this event observed world-wide. Free. (410) 326-2042.

May 22

Chesapeake Youth Symphony

This young orchestra will perform a newly commissioned piece about the Chesapeake Bay. (301) 934-2251.

May 23

Historical Society Spring Dinner Meeting

The Historical Society of Charles County will celebrate the 300th anniversary of the establishment of Episcopal Churches with a program at Old Durham Church. (301) 375-9214.

International Festival

Celebration of the many cultural and ethnic groups which make up our nation's people. (410) 535-1600, ext. 225.

Annual Waterside Music Festival

An outdoor concert under the stars. Performer to be announced. (410) 326-2042.

May 23-25

Memorial Day Weekend - Welcome Summertime

Weekend party featuring food, music, beach activities, and fireworks. (410) 257-2735.

May 24

Strawberry Festival

Fun for the whole family. (301) 373-2280.

May 31

Third Annual Academic Awards Banquet

Sponsored by the Afro-American Heritage Society. (301) 932-2705.

Reflector personality profile

Photo by Cathy Burian

Name: Tina Miksis
Hometown: Huntingdon Valley, Pa.
Age: 23
Birthday: April 5, 1969
Department: Financial Management and Planning
Position: Budget Analyst
Years of government service: Two years.
Ideal vacation: Anywhere with a beach and sun.
Preferred entertainment: A good baseball game and the company of friends.
Strongest attribute: The ability to get along with a wide range of personalities.
Worst flaw: Too generous for my paycheck.
Pet peeve: People who call and hang up.
Best thing about NAWC AD Warminster: Young professionals are given a chance to receive excellent job experience.
Worst thing about NAWC AD Warminster: The uncertainty about what the future holds for all NAWC employees.
If you could be anyone else: A professional singer.

Reflector
NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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Commanding Officer . . . . . CAPT William L.McCracken
Technical Director . . . . . Guy C. Dilworth, Jr.
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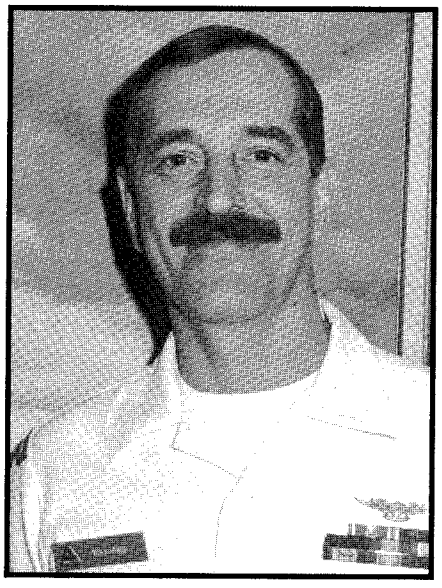

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NAWC Aircraft Division
NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

Hegedus, Eng, Hirst, Green win EPA award

Four Naval Air Warfare Center Aircraft Division Warminster engineers received the Environmental Protection Agency Administrator's Pollution Prevention Award in the federal government category.

Charles Hegedus, Anthony Eng, Donald Hirst and William Green of the Materials Protection Branch, were honored for their development and implementation of UNICOAT, a one coat, self-priming topcoat paint system that can be applied directly to aircraft surfaces.

The award, established in 1991 by EPA Administrator William K. Reilly, recognizes excellence in efforts to work toward a cleaner environment. Awards were given in the categories of environmental; community and nonprofit organizations; large and small business; industry, trade and professional organizations; educational institutions and federal, state and local governments.

(See EPA on page 6)

Photo by James Moore

William Green, Anthony Eng, Donald Hirst, and Charles Hegedus with the Environmental Protection Agency Administrator's Pollution Prevention Award.

Bird's eye view

Office of Science and Technology key to center

Capt. William L. McCracken
Commanding Officer

The major thrust of the Office of Science and Technology is to ensure that we conduct and maintain an outstanding technology base at Warminster. Technology Base, usually known as Tech Base, consists of Department of Defense (DoD) budget line items of Basic and Applied Research, Advanced Technology Development, Exploratory Development and Prototyping.

Several important programs are managed by the Office of Science and Technology, such as the in house Independent Research/Independent Exploratory Development (IR/IED), Advanced Technology Demonstrations, and Industry Research and Development (IR/IED), Small Business Innovation Research, Navy Potential Contractor Program, Export Control, Scientific Opportunities Program, and several academia/university liaison programs. The latter include the Postdoctoral Fellowship Program, Summer Faculty Research Program, and the Graduate Fellowship Program.

The Office of Science and Technology is the Naval Air Warfare Center Aircraft Division Warminster's liaison for technology matters with our sponsors, i.e. the Naval Air Systems Command, Office of the Chief of Naval Research, and other DoD labs. This is an important function because our Tech Base is what permits our site to continue to be considered a laboratory, both in the eyes of Congress and the Navy. Our center has received several IR/IED awards in recent years, underlining our excellence in Tech Base efforts. Our scientists and engineers (S&E's) continue to be awarded patents for their innovative work. Our S&E's have earned international reputations for their research efforts. That's why we are and will continue to be the Navy's leading laboratory.

The Director, Dr. Arno Witt, is also responsible from NAWC AD Warminster's corporate management perspective, for the successful management of the following lead Block Programs: Airborne Surveillance; Air Vehicles; Aircraft Materials and Surveillance. He also has secondary responsibility for Block Programs, such as Medical; Chemical, Biological, and Radiological Defense and Biomedical; Personnel Training; Human Factors; Non-Acoustic Antisubmarine Warfare and Airborne Electronic Warfare.

The vision for science and technology programs at NAWC AD Warminster is to maintain and enhance our expertise in the multiple aircraft and crew systems disciplines to satisfy Navy needs and provide the technical leadership to transition new technology into naval systems.

As I see it

Changes in Navy policy

I wanted to share with you some changes in Navy policy. The information is from All Hands Magazine, May 1992 issue.

"Early out" opportunities: authorizes separation for sailors with an Enlisted Active Obligation Service (EAOS) date of Dec. 29, 1992, or earlier, up to 90 days prior to EAOS, with approval from commanding officer level. Officer and enlisted personnel assigned to commands being decommissioned or moved may request early separations of up to one year.

Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB): annuity or lump sum compensation packages available to 13,360 first and second class petty officers in 47 over-strength skill areas if they volunteer to leave the service.

Selective Early Retirement (SER) Boards: convened in 1990 and 1991 for retirement-eligible captains and commanders, SER boards in August/September 1992 will consider Fleet Reserve and retirement-eligible chief warrant officers and chief petty officers with at least two years in rate. Number selected for retirement by June 1993 will be determined by voluntary retirements and legal limits on senior enlisted and officers.

Advancement opportunities: about five percent lower for promotion to lieutenant commander, commander, and captain, and 10 percent lower for enlisted personnel while vacancies are limited by high retention and manpower reduction requirements.

AMCS Edward Smith
Command Senior Chief

EEO selects winners of Achievements Awards

Tom Castaldi, head of the Mission and Avionics Technology Department, receives the Manager/Supervisor Award. This award acknowledges a current manager who has clearly excelled in promoting equal opportunity.

Lissette Fortuno, of the Navigation and Communication Department, receives the Personal Incentive Award for her work with EEO. The award is presented for personal example and demonstates concern for improving the status of all citizens.

Victor Colon, of the Surveillance Radar Branch, receives the EEO Award for Personal Incentive. This award is for a current employee who has advanced the principles of equal opportunity.

Photos by James Moore

The Group Award was presented to the Hispanic Interest Group whose members have all clearly contributed to the advancement of Equal Employment Office principals and policies with the work environment.

EPA honors center with award for UNICOAT

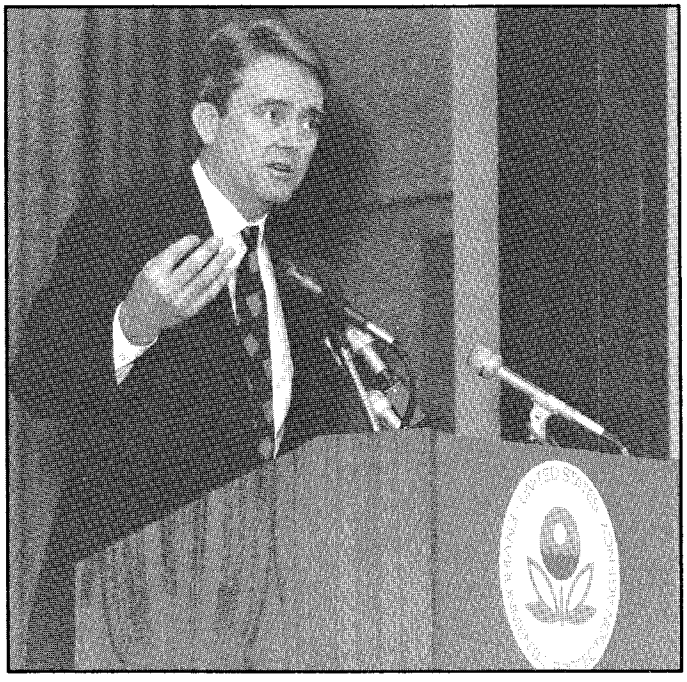


Photo by James Moore

EPA Administrator William K. Reilly, speaks during ceremonies to honor winners of the Environmental Protection Agency Administrator's Pollution Prevention Award.

(EPA, from page 1)

"Without a doubt, this is one of the highlights of this development," said Hegedus. "This is a national award that's outside of the Department of Defense. We were very excited."

Under the Navy Exploratory Development Program, UNICOAT received its first life. "Charlie suggested this project and put together a proposal," said Eng. "The people in the materials block reviewed it and they decided it was worth the effort to spend the time and money in developing."

The award nomination was originally submitted to the EPA Mid-Atlantic region. After winners were selected in their region, the packages were sent to teams of national experts, in those particular areas, to be evaluated. The finalists were then forwarded to the EPA administrator for his final award selections.

According to Hegedus, from an environmental stand point UNICOAT provides major advances. "The standard system contains high levels of volatile organic compounds (VOCs) and carcinogenic chromates which ultimately are emitted into the atmosphere and effluent streams, and result in the generation of hazardous waste," explained Hegedus. "By developing and implementing this coating, all toxic chromate pigments are eliminated. VOCs and hazardous waste, from the painting process, are reduced by up to 67 percent."

It's just not the environment that will benefit from UNICOAT. The Navy and Air Force will see immediate cost savings. It has been estimated that full-scale implementation of this coating by the Navy will save up to $5 million annually and use by the Air Force will save more than $20 million.

Hegedus said this technological breakthrough is a large leap in the advancement of the science, and they're trying to take full advantage of that. "The original UNICOAT was strictly for aircraft. Now, we are looking at other applications, such as ground support equipment, structures, ships, bridges, etc. We have development plans for advanced versions that will go on for at least the next three years," he said.

"In our continuing developments today, we are planning for the year 2000 because that's when the advanced coatings will transition into use," said Hegedus. "The environmental requirements of today will be outdated by the time the new coatings come out."

"I'm sure a lot of people look at the development of a paint and say so what," explained Hegedus. "It's very tough to describe how complex coating technology is. It's not just paint, but surface chemistry, polymer chemistry, engineering, statistics and more."

Hirst said this award adds prestige to the center. "This shows that not only our department, but others all around the center, are capable of producing this kind of success story. That's what it truly is when you reach this level of accomplishment and recognition."

The list of accomplishments and recognition continues to grow. Five patents have been awarded for UNICOAT and another four are pending. UNICOAT was also selected by Chief of Naval Research as the top development project for fiscal year 1989.

William Green, who has been with the project since its inception, said he was very excited about the award. "I really didn't understand the magnitude of the accomplishment until we went down to Washington for the presentation."

Hegedus said it gives him a great deal of satisfaction to know that he and his team developed the material. "I remember telling the research and development director of the second largest paint manufacturer in the United States what we were going to try and do," he said. "He sat in that chair (pointing in the direction of the chair across from his desk) and started to laugh. I didn't suspect we would receive this much recognition, but I knew it was going to be a major development, if and when we were successful."

By JO2 Michael Delledonne
Public Affairs

Computer training keeping up with the times

Computer users, have you been to the Blue Room lately?

In order to meet the constantly changing and diverse computer training needs of Naval Air Warfare Center Aircraft Division Warminster employees, the Employee Development Division, with assistance from the Computer Department, is upgrading the equipment and software, as well as, adding additional new courses to its Blue Room computer training facility.

The training needs of our personal computer users are becoming more complex every day. Not every employee has exactly the same hardware or software. Actually, most employees have a combination of hardware and software that's best suited for their particular job. This makes meeting PC user's training needs difficult.

For those employees who use Macintosh computers, the Employee Development Division is conducting a ten-week series of on site Macintosh training in the Blue Room. This training program includes Power Point, Excel, MacDraw and other Macintosh courses. Macintosh II computers with high-resolution color monitors and 80 Mega-Byte hard drives are temporarily installed specifically for this training.

At the conclusion of this series, 16 new Everex 386 PCs and two HP III laser-jet printers will be installed. This upgraded equipment will allow employees to be trained on the newer versions of software now available, and will improve the efficiency of training on the standard center office automation system software. Once the new PCs are in place (by mid-June), the Employee Development Division plans to expand the current offering of 11 PC software courses to include DOS version 5.0 and Microsoft Windows. The use of Microsoft Windows provides a graphical environment that will make IBM compatible PCs even easier to use.

For more information, call the Employee Development Division at extension 1805.

By Marianne Decicco
Code 032

Photo by Jason Craig

Classes in the Blue Room assist center personnel in computer training.

Warminster ranks seventh in Military Mailcall

The Officers Wives' Club sponsored Butler Elementary School in Chalfont to participate in Military Mail Call for Christmas 1991. All grades from kindergarten through sixth grade participated.

The club provided the funds required for handling and mailing of the letters and the school children provided the enthusiasm and imagination. More than 425 letters were written to deployed service people and as a result of their efforts, the center was recognized as ranking seventh in overall participation for all military bases, from all services nationwide.

The children received replies from the United States, Korea, Diego Garcia, Saudi Arabia, Germany, the Bering Straits and Japan. Many of the responses enclosed patches or other memorabilia to keep.

The center was presented a certificate, along with the school and wives club, for their outstanding support given to U.S. military personnel through the 1991 Christmas Mail Call Program.

By JO2 Michael Delledonne
Public Affairs

Mrs. Judy Neidhardt's third grade class was one of the groups which helped Warminster rank seventh in the nation in Military Mail Call.

Annual science fair shows impressive projects

The third annual Naval Air Warfare Center Aircraft Division Warminster Science Fair was hailed as a major success by all who participated in hangar bay one.

"I really believe this was the best one yet," said Tom Wardle, science fair chairman. "Our committee of 27 people did a magnificent job of putting this together."

Ninety-eight students representing 11 area middle and high schools participated in the event, and according to Wardle, they keep getting better. "There were some very impressive projects," he said. "Their applications just make you shake your head in amazement. Manish Patel, from Bensalem High School, is working with DNA and splitting genes. That's big time."

All first place winners received personalized plaques and $200 savings bonds. Second and third place winners received plaques.

Winners of the six categories were:

Mathematics/Computer Science - Jennifer Mielnik, Gwyned Mercy Academy;

Environmental Science - Karimah El-Bahtimy, Bensalem High School;

Life Science - Adam Garrett, Cheltenham High School;

Chemistry - Rachael Samberg, Cheltenham High School;

Physics - Faez Siddiqi, Unami Middle School;

Engineering - Alex Kollias, Cheltenham High School;

Overall Winner - Manish Patel, Bensalem High School.

By JO2 Michael Delledonne
Public Affairs

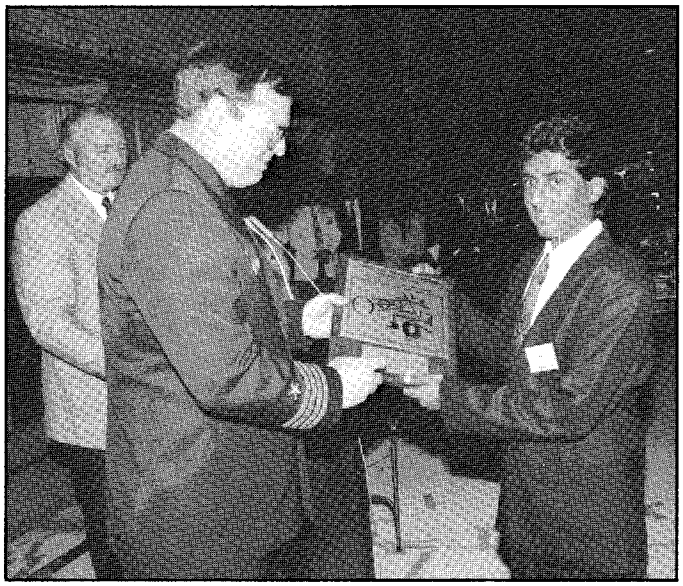


Photo by Drew Schmith

Overall winner Manish Patel of Bensalem High School, receives his plaque from Capt. William L. McCracken during the science fair. Nearly 100 students from area high schools participated in this year's event.

Dealing with stress a key for good health

Stress can be either good or bad. However, too much stress of any kind can put one in a condition of overload.

Stress comes from within, and without, and is often caused simply by the way we live. Conversely, we can diminish stress, internal and external, if we recognize what we are doing and change our coping mechanisms.

There are ways to diminish stress, including re-thinking problems, changing what we eat and drink, exercising, using relaxation time and techniques, and other problem-solving tools.

Here are some suggestions which may help you manage stress on the job and in other areas of your life:

*Make it a point to leave the office whenever possible for lunch or short breaks.

*Make your office area stimulating and attractive - lots of light, bright colors, plants, art work, etc.

*Develop a support system with colleagues at work - focus on mutual problem solving rather than airing complaints.

*Do not put off doing a distasteful task - accept a short-term stress versus long-term anxiety and discomfort.

There are several things that can be done at home which also will help in dealing with stress. They are:

*Recognize and prepare for situation that are likely to be stressful.

*Don't sit on your feelings.

*Make sure your expectation are realistic.

*Lead a healthy life style by using alcohol in moderation, sleeping seven to eight hours a night, maintaining a recommended weight, eating a balanced diet, avoid high quantities of sugar, stop smoking, taking only medically prescribed drugs, and getting regular exercise.

Even with all of these precautions, sometimes help is still needed. One of the most difficult questions to answer for yourself is when you need to ask for help. Try the techniques above and if they don't help, you may be experiencing more than simple stress, such as sleep disturbances, anger/resentments, feeling overwhelmed, chronic cold or other illnesses, difficulty in concentration and abuse of alcohol, drugs or food.

An experienced qualified counselor is available to assist you in sorting out the situation. Call BEACON (the Naval Air Warfare Center Aircraft Division Warminster employee assistance program) on 1-800-232-2666 for an appointment.

By Mike Markle
Code 031

Knobloch looks at future systems for Navy use

Photo by Jason Craig

Al Knobloch of the Multi Warfare Analysis Group evaluates conceptual systems which could assist the Navy in the future.

It's hard to imagine working on one project a year, maybe even two, but that's what Al Knobloch of the Multi Warfare Analysis Group does. He solves problems for the Navy that won't even be seen for another 15 years or more.

"The Navy will come to us and say we project there will be a deficiency in a particular area of the fleet," said Knobloch. "What I do is evaluate conceptual systems that could possibly solve the problem. I put some flesh on the concept to show what it might look like, decide what performance requirements there are and what contributions there will be to military effectiveness."

The saying 'Patience is a virtue,' was written for this kind of work. Typically, according to Knobloch, his work won't have any kind of immediate impact on the fleet because the systems are years away from development and with fiscal constraints, may not come off at all.

"I see programs before most people and there are some very interesting projects. The most interesting part is being able to work on a whole project, rather than just a piece of it," said Knobloch.

A graduate of the University of Notre Dame majoring in electrical engineering, he said the center seemed like an interesting place to work. "I was going to graduate school at the State University of New York at Buffalo when a representative of Warminster came up to interview. It sort of peaked my interest in coming here."

For Knobloch, the most significant accomplishment of his career was developing an analysis tool for the Marine Corps. "Just getting that job finished was probably the best thing I've ever done. For a while, I was in here everyday for three months."

The 27-year NAWC AD Warminster employee works closely with the sensor people, all the various TACAIR players and occasionally with the Air Vehicle people.

Although he enjoys his work, he does have some concerns. "I guess I'm not quite sure where the air Navy in general and this facility in particular, are heading. Morale seems to be a little low because of the uncertainty. It appears the air Navy will be buying fewer and fewer new systems, and despite the high technical nature of the systems, I wonder if the force levels will be adequate for the Navy's needs."

By Michael Delledonne
Public Affairs

Asian American Month

Farland Chang visits center

The 14th annual observance of Asian Americans was celebrated by center employees during Asian American Month. A luncheon was held with Farland H. Chang, a reporter for WTXF-TV, as guest speaker. His topic was cultural misconceptions.

This year's theme was "Effectiveness, Enhancement and Empowerment." The celebration was to honor the contributions Asian Americans have made which have greatly enhanced our nation's culture and their many contributions to American history and economic development.

By JO2 Michael Delledonne
Public Affairs

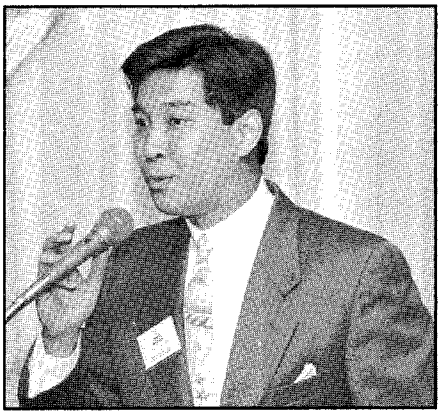


Photo by Jason Craig

Farland Chang, TV reporter for WTXF, spoke during a luncheon for Asian American Month.

Dispelling selection board rumors and myths

This is the second of a three part series on selection board myths.

Myth: Sending a big package to the president of the board helps, and failing to send in a package means non-selection.

Truth: Sore subject. If an individual is truly interested in promotion, he or she should take the time to order and screen the microfiche record the board will be using. If an evaluation or a qualification (Enlisted Aviation Warfare Specialist, Enlisted Surface Warfare Specialist, diving officer, etc.) is missing, then by all means, send a certified copy of it to the president of the board. The board needs to see that sort of information, and it might possibly make a difference.

Unfortunately, the majority of packages the board sees are simply duplications of material contained in the individual's microfiche. It takes a lot of time to read the same information twice -- time that the selection board can ill afford to waste.

The biggest myth of all is that "you've got to send a package to the board to get selected" is not so. The board only needs additional or missing materials, not copies of everything with your name on it. The number of these types of packages leads board members to believe that people are not reviewing their records. Remember: your record is your responsibility. Sailors who are interested in their careers should take the time to ensure that awards, qualifications, courses, evaluations, etc., are properly documented in their service records -- both the "field jacket" and the microfiche. It's important to note that the microfiche records section at the Bureau of Naval Personnel handles 40,000 to 50,000 items daily. Things get lost or misplaced occasionally -- accidents do happen.

The error rate is surprisingly low, but nobody's perfect.

Along the same line, it doesn't hurt to be realistic about sending a package. When a Leave and Earnings Statement (LES) is sent and the "charity allotment" portion is highlighted, it seems clear that this individual has no idea of what the board is looking for. If, in the review of your record you see there is no citation for a recent award, you may want to send it in to the board.

There is no need, however, to send the citation, the summary of action, the DD Form 1650 (award recommendation) and all the rough drafts accompanying them. An exaggeration, you think? The board has received one-inch thick package that had everything in it (including the record of emergency data), but one evaluation was missing from the microfiche.

The most important thing to remember is if you do send a package, be sure it's properly addressed, sent early enough and contains useful information.

Myth: Working for a "big shot" will guarantee selection.

Truth: Ask all the non-selectees working on flag officer staffs about that one. Once again, sustained superior performance is the criterion. If a Vice Admiral is signing your evaluation, that does not mean automatic promotion. It may be noteworthy, but everyone, regardless of the assignment, will be compared with their peers, and if an individual with 0-4 signatures has done more to make him or herself competitive than the individual with the 0-8 or 0-9 signatures, then the former will get the nod.

Incidentally, the board does not get a list of individuals to promote, nor does the board get called by flag officers with promotion requirements. This is basically the same system that got the flag officers where they were -- they respect its sanctity and its ability to do the right thing.

Myth: The board is given quotas for minorities and females.

Truth: This simply is not true. Promotions are made regardless of the race, sex, national orgin, religion or age of the candidate. Every person who makes the board eligible for promotion as the next. The E-7 board is charged to select the best qualified chief petty officers, not the best black chiefs, female chiefs, white chiefs, asian chiefs, etc.

By JOCM Mark Malinowski
Navy Editor Service

Safety first...

Rear Adm. Donald Boecker, Vice Commander, Naval Air Systems Command, gets a briefing from Fire Capt. John Scott on the center's fire fighting equipment. Fire Chief Don Meadows looks on. The admiral's visit was to stress conservation of assets.

Photo by Jason Craig

Navy/Marine Corps Relief Drive underway

The Navy-Marine Corps Relief Society is a non-profit charitable organization whose purpose is to assist Navy and Marine Corps personnel and their families in time of need. The Society's principal activity is the disbursement of interest-free loans and grants. Navy-Marine Corps Relief also provides education loans, visiting nurse services, thrift shops, infant layettes, food lockers, budget counseling services, and volunteer training programs.

The society is incorporated in the District of Columbia with corporate headquarters located in Arlington, Va. The society and ex-officio members represent the active duty and retired communities of the U.S. Navy and Marine Corps. Although a private organization, the society is sponsored by the Department of the Navy and operates offices at 143 Navy and Marine Corps bases throughout the world and aboard 143 Navy ships.

Although sponsored by the Department of the Navy, the society receives no funding from the government. The work of the society is supported by an annual fund drive conducted by the Navy and Marine Corps under the auspices of the Secretary of the Navy. All contributions are returned to sailors, marines and their families in the form of loans, grants and services. No contributions are expended on overhead or administrative costs. All administrative and operating costs are funded from investment income derived from a "Reserve Fund."

The society has a policy that every dollar in the Reserve Fund is available for relief expenditures, if and when required. Thus, the society provides relief services based on need in whatever amount needed without being limited by the availability of dollars.

To support operations in 1991, the society received funds totaling $79.8 million from the following sources: $39.6 million from loan repayments; $12.3 million contributions from fund drive; $4.2 million from Desert Storm corporate and individual grants; $5 million from foreign government grants; $700,000 from thrift shop operations; $6.1 million from interest and dividends from investments; and $11.9 million from gains on investments.

The Naval Air Warfare Center Aircraft Division Warminster Navy/Marine Corps Fund Drive runs from May 11 through June 21. For more information, contact Cmdr. Paul Novak at extension 3181.

By JO2 Michael Delledonne
Public Affairs

Transition to new tenure limits described

Senior Navy enlisted personnel whose length of service exceeds recently changed high-year tenure (HYT) service limits will have until Sept. 30, 1993 to transfer to the fleet reserve, according to a transition plan put out by the Bureau of Naval Personnel (BUPERS). Also, a special exception is being made to give those affected every opportunity to compete for advancement and qualify for the HYT limits of a higher paygrade.

Reduced HYT limits for first class petty officers, chief petty officers and senior chief petty officers are among the actions and policy changes recently adopted by the Navy to keep manpower reductions on track without freezing advancements of more junior personnel or separating career personnel involuntarily before they are eligible to retire.

The new guidelines change the maximum total years of active military service to 26 years for E-8's (formerly 28 years), 24 years for E-7's (formerly 26 years) and 20 years for E'6's (formerly 23 years). Limits for master chief petty officers, petty officers second class and petty officers third class remain 30, 20 and 10 years, respectively, and are not affected by this change.

Anyone reaching old HYT limits during the transition period must transfer to the fleet reserve no later than the last day of the month in which they reach those limits, as before. Service members who reach new HYT limits in the transition period between February 1992 and September 1993 will be required to transfer to the fleet reserve no later than September 30, 1993. They may reenlist or extend in order to serve until this date, but not beyond. They also may compete for advancement in exam cycles and selection boards through June 1993.

"This is meant to be as fair and as flexible as possible," explained Vice Adm. R. J. Zlatoper, chief of naval personnel. "First, we wanted to give all of those affected at least 18 months notice that HYT limits are changing. Secondly, we wanted to give them the option of competing for advancement before they must leave the service."

Zlatoper also said that reasonable guidelines and common sense will be used by detailers to resolve questions of new permanent change of station orders, minimum activity tours and Department of Defense area tours. "Our goal is to avoid moving anyone who is facing retirement in the near term. Early direct communication with individual detailers is crucial to ensure individual concerns are considered."

Navy News Service

manned Air Vehicle Branch, prepared the procurement pack-

News Briefs

Naval War College offers seminar

The Naval War College has begun enrollment for its Warminster area nonresident seminar program for the coming academic year, which starts the week of Sept. 1, 1992.

The program is open to all service active and reserve officers in grades 0-3 and above, and GS-13 Department of the Navy employees. Accredited at the graduate level, this challenging education program offers the same three core courses (Strategy and Policy, National Security Decision Making, and Joint Maritime Operations) taught in residence at Naval Weapons Center Newport. Nonresident seminar students who complete the core courses receive a NWC diploma, Program for Joint Professional Military Education (PJME) Phase I credit, and twenty graduate level credit hours.

The application period extends through July. Those interested should contact the Warminster Liaison Officer, John Markow at extension 1026, or the Naval War College's College of Continuing Education at (401) 841-2135.

Library offers new titles for center employees

These are a few of the new titles available in the library.

"Unix for the Impatient" By Paul W. Abrahams, et al (1992)

"Multitarget-Multisensor Tracking: Applications and Advances" By Yaakov Bar Shalom (1992)

"Introduction to Random Signals and Applied Kalman Filtering" By Robert G. Brown, et al (1992)

"The VNR Concise Encylopedia of Mathematics" By W. Gellert, et al (1989)

"Computer Architecture: A Quantative Approach" By John L. Hennessy, et al (1990)

"Japan's Software Factories" By Michael A. Cusumano (1991)

"Mastering C + +" By Cay S. Horstmann (1991)

"Introduction to Object-Oriented Databases" By Won Kim (1990)

"Progress in Electomagnetics Research" By J. A. Kong, Ed. (1991)

"Advances in Fatigue Lifetime Predictive Techniques" By M. R. Mitchell, et al (Ed) (1992)

"Wavelets and Their Applications" By Mary Beth Ruskai, et al (1992)

Transmission of classified material

The only approved means of transmitting secret or confidential material to a cleared contractor facility via the U.S. Postal Service is registered, certified or U.S. Postal service express mail service.

The contractor's correct mailing address, the address on record with the Defense Investigative Service, must be used. Questions concerning material for contractors should be referred to extension 2553.

Series EE Bonds purchased after 1965 will earn interest up to 30 years.

For more information, contact your local departmental representative or call your local bank or savings institution.

Savings bond campaign underway

The 1992 United States Savings Bond campaign is underway and will continue until June 19.

The goal is to increase the rate of participation in the U.S. Savings Bond Payroll Savings and Military Bonds Allotment Plans. Every employee will be contacted, military and civilian, and be given an opportunity to participate in the program.

Savings allotments for the purchase of Savings Bonds are available in appropriate increments beginning at $3.75 biweekly for civilian employees and $6.25 monthly for military personnel. Bonds are automatically issued upon the full payment of the purchase price.

Some general information:

The current interest rate of Savings Bonds is 6.38 percent;

Currently, bonds have a better interest rate than CD's and bank accounts;

When 25 percent of the denomination is paid, you start earning interest;

Series EE Bonds purchased before 1965 will earn interest up to 40 years.

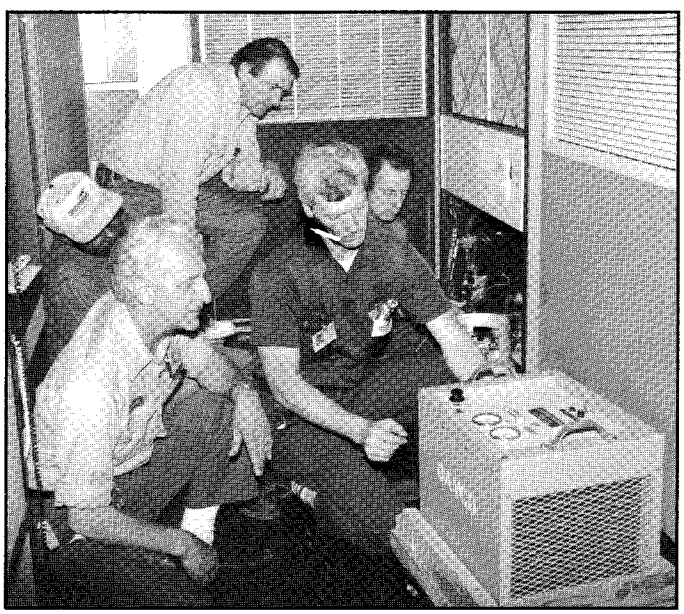


Photo by Cathy Burian

Environmental Saver...

Working with the refrigerant recovery unit is Bill McKenna, (center) and clockwise Tony Mosakowski, Bill Patterson, John McClintic and Bill Gill of the Public Works Department. The unit takes refrigerant from refrigeration units and collects them without any escaping into the environment, which could cause ozone damage.

NAWC commander visits Warminster

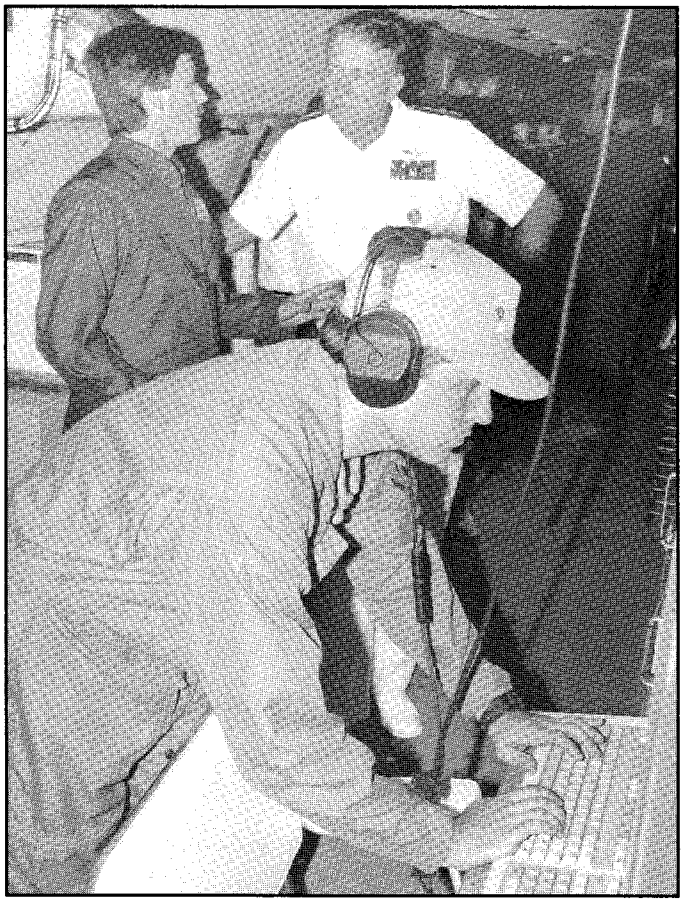


Photo by James Moore

Test flight...

Rear Adm. George H. Strohsahl, on his flight from Washington, gets briefed about the P-3 SAR Program by Kevin Birney, as Kevin Derstine works with the computer.

Photo by Drew Schmith

Where's the beef?

Performing one of many traditional customs of a dining-out, Maj. Graeme Ogilvie begins piping in the "beef" during the officers' dining-out.

The commander of the Naval Air Warfare Center, Rear Adm. George H. Strohsahl, visited the center recently for an orientation of several programs.

In addition to attending the Environmental Protection Agency award ceremony in Washington, D.C. honoring four center employees, he was briefed during his flight to Warminster on the P-3 Synthetic Aperture Radar Program.

The admiral, who was later joined by his wife Marvalyn, served as guest speaker at the officers' dining-out held at the Willow Grove Officers' Club.

Achievements continue on many fronts

Applied Signal Processing Branch

Richard Wayland, Jr, Mary Eileen Farrell, David Bromley and Anthony Passamante presented work on "Noise Reduction, Modeling, and Topological Characterization" at the First Review of the ONR Core Enhancement on Detection and Classification of Complex Signals in Noisyu Environments sponsored by ONR and DARPA.

Mary Eileen Farrell presented "Chaos in Signal Processing" at an invited seminar in the Department of Physics, Virginia Commonwealth University.

Acoustics Development Branch

Personnel made a technical presentation to the Assistant Secretary of the Navy for RE&A and four flag officers on Air ASW Acoustic Sensors in Shallow Water Environments. This included test plans for the next two years.

Others succesfully tested the Buoyant Undersea Surveillance System at St. Croix.

Tactical Aircraft Systems Branch

Personnel presented Navy Targets Roadmap for cruise missiles and unmanned aerial vehicles.

Personnel hosted meeting of Joint-Service Primary Aircraft Training system (JPATS) cockpit working group.

Personnel evaluated improved tactical air launched decoy at the initial design review. The Class Desk recognized the center's expertise in aircraft separation analysis.

Warefare Systems Analysis Division

Approximately 500 employees have attended R&M/ILS/QA.

Developed a white paper for COMFAIRMED for concepts of operation with the new surface/submarine force being explored by the Fleet.

Four Naval Post Graduate School students began their experience tours at the Center.

Air Vehicle and Crew Systems Technology Department

The Human Factors Technology Development Branch started work on task analysis for studying mission planning process (TAMPS).

Representatives of the In-Flight Safety Systems Branch and Escape Systems Branch traveled to Patuxent River, to determine the available space in the F/A-18C/D aircraft equipped with the Naval Aircrew Common Ejection Seat (NACES) for a seat-mounted Breathing Regulator Anti-G (BRAG) valve.

Personal Protective Systems Branch fitted reserve pilots with our new COBRA helmets at MCAS Camp Pendleton, Calif.

The Environmental Effects Branch accomplished the AGARD course on the Physiological and Operational Consequences of High Sustained Acceleration. The course was well attended (70 people) by an international audience and well received by the attendees.

The Materials Application Branch attended a meeting at NAS Pensacola, to discuss methods of eliminating CFC (Freon) usage for hydraulic system contaminant monitoring.

The In-Flight Safety Systems Branch presented Advanced Tactical Life Support Systems (ATLSS) program efforts to the Swedish Defense Material Administration and German Defense representatives.

Visitors for the Swedish Defense Materials Administration visited here to discuss G Protection and Head Mounted Systems with various presentations by the Personal Protection Systems Branch.

The Environmental Effects Branch and Control/Display Technology Branch conducted an international technical information exchange between U.S. Navy, Sweden, and Germany on Integrated Protective Systems and Head Mounted Systems.

As part of a collaborative research program on high temperature aluminum alloys, Professor M. Koczak (Drexel Univ.) visited Dr. W. Frazier, Advanced Metallic & Ceramic Materials Branch, to process advanced aluminum alloys using our hot extrusion equipment. The alloys are to be evaluated as part of the collaborative program.

Ken Clark, Materials Protection Branch, briefed the U.S. Russian Stratospheriac Ozone Technology Conference at NAWC/AD Lakehurst on the NAVAIR CFC Reduction Program.

Advanced Metallic and Ceramic Materials Branch personnel won first prize in the color microphotography category with a metallographic photomicrograph in the metallographic competition sponsored by the Philadelphia Chapter of ASM International.

William Scott, Advanced Metallic and Ceramic Materials Branch, attended the ONR meeting on Actuators, Sensors and Transducers. He presented results of his program for interferometric characterization of composite piezoelectric smart materials. This October 1991 program, already is transitioning and has just received additional funding from the Navy Engineering Logistics Office.

The Navy Aircrew Common Ejection Seat (NACES) was installed in the F-14D crew station on the second floor of Building 70.

Fabrication work for the Inflatable Breathing and Head Restraint System (IBAHRS) was completed with the assembly of the fourth and final configuration. These fixtures will be tested for structural integrity beginning in June.

The Center Control Stick for the Light Weight Cockpit was installed and was used for G-TIP. The addition of the center stick provides most pilots with a more realistic control position for training since the F-16 is the only military aircraft currently using a side arm controller.

Ubele noted for work in A-12 and AX programs

Cmdr. Wendell Gift (Engineering Support Group): For your outstanding participation in the 197th Supply Corps birthday ball.

Dr. Michael Blank (Engineering Support Group): For your significant contributions to the Energy Conservation Program, particularly the new Spot Gas Program.

Lewis G. Lippel and James M. Moore (Air Vehicle and Crew Systems Technology Department): For the outstanding support you provided at the recent Department of Defense Independent Research and Development On-Site Evaluation.

Ronald Kabin and Judy Burns (Command Evaluation Program Office): For the outstanding assistance you provided to NIS during a recent investigation.

Lt. j.g. Meghan Carmody (Air Vehilce and Crew Systems Technology Department) and ATC(AW) Anthony Ford (Test and Evaluation Group): For your participation and assistance in the January Advancement Examination Cycle.

Dave Herbine and Dennis Kiefer (Air Vehicle and Crew Systems Technology Department): For the excellent briefing and demonstration you gave to the International Rotary Club.

Jack Eyth (Air Vehicle and Crew Systems Technology Department): For the outstanding briefings and demonstrations you gave the students from Upper Bucks Vo-Tech High School and William Tennent High School (SITE Program).

Dr. Thomas Gabrielson (Mission Avionics Technology Department): For the effort and time you took to make your presentation to the Navy League an interesting and rewarding experience.

Kevin McGinley (Air Vehicle and Crew Systems Technology Department): For the excellent briefing and demonstration you gave the students from Uppper Bucks Vo-Tech High School.

Shiela Elser, Linda Fomalont, Maryanne Haiduk (Antisubmarine Warfare Systems Department); Joyce Iavecchia, Roseanne Petro (Tactical Air Systems Department); Carla Mackey Warfare Systems Analysis Department; Lori Bryner, Dina DePersia (Mission Avionics Technology Department); Peggy Heffner, Gail Hunn, Shai-Wen Wang, Air Vehicle and Crew Systems Technology Department; Lisa Klouser, Theresa Kelly, Joann Williamson (Systems and Software Technology Department): For the excellent briefings and demonstrations you gave the students of the Agnes Irwin School.

Kenneth Koper (Air Vehicle and Crew Systems Technology Department): For your diligent work on behalf of the students of Souderton High School who are interested in a career in aeronautical engineering.

Susan M. Smith (Air Vehicle and Crew Systems Technology Department): For your outstanding contributions in support of the Defense Modeling and Simulation Office.

Dr. Charles Hegedus (Air Vehicle and Crew Systems Technology Department): For your professional briefing at the 1992 Air Force Corrosion Managers Conference.

Dr. Vinod Agarwala (Air Vehicle and Crew Systems Technology Department): For your participation in the Aluminum-Hydrogen Peroxide Battery Technology Workshop.

Harry Ubele (Tactical Air Systems Department): For your outstanding performance and support provided to both the A-12 and the AX Programs.

Luis Fortuno, Thomas Kreppel, Thomas Polaneczky (Mission Avionics Technology Department): For the support you provided the Program Executive Officer (Air ASW, Assault and Special Mission Programs) for the Airborne Low Frequency Sonar source selection effort.

Richard Michi, Ross Barcklow, Jeffrey Wright (Engineering Support Group); Margaret Vigelis (Command Administration): For the assistance and support you provided this year's annual Boy Scout Blue and Gold Banquet.

James Crowley, John Bechtel, Thomas McHugh, William Nuss (Systems and Software Technology Department): Your outstanding support on the navigation-communication system currently on all Presidential Transport Helicopters is a testimony to your exceptional professional ability, self motivation, initiative and loyal dedication to the program.

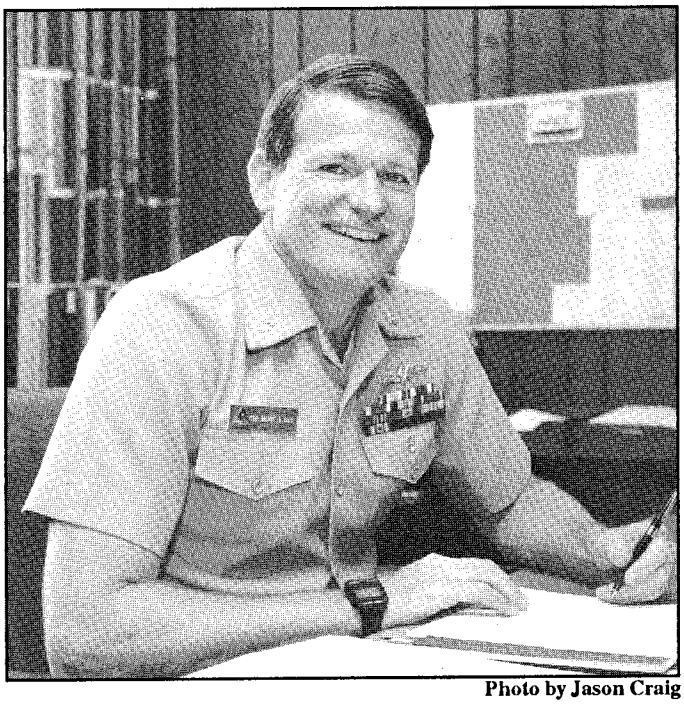


Photo by Jason Craig

Cmdr. Wendell Gift was acknowledged for his participation in the 197th Supply Corps birthday ball.

Swim team dives into new season

Boys and girls between the ages of six and 18, dependents of active duty, retired, Department of Defense employees are eligible to utilize the NAS Willow Grove swimming pool. The Naval Air Station Willow Grove swim team is preparing for the 1992 season. Daily swim practices will begin soon with the season ending in August. Weekly meets are held between several local area swim clubs beginning the third week of June. There will be a $20 registration fee. Inexperienced swimmers are welcome. For more information, contact Lt. j.g. Walt Gillette at 443-6832.

Pool season gets underway with a splash

The Morale, Welfare and Recreation (MWR) pool opened on Friday, May 22 at 11 a.m. for the summer season. The pool is 25 yards in length, with both shallow and deep ends. There's a toddler pool, playground and picnic area, snack bar, as well as shower and locker room facilities.

Season passes for the pool are now available in the fitness center. Swimming is free for single military personnel, (including retired), when presenting military identification, $15 for one dependent, $25 for a two dependent family and for a family of three or more $40.

Department of Defense civilian employee passes are $35 for a single pass, $65 for a family of two and $100 for a family of three or more (civilian employees must also hold a $5 MWR annual membership care).

Daily passes are also available for military and civilian personnel. The fee is $1/person for military and $3 for DoD civilian employees. Daily guest prices for both military and civilian are $3.

Summer camp scheduled for children

Morale, Welfare and Recreation is offering another summer of camp adventures for children ages five through 12 years old. Three sessions will be offered with activities geared to each age group and interest level. The programs will include field trips, pool parties, dances, sports activities, swimming and other activities. Red Cross swimming lessons will also be available for an additional fee.

Session one begins Monday, June 15 and ends Friday, July 10. This session features a Chuckie Cheese trip, scavenger party, Mexican pinata party and more. Registration is May 11 through May 29. A parent indoctrination will be held on May 28 at 6 p.m. at the Lady Luck Club.

Session two begins Monday July 13 and ends Aug. 7. This session features a bike rally, bowling, a trip to the zoo, ice cream social and more. Registration is May 11 through June 30. Indoctrination for parents will be conducted June 25 at 6 p.m. at the Lady Luck Club.

Session three begins Monday, Aug. 10 through Sept. 3. This final session features a hayride, magician, pool party and more. Registration is May 11 through July 31. Parent indoctrination for this session is July 30 at 6 p.m. in the Lady Luck Club.

Softball league takes field for '92 season

The 1992 softball season got underway with a few surprises. The first was that the league has the same number of teams as it had last year. Apparently the predicted demise of the Phantoms, Dynatigers and Granfalloon was premature. All three teams are back, although the Granfalloon joined with the remnants of the retired Guzzler franchise and now goes by the name of Guzzalloons.

The next couple of surprises come by way of the player personnel moves that took place in the off-season. One of the biggest movements involved former Misfits pitcher, Ed Swiski, who signed with the Renegades. Swiski, a pitcher and a slugger, should definitely help the Renegades, who traditionally have had to rely on Joel Wexler as their stopper in every playoff game. Another big move occurred after the season started, when veteran Steve Torok, turned in his "Granfalloon Blue" for "Rebel White." Apparently Torok was not convinced that the re-formed Guzzalloons could match the steady competence that was once the trademark.

The league will sorely miss the amazing Dave MacNeill, who took the Dynatigers to the playoffs last year in the greatest individual MVP performance since Bob Barlow was in his prime. Dave left NAWC AD Warminster in January to take a pitching position at the Naval Supply Activity, New Orleans.

After the first three weeks of the season, the teams that figure to be in the championship were right where they should be. The Misfits were 4-0 with a league leading runs scored against average of 5.0 per game. The Renegades were also 4-0, but seem to be sleepwalking their way through the season as exemplified by a close 16-13 victory over the Guzzalloons in which former Renegades manager, Steve Spadafora, was called on to pitch when their two regular pitchers, Wexler and Swiski, were unavailable. Other teams off to good starts include the 3-1 Life Supporters and the 2-1 Herassers.

In the story of the month category, Rebel's pitcher, Wes "Brown Nose" Gleason served up the first home run of the season during the Eighth Inning game. What made this event special was the recipient of Gleason's gopher-ball was none other than our commanding officer, Capt. Bill "Crackin" McCracken! Nice career move, Wes!

The standings as of the second week of May are as follows:

AMERICAN DIVISION

Teams	Wins	Losses	GB
Renegades	4	0	--
Herassers	2	1	1.5
Sand Fleas	2	2	2
Guzzalloons	1	2	2.5
Bearcats	1	3	3
Phantoms	1	3	3

NATIONAL DIVISION

Teams	Wins	Losses	GB
Misfits	4	0	--
Life Supporters	3	1	1
Rebels	2	2	2
Dynatigers	2	2	2
8th Inning	1	3	3
Crush	0	4	4

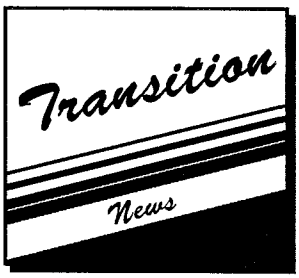
By Jack Eyth
Code 6035

You're out...

A Crush baserunner trys to take the extra base during league action. Fortunately for the Dynatigers, the head first slide made no difference as he is tagged out.

Photo by Drew Schmith

CRSS report to be delivered June 15



With the transition to Patuxent River, comes questions concerning new building construction, how many, who will occupy them and where they'll be build. For now, the answers are in what's called a "concept definition". That will be the focus of a report delivered June 15 by CRSS, the architectural engineering firm working on the transition.

The architectural design will be approximately 10 percent complete at that time and what will follow, is a more detailed design in the next increment. According to Franz Bohn, transition team leader, the next 25 percent of the design will include which type of construction, glass, heating and plumbing the buildings will have. "That will be followed by an even more detailed look at each building. They then will determine everything from where the outlets will go, to how many bathrooms and hallways there will be," he said. "When that is completed, 100 percent of the engineering will be done. Next, a contract cycle begins, where a builder will be hired to start construction around the September/October 1993 time frame."

Currently, there are three major construction efforts scheduled at Patuxent River, the P-920, the updating of existing spaces, and the P-930.

"The P-920 is the materials building which was originally scheduled to be built in Warminster," said Bohn. "That building is designed and ready to be built. A Requested for Proposal will be issued, followed by a four to five month period for bid preparation, evaluation, contractor selection and contractual negotiations. We could see ground breaking at Patuxent River by May or June of 1993. It will take approximately 18-24 months to complete."

Theoretically, when that building is complete, the movement of people and programs could begin, but many factors are involved in this process. The time it takes to tear down existing facilities, moving them, and setting them back up at Patuxent River is a major one. "You have to select your windows of opportunities very carefully," said Bohn. "You just can't move when you're in a critical stage of a project. The sponsor has to be involved in the decision process and has to be comfortable with the impact on his program."

The second construction element will be to refurbish 30-35 existing facilities in Patuxent River to bring them up to standard, such as heating, lighting, and addressing handicap accessibility.

The largest of the three construction elements is the P-930. This will be the driver for the MILCON. This is what will build the new facility campuses for the transition.

Two campuses, north and south, will be built to house different areas of research and development. "With one campus, there wasn't any one area available that had all the infrastructure requirements to accommodate the influx of roughly 2,000 people," explained Bohn. "It was also decided, the ASW complex should be near a ramp so an aircraft could be pulled up and exercised from the lab. These and other considerations dictated the decision to go for two campuses."

The north campus will house the antisubmarine directorate. It will be near two hangars and adjacent to a taxi way so aircraft will be accessible. In this area, work in acoustics, radar, electro-optics, sonobuoy research, and other sensor technology development will be conducted. It will also be where the NAWC AD headquarters is located.

About a mile away, slightly to the south, is the larger of the two campuses. The new materials building will be here, as well as TACAIR, crew systems, air vehicle, software, warfare analysis and more. The ejection tower and electromagnetic range will be an extension of this campus. "What we have is a lot of area we can grow into," said Bohn. "Between the two campuses, you're talking more than 500,000 square feet. With the rehabilitated spaces the total square footage exceeds one million."

"We could see ground breaking at Patuxent River by May or June of 1993."

-Franz Bohn-

For now though, the campuses are just drawings. "Right now we're doing paper design and that's relatively easy to keep on schedule. The more difficult things are going to come. Where you run into problems is if the funding gets delayed or an environmental problem should come up. If there's an animal or plant that's going to affected by the new construction, especially since the Chesapeake Bay is an environmentally sensitive area, the Environmental Protection Agency could step in and delay the program," explained Bohn. "Once you start building, there's potential for weather, water, drainage and material problems. Schedules could change.

"Part of our job is to look at the planned schedule and if everything is done on time, decide how we would phase the move. Our continuing job is to monitor the progress of the MILCON, the different programs, and as the windows of opportunity move, come up with revised schedules. When the project finally is completed, we will have a schedule that can be met."

Bohn said it's just not a matter of moving to Patuxent River, but at the same time reorganizing, merging, and down sizing by 20 percent. "We are shooting for a 1995 organization is referred to as the Vision Organization," he said. "We're merging the old NATC/NADC organizations into a new one and at the same time constructing new facilities. It's a very difficult thing to do."

(Continued on next page)

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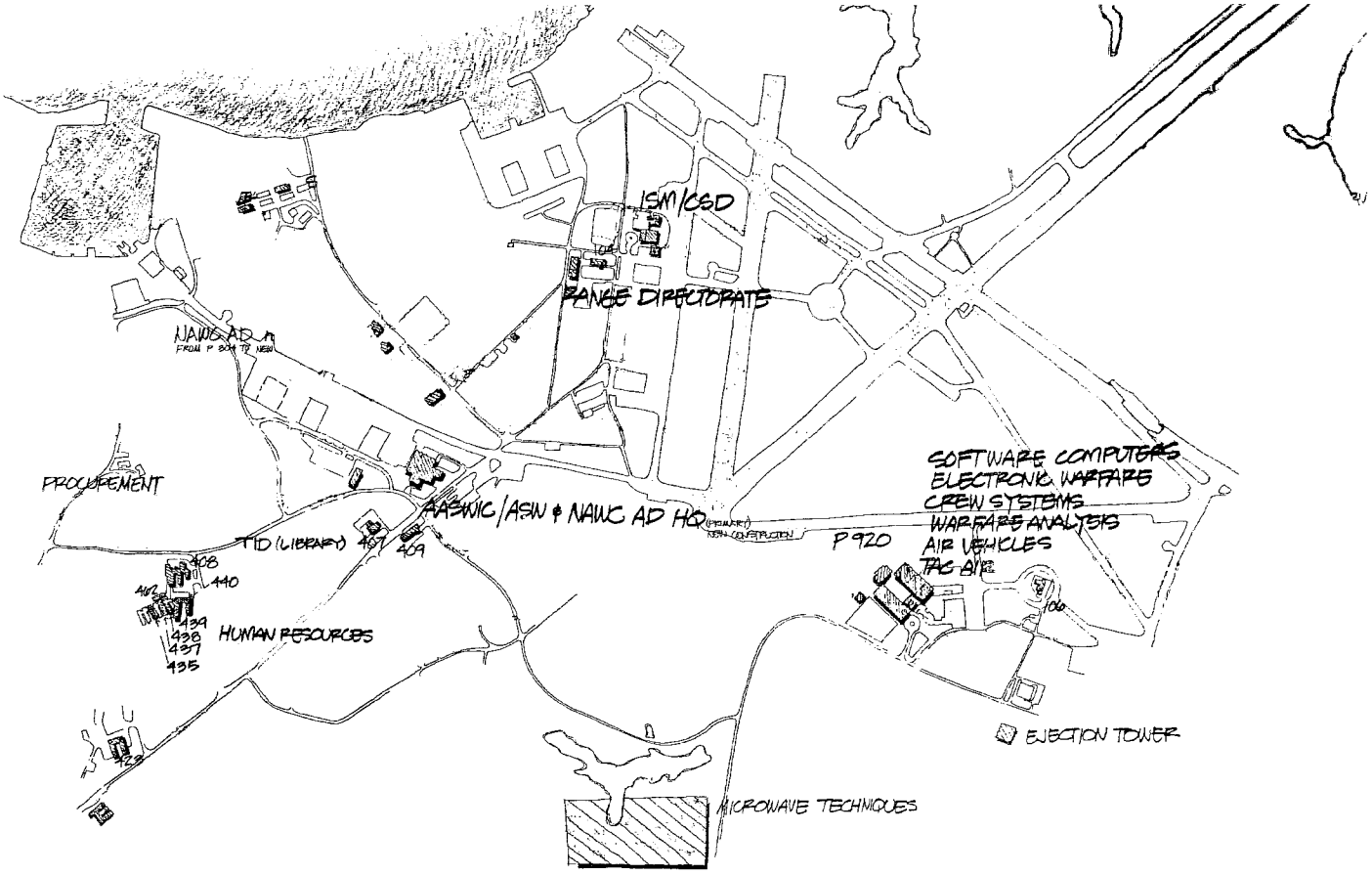
What is clear is what will start off as a major reorganization, will end up as a major success for the Navy in the long run. "There will be newer, better facilities and you'll be able to correct some of the deficiencies in the existing buildings. Physically, the sponsors will be closer and the strength of having the test and evaluation and development communities near each other will make this a world-class facility."

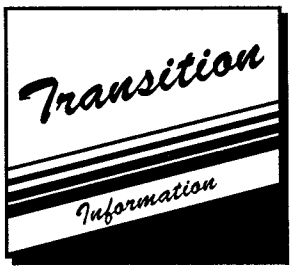
What's not quite so clear is what will be lost in expertise by those who choose not to move. "We need to find a way of encouraging our senior scientists and engineers, the one's with the most experience and with the sponsors trust, to go down," explained Bohn. "If I could tell them one thing, it would be that this is where the action is going to be. If their heart is set on working on naval aviation, there will not be another place that will do the things we're going to do. That challenge will not be found anywhere else."

By JO2 Michael Delledonne
Public Affairs



NAWC AD MASTER ZONING PLAN

Maryland school systems are a high priority



A Community's commitment to a strong education system is a criterion upon which many families base their relocation decisions, and rightly so. A quality education can positively affect a child's entire life. Also, the commitment of a state or the nation to its future can be gauged by the quality of its educational system.

A snapshot follows, highlighting the spectrum of choices in education that is offered in Southern Maryland from pre-K through grade 12, college and graduate education.

Maryland's Educational Commitment

In 1990, the State Board of Education developed "Schools for Success," Maryland's educational reform initiative. Maryland's ten goals are compatible with the six national educational goals. The Implementation of "Schools for Success" began in fiscal year 1991 with the development of criterion-referenced tests for Maryland students and the publication of annual statewide "report cards" on schools, school systems, and the state. The state of Maryland is committing substantial funding to develop and continue these reform initiatives. Specific to Southern Maryland, the FY 1993 budget includes:

Over $90 million in direct aid to public schools and libraries;

$10.6 million capital grants for construction and renovation of these schools;

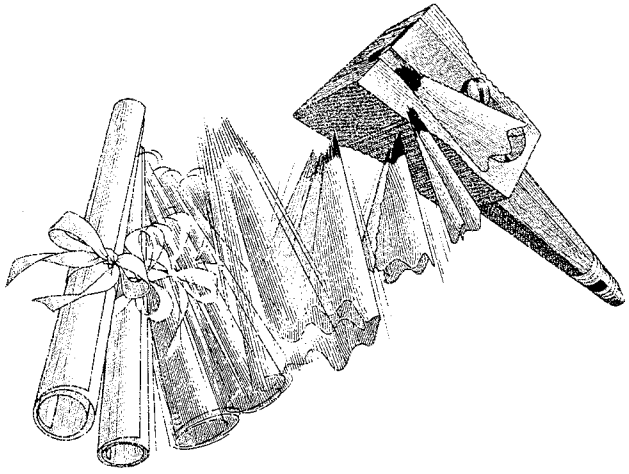
$623,000 construction grant for Charles County Community College;

$262,500 planning grant for a Higher Education Facility for graduate engineering and computer science in St. Mary's County. Discussions about curriculum and programs are underway with both the University of Maryland and Johns Hopkins University.

In Southern Maryland, superliative school systems are a high priority for parents, teachers, business people, county officials and the volunteers who regularly donate their time and talents to schools in the region. In Calvert, Charles and St. Mary's counties, there is an excellent range of public and private educational facilities, addressing the concerns and requirements of all families in the region.

Public Schools

Calvert County, with a population of 52,000, is bounded by the Chesapeake Bay on the east and the Patuxent River on the west. The appointed five-member Board of Education is located in Prince Frederick, the county seat. A total of 600 teachers, 50 administrators and 350 classified personnel staff the 16 public schools that serve 11,000 students: nine elementary, four middle, two high schools, one special education school and a vocational center.



Calvert County enjoys one of the largest foreign exchange programs in the nation. Since 1983, both high schools have participated in exchanges with schools located in twelve other countries.

Calvert County committed itself to technology in the early 1980's with the introduction of computer assisted instruction. Every student in elementary and middle school visits the computer laboratory each day for drill and practice in basic skills. Connected to each middle school science classroom is a computer-based science lab with 30 terminals. A planetarium brings the universe to children while an environmental education program call CHESPAX takes science education out of the classroom and into the natural environment.

Every child receives basic arts instruction and has the opportunity for enrichment courses, including dance, study of film, photography, studio art, jazz band, chamber choir, musical theatre, and an all-county student symphonic orchestra.

Before and after-child care programs are in place at each elementary school, and a day care center for children of school system employees operates twelve months a year.

Charles County, with a population of approximately 100,000 residents, is one of the five Maryland counties that make up the Washington metropolitan area (Frederick, Montgomery, Prince George's Charles and Calvert counties) and is the third fastest growing county in Maryland. The school population totals more than 19,000. While it is growing, the school system still is able to offer a personalized approach to education.

The public school system is governed by a seven-member, non-partisan elected board. Also, four students are selected (one from each high school) to represent student viewpoints, and cast an opinion vote on issues before the board.

All school facilities have been built or renovated within the past 20 years. There are sixteen elementary schools, six middle schools, four high schools, one vocational-technical center, one environmental education center, one special education center, one learning evaluation center, one alternative school, two adult services centers and one teacher education center (with the University of Maryland). Plans call for the school system to open four additional schools between now and 1995.

(See Education on next page)

(Education, from previous page)

Students demonstrating gifted characteristics, kindergarten throughout grade 5, will find opportunities beyond the regular classroom through enrichment and extension programs. The board provides additional resources for students beginning with grade 6 through regorous "Scholars 93" program.

Support services are a priority with guidance counselors in all elementary, middle and high schools. Additionally, there are support groups in the high schools and a state recognized Crisis Intervention Program available in the school system twenty-four hours a day.

The county's special education program is nationally-recognized and provides services to children from birth through age twenty-one. The program often is used as a model throughout the state.

St. Mary's County

St. Mary's County, with a population of 75,974 is located at the confluence of the Potomac River and the Chesapeake Bay, southeast of Washington, D.C. The appointed six-member Board of Education is located in Leonardtown,the county seat.

The motto of St. Mary's school system is "Success For All Students," which targets achievement, equitable opportunities, participation and partnerships in its elementary, middle and high school programs.

The St. Mary's County school system is an active participant in partnerships with the community, businesses, and the United States Navy. Examples are:

Baltimore Gas and Electric provides teaching materials and in-service programs for students and teachers in the area of science.

Charles County Community College, an active partner in the Tech Prep Initiative, provides advanced placement services, student co-op workers, an enrichment programs in the arts and science.

MESA (Mathematics Engineers Science Association, Johns Hopkins University) is open to all students, but specifically targets minorities and females to encourage participation in science and mathematics related careers.

Model General Assembly (Optimist Club of St. Mary's) provides students with a hands-on experience in the legislative process of state government.

St. Mary's College provides student tutors, special enrichment programs and in-service programs in the arts and sciences.

Simply Shocking (Towson State University) provides students in grades four and five with hands-on experiences dealing with electricity and its applications.

Sister Schools is a School Partnership with the Kanagawa Prefecture in Japan. Hibarlgooka High School is the sister school to Leonardtown High. An exchange of teachers between the schools will begin in the 1992-1993 school year.

Southern Maryland Electric Cooperative (SEMCO) sponsors the Computer Bowl which enables students to practice and improve their computer skills through friendly competition, and provides hands-on materials and speakers for students through the Electricity In the Home Program.

Tutoring Program (Navy, Civil Service, government contractors) serves students by providing one-on-one instructional tutoring in all curricular areas for students.

In technology, computer instruction and audio-visual equipment operation and production occur at all levels - elementary, middle and high school. Approximately 800 instructional computers are being used in the county's school. The average number of students per computer in St. Mary's County is 15.7 versus the state average of 21.6. All schools have an in-house instructional television broadcast system, and all secondary schools have CD-ROM resources in their library media centers.

Private Independent Schools

A list of all private independent schools throughout Maryland which are members of the Association of Independent Maryland Schools (AIMS) is available in the Southern Maryland Information Center located in the civilian personnel office.

Non-Sectarian

The AIMS list identifies the schools by county and includes facilities in Southern Maryland offering nursery school and kindergarten programs. There is a Montessori School in each county which accepts children at age two-and-a-half.

"Education Works Here" is the motto at the Calverton School, a private, independent co-educational school of approximately 240 students, founded in 1967. Students in pre-kindergarten through grade 12 benefit from a quality, college-preparatory education emphasizing critical thinking, problem solving, and writing. Small classes, individual attention, outstanding teachers, and a values-oriented environment combine to bring out the best in each child.

The lower school (PK-4th) develops a strong foundation while instilling in each child a love of learning. The middle school (5th-8th) emphasizes increased independence and responsibility with an abundance of support. The upper school (9th-12th) prepares students for the challenge of college, with virtually all graduates going on to college.

(Continued on next page)

In the next Reflector...

- *Taxes in Southern Maryland*
- *Schools update*
- *Transition information*

Meet Capt. Jim Sinz of Code 10

NAME: Jim Sinz

HOMETOWN: Butler, Pa.

BIRTHDAY: February 12, 1946

POSITION: Head, Antisubmarine Warfare Systems Department

YEARS OF GOVERNMENT SERVICE: 25

IDEAL VACATION: Skiing in Jackson Hole, Wyo.

PREFERRED ENTERTAINMENT: Golfing, biking, and skiing

STRONGEST ATTRIBUTE: Trying to take care of good people

WORST FLAW: Quick temper

PET PEEVE: Bozos who get into the Navy

FAVORITE FOOD: Anything Italian

IF A MAGIC GENIE GRANTED YOU A WISH: Bazillions of dollars

HOW YOUR TOMBSTONE SHOULD READ: "He's not here."

NAWC Aircraft Division NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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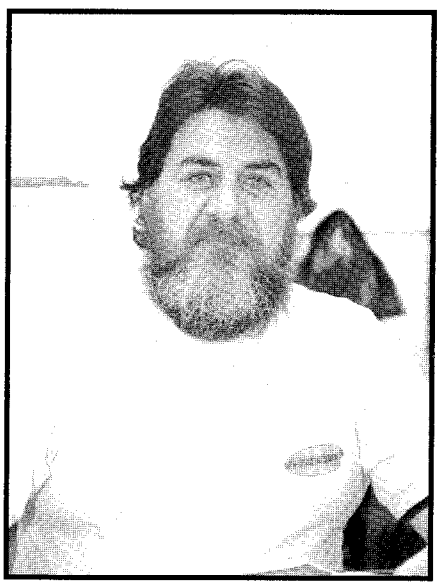


The Reflector is published for people like Al Ferkel, Code 8351.

NAWC Aircraft Division
NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

G-TIP program trains 1,000th aviator

Imagine being on one of the steepest rollercoasters ever built. As you decend from the numerous hills, or whip around various loops, you're pushed back into your seat and breathing becomes more difficult. When you try to lift your arm or leg, it's as if each weighs a ton.

Welcome to the world of "G" forces...almost. "G" stands for gravity, and an aircrew of high performance aircraft can pull as many as nine, making the simplest task very difficult.

According to Cmdr. David McGowan, chief medical operations officer, just understanding what G's are is difficult. "We call one G the force of gravity. Two G's are twice the force of gravity, so a 150 pound person now weighs 300 pounds," said McGowan. "Our aviators are pulling six, seven and eight G's, so a 150 pound pilot at six G's now has 900 pounds that his body has to support."

A possible consequence of performing these high G's is losing consciousness. One reason this doesn't occur more, is the G Tolerance Improvement Program (G-TIP) training conducted by the Air Vehicle and Crew Systems Technology Department. The program teaches aviators how to identify and handle the onset of G's. The training has become so popular, the 1,000th aircrew member recently completed the course.

To prevent the loss of consciousness, G-TIP teaches the "hook" maneuver, a procedure developed a number of years ago by Dr. James Whinnery, a former center employee, Joe Cammarota and other research people. By straining the arms and legs, the pilot stops the blood from pooling down out of his head due to the force of gravity, which causes the loss of consciousness. This process, along with actually saying the word "hook" which closes the airway and causes the chest to compress, forces the blood back up into the head.

McGowan said it's widely held that the Naval Air Warfare Center Aircraft Division Warminster centrifuge is the only place this training can be held. "You have a multi-million dollar aircraft and the pilots have certain training they're required to do," said McGowan. "That's not the time for them to learn G tolerance training. For a small amount of money, they can come here and get an experience they'll never get with their aircraft. The aviator can do more G's for a longer period of time and we can train them over and over until they get it right. They leave here knowing what they need to know so when they get back to their aircraft using jet fuel and valuable flight time, they'll be way ahead of the game because of the training."

(See G-TIP on page 6)

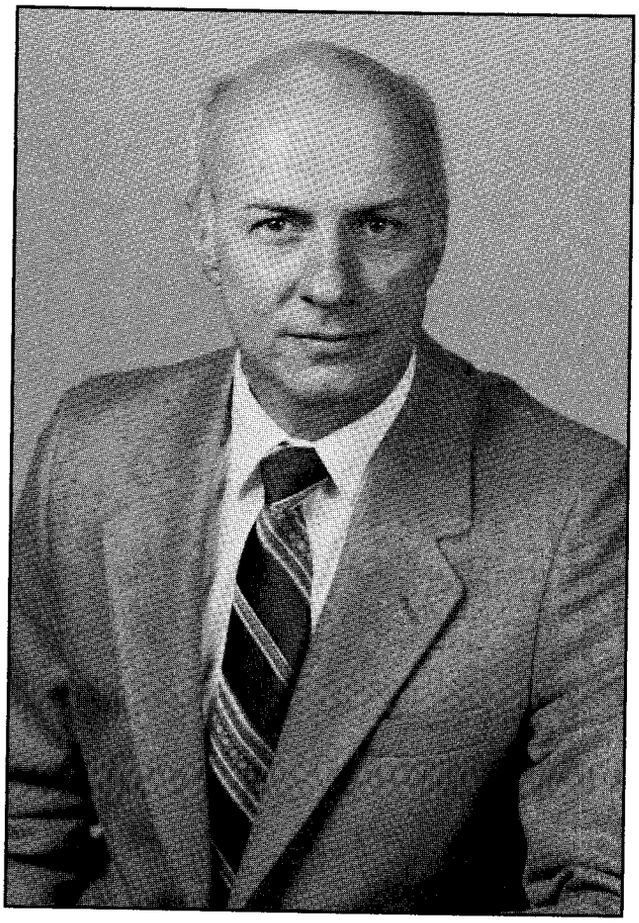
"I've heard from people who have gone through the program and each one of them has learned a lot."

"I think the training will give me the awareness of what the G's feel like and how to prevent a G-LOC episode."

Photos by Jason Craig

"It will help my confidence inside the aircraft because I'll know what my limits are."

Meet Tom Castaldi of Code 50



Name: Tom Castaldi
Hometown: Philadelphia, Pa.
Birthday: April 19
Position: Head, Mission Avionics Technology Dept.
Years of government service: 29
Previous assignments: Science Advisor, CINCLANTFLT; Technical Advisor to Office of Naval Warfare; Head of the Systems Department

Ideal vacation: Touring the United States in a Winnebago
Favorite movie: "It's A Wonderful Life"
Preferred entertainment: Music, tennis and and driving the TD nuts
Last book read: "Clear and Present Danger" by Tom Clancy
Strongest attribute: A sparkling personality coupled with a fantastic hairline
Worst flaw: My penchant for perfection.
Work philosophy: Do the best I can no matter what the job, or if I can't, give up and go to the beach
Pet peeve: When I get called back to a meeting in the front office right after I left there and walked a half-mile to my office
Favorite food: Anything Italian
Unfulfilled dream: To be a Supreme Court justice or sumo wrestler
Goal in life: To be the best I can be
How your tombstone should read: Here lies Tom Castaldi, a man who kept the things in life in proper perspective.

NAWC NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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NAWC Aircraft Division
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Reflector

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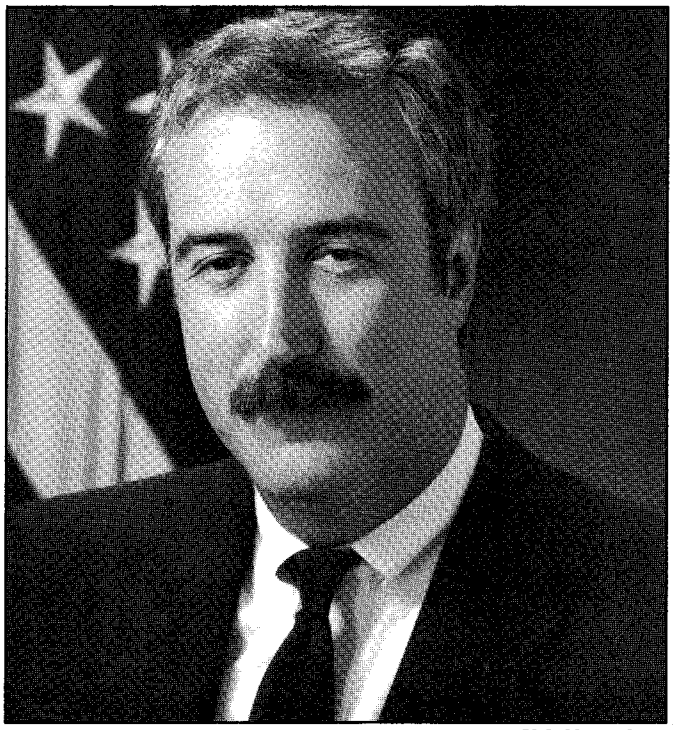
O'Keefe named new Secretary of the Navy

Effective July 7, 1992, I accepted the President's designation to be Acting Secretary of the Navy at a time when the pride, honor and prestige of the department have been tarnished by the irresponsible actions of a few officers. As we strive to correct that problem, I have not lost sight of the great dignity of Navy and Marine Corps service, nor of the exemplary manner in which the overwhelming number of America's sailors, marines and civilian employees are discharging their duties. I look forward to working with all of you to accomplish the important tasks ahead.

It has been my privilege to grow up with the Navy and Marine Corps which instilled in me a tremendous respect for the sea services. My first job in the public service was in the Department of the Navy. I know that this department and the men and women who serve the Navy and Marine Corps constitute a great institution of which I am proud to be part again. I am compelled by one of the great sayings of one of the greatest of all naval officers, Admiral Lord Nelson, "I have not come forth to find difficulties, but to remove them." In setting about this endeavor, I am mindful of the great sacrifice of my predecessor, Secretary Garrett, who stepped down in the wake of the disgraceful reports of what transpired at Tailhook '91 in Las Vegas. In doing so, he abruptly brought to a close a chapter of honorable and dedicated public service. He sacrificed his distinguished career in the parting hope that we should complete the work of expunging the stain on the honor and credibility of the Navy and the Marine Corps. Take to heart the important lesson of Tailhook and move forward with planning the future of our Navy and Marine Corps. We must achieve these goals for our country, for ourselves and for my friend, Secretary Garrett.

To address the issue of Tailhook directly, let the following points be clearly understood. I will follow through exactly on all of the measures initiated by Under Secretary Dan Howard on July 1, 1992. The message is this: Those who wear the uniform with pride will be treated with respect. Those who cannot, will be driven from our ranks. In the Department of the Navy, gender is neither a qualification nor a disability.

The Defense Inspector General now has assumed responsibility for the Tailhook investigation -- and the integrity of that organization convinces me that the investigation will be fair. I will not supervise nor in any way involve myself in the investigation except to state Secretary Cheney's expectation and mine that every officer will cooperate fully and truthfully, without exception. When the results of that investigation are reported, appropriate action will be taken without exception. Within the bounds of law, those whom the investigation identifies as being involved in criminal wrongdoing will be called upon to answer for their misdeeds.



U.S. Navy photo

Sean O'Keefe was named as the new Acting Secretary of the Navy replacing H. Lawrence Garrett III.

In working through these solutions we can see the seeds of much needed sweeping change in reshaping a modern naval force. The clear historical fact which emerged from Desert Storm teaches us that freedom is unlikely to be threatened in this era by an enemy who can only be vanquished by protracted and sustained battering. Rather, victory will be ours in future conflicts only if we can comprehend the value of hurling a tightly compacted, highly mobile integrated force at the foe.

(See O'Keefe on page 4)

Bird's eye view

Sexual harassment will not be tolerated

Capt. William L. McCracken
Commanding Officer

"This kind of behavior is absolutely deplorable, embarassing to the entire Navy and in no way can be construed as anything but criminal."

We all know the negative publicity that has arisen nationwide as a result of the Tailhook conference. Twenty six women, half of which were female officers, were verbally abused, and physically and emotionally molested by a number of Navy officers at the conference. This kind of behavior is absolutely deplorable, embarrassing to the entire Navy and in no way can be construed as anything but criminal. As if this weren't enough, several other publicized incidents since Tailhook make it clear that some members of the Navy community still have not gotten the message.

As a direct result of Tailhook, there is great concern Navy-wide about sexual harassment, and this is good. It is always smart to stand back periodically and observe the work place atmosphere, and how co-workers treat each other. We are fortunate at this center to have relatively few sexual harassment complaints, and we all know that these complaints are being taken very seriously. I would like to thank our managers, supervisors, employees, and military staff for participating in our ongoing sexual harassment prevention training, and for bringing to our attention those situations that are questionable. Your uniformly aggressive leadership is required to ensure the elimination of sexual harassment.

In the 70's, the Navy took on the challenge to end racial discrimination. In the 80's, the Navy took on the challenge to end drug abuse in the service. In both cases, a strong unified action and commitment was required to overcome these ills. Today we must address the issue of sexual harassment and create a standard for the rest of the country to look up to. Respect for others and respect for self are essential for this center's cohesion, teamwork and mission accomplishment. Such respect precludes harassment of others on the basis of sex, race, ethnicity, age, or any other differentiating characteristics.

The former acting Secretary of the Navy mandated that all military and civilian employees of the Navy receive eight additional hours of training in ethics, core values, standards of behavior and prevention of sexual harassment. Mary Kearns, Lt. Cmdr. John Schmidt, and the Equal Employment Opportunity (EEO) Office have worked vigorously to put together a meaningful sexual harassment training stand down. The agenda includes lectures and videotapes on sexual harassment and alcohol abuse, followed by small group discussions on core values including civilian and military case studies. **This training is mandatory.** Everyone must be committed and open to change.

In closing, please remember that if you are uncomfortable at work because of someone's sexual comments or jokes, if you feel you have been pressured for dates, if you have been the recipient of unwelcome sexual behavior of any kind, you need only contact the EEO office at extension 1368, your supervisor, a higher level manager, or my office. I promise your complaint will be taken seriously, and handled discreetely. I want all my employees to know that sexual harassment at this site will not be tolerated.

Straight Talk

NAWC on schedule

Rear Adm. George Strohsahl
Commander, NAWC

Editors Note: These two articles are the first in a series of personal messages from Rear Adm. George Strohsahl, commander, Naval Air Warfare Center, to the 25,000 employees of the NAWC. Subsequent Straight Talk articles will appear in future issues of the Reflector.

I want to take this opportunity to personally thank all of you, the 25,000 employees of the Naval Air Warfare Center, for your hard work and spirit of cooperation that has allowed the standup of this command with the minimal disruption to business. After six months of existence, I can proudly report to you that the NAWC reorganization has progressed exactly on schedule and that we are setting the standard in the Navy for adopting to a new way of doing business. While much difficult work remains to further streamline our organization and change many of our traditional processes, the start has been remarkable. It is a direct result of your teamwork and cooperation; forging new working relationships with employees at other geographic sites; and your willingness to accept change if it results in a better product to the consumer.

I don't need to remind you of the fact that the Defense budget and the Navy budget are going down. We're coming down to a much smaller Navy than we have known over the last few years. Exactly how small that Navy will be is simply not known, but the next Administration and the new Congress will probably make that clear to us in a year or so. As the number of ships, aircraft, and sailors are reduced it is obvious that the supporting naval shore establishment must also be reduced in size. The base closure process for next year has already started with preliminary data gathering. After the November elections, this process will swing into full force to come up with the next list of closures to submit to Congress. While no place is sacrosanct from consideration, it is my personal opinion that the closures approved last year which affect NAWC activities should protect us from serious consideration in this next round of closures. The results of our recent downsizing study show pretty clearly that closure of any additional NAWC sites beyond those already approved for closure would have a very serious impact on the technical support for naval aviation as well as other customers. As the base closure process gets started, I just want all of you to know that the Navy is determined to retain it's vital technical functions. I'm confident that the data will show that our present plan is the optimal one. I ask for your support in controlling rumors which tend to start when the first data calls hit the street. I'll keep you all informed of any developments that may have a NAWC impact.

Straight Talk

Downsizing addressed

To live within the constraints of a decreased Navy budget, all elements of the Navy are going through a process known as downsizing. Our industrial partners in the defense sector have been doing this for a couple of years now, and the news of the layoffs has been an almost daily subject in the media. I'd like to address the subject of downsizing plans in the Naval Air Warfare Center.

Our NAWC strategy to reduce in size is comprised of these basic elements: reorganization/consolidation, mission purification, and work load reduction. These three elements identify the positions, functions, and billets that can be eliminated while still providing our customers with the essential range of technical supporting capabilities they require. In following articles I will go into some detail on each of these downsizing elements. What I want to go into first is how we plan to deal with people, our most important and valuable resource.

The actual reduction in the number of employees working in the NAWC is being accomplished by two different mechanisms. Civilian employee drawdown is occurring through the combination of natural attrition and a very strict limitation on new hiring. Military employee drawdown is occurring through normal rotation and is tied to the Navy-wide reduction in military endstrength. While a future civilian reduction-in-force (RIF) cannot be ruled out if our workload decreases faster than our ability to downsize by attrition allows, we have no present plans to conduct a general NAWC RIF. A very limited authority to RIF in Albuquerque has been approved to permit the scheduled standdown of the Naval Weapons Evaluation Facility next year, although that authority may not have to be utilized. We have been very successful so far in our outplacement efforts for employees not moving to China Lake.

The combination of attrition and hiring freeze presents a potential for some serious problems in workforce/workload balancing to senior NAWC managers. Basically this means that the skills of our employees will not always be in balance with the skills required for our work. As these problems arise, we are undertaking retraining of employees to fill vacancies occurring due to normal attrition. We will offer other assignments and retraining as required to employees whose positions are eliminated. Where employees are represented by organized labor unions, we will work closely with the union leadership to fully honor our negotiated agreements.

Occasionally, a position can be filled only by outside hiring and we will seek waivers as needed to make these placements. Also I am concerned about the long term future technical health of the NAWC and recognize the need to bring aboard some fresh new talent each year to replenish the ranks of those leaving. Accordingly we were able to hire a limited number of worker trainees and college co-op students this year despite the freeze and drawdown requirement. I hope to be able to continue this practice.

In summary, we're drawing down the size of our workforce, with the needs of the Navy and our people, our most important resource, both being satisfied. And we are making every effort to place those affected in other government or industry positions. I have challenged our senior management at all NAWC sites to keep you fully informed of all planned actions in this regard.

O'Keefe named Secretary of the Navy

(O'Keefe, from page 1)

Over the past three years I have been privileged to serve in a capacity which afforded a complete understanding of Secretary Cheney's thinking as he developed a fresh look at the design of the Armed Forces for the future. We must reshape, re-configure and modernize our forces, not just make them smaller. I fully appreciate his expectation and will carry it out.

Our national defense force cannot achieve standards of excellence if each service does not fully understand the essential concept of the secretary's Base Force Plan. The Department of the Navy is uniquely qualified to fashion itself to meet this challenge. In all cases it is certain that we cannot afford to tolerate petty and senseless jealousies, for there can be no jealousy among the fingers of a strong fist.

To achieve this objective, we in the Department of the Navy must endeavor to look within at the need to change cultural attitudes and perceptions in the Navy and Marine Corps. The sacrifices we must make to achieve a truly qualified and capable base force will involve hard choices. These choices must be made intelligently and pragmatically in a paradigm which leaves no room for internecine conflict or rivalry. In the days of sail, there was but one form of naval warfare. Modern technology has changed that constant, but has also introduced new and important constituent elements in our naval defense capability. These divisions of specialization naturally bred forms of competition, but also spawned elements of divisiveness, erosion of the chain of command and an instance of arrogance which cannot be tolerated. From this day forward, let there be no misunderstanding, the chain of command must and will be inclusive. We must also recognize that no constituent element of the service can survive alone and none should be permitted to try. In short, we're all in this together.

Lastly, I wish to emphasize that it is not my intention to supervise the process of miniaturizing the naval establishment. Rather, I earnestly solicit the participation of the dedicated men and women throughout the Navy and Marine Corps, uniformed and civilian, in reshaping a modern naval force; one which is neither simply a smaller version of the Cold War era model, nor one bound by outmoded concepts of its role and mission. We are presented with the opportunity as well as the necessity for change.

These adaptations undoubtedly will require sacrifices by service communities who may be laboring under the mistaken belief that they are entities unto themselves. I hope these sacrifices will be made willingly, for the good of the service, but these changes must be made in any event.

We are fortunate that the Commander-in-Chief is a former naval officer, a naval aviator. The values he holds dearest, the principles he cherishes most, are reflections of those which this nation expects us to defend. He did not derive those values solely because he was a naval officer -- he derived them because he is also a father, a husband, and above all, an American. Our country demands that we will live by these important principles. The President and Secretary Cheney expect we will do so. I expect nothing less.

By the Honorable Sean O'Keefe
Acting Secretary of the Navy

Howard states Navy will "drive out attitudes"

In an address to Navy and Marine Corps senior leaders, Undersecretary of the Navy Dan Howard announced specific steps by the Department of the Navy to "drive out attitudes" that led to the '91 Tailhook incident.

Chief of Naval Operations, Adm. Frank B. Kelso II, and Commandant of the Marine Corps, General Carl E. Mundy, Jr., also spoke to the standing-room-only audience, then stood by to answer questions.

Howard said former Secretary of the Navy, H. Lawrence Garrett III, stepped down so he could contribute to erasing that stain (Tailhook) and to allow the naval services to absorb the lessons of Tailhook and press on with the vital job of protecting the nation's interests.

"My purpose in being up here today...is to dismantle a decaying culture --- a residual fabric of counterproductive and unworthy attitudes-- that is preventing this organization from getting on with its mission," Howard said.

"Anyone in this department who is still wasting time disparaging women...fighting their integration...or subjecting them to sexual harassment is a dragging anchor for the entire Navy and Marine Corps," Howard stated. "If that's you, we don't need you...because we've got places we need to go...and not a whole lot of time to get there."

Howard announced five specific steps the Navy/Marine Corps is taking:

1) A proposal to open the debate on amending the Uniform Code of Military Justice (UCMJ) so that it deals specifically with the crime of sexual harassment. Howard noted he has already signed and forwarded the proposal to Secretary of Defense Dick Cheney.

2) The establishment of a standing committee on women in the Navy and Marine Corps, "composed of Navy and Marine Corps members and government civilians from the trenches -- the people who've had to live with the problems -- chaired by Assistant Secretary for Manpower and Reserve Affairs, Barbara Pope." Howard said the group will "tell us how to enhance opportunities for women and mainstream Navy and Marine Corps activities. We need advice on eliminating demeaning behavior and attitudes towards women." Their actions and recommendations will then be reviewed by the Defense Advisory Committee on Women in the Service.

(Continued on next page)

Howard speaks of new Navy leadership

(continued from previous page)

3) A "training stand down," to occur sometime within the next 60 days, where every command, every unit in the Navy and Marine Corps will suspend operations for one day to conduct training. Training will be for every sailor, marine and civilian associated with the Department of the Navy to make sure they understand exactly what the policies and expectations are regarding sexual harassment. Howard noted that the CNO and the CMC are providing an excellent package of training materials and instructions. The original target date to complete that training was Jan. 1, but is now Sept. 1. Included in the training will also be a re-emphasis on the problems of abusing alcohol and the obligations to conduct oneself in the way our society expects.

4) Regarding the current Department of Defense Inspector General Investigation: "Every officer is expected to recognize his responsibility for respecting the truth...for personal accountability." Howard stated, "I can ask you to recall the face and the words of Lt. Paula Coughlin...people were hurt...and this institution was hurt. Now is the time for honor, and honor means honesty."

5) A call for the Tailhook Association leadership to disband the organization, due to longstanding problems and failed efforts to fix those problems. Howard said that Tailhook was not just a problem with the integration of men and women in the ranks. "It was just as much a problem with our toleration of a stone-age attitude."

Howard noted that the problems being addressed went beyond what occurred at Tailhook '91. "Those things happened right under our noses. They were committed by a few; but they were excused by far too many," Howard said.

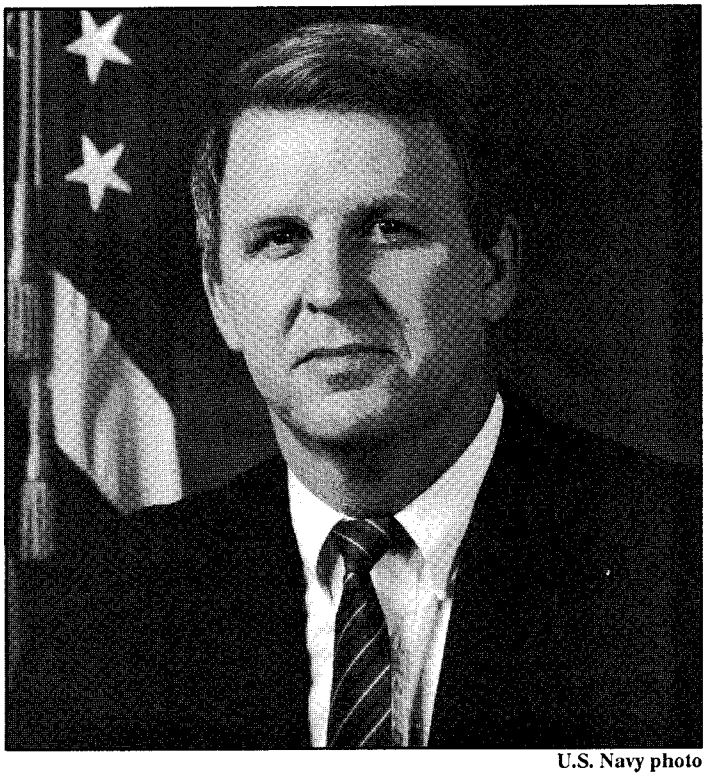
Addressing men in particular, Howard said, "America expects you, because of the oath you have taken and the uniform you wear, to be better than other men. The phrase 'An Officer and a Gentleman' is still much more than a movie title -- at least it is to most Americans. It is, rather, a model of the kind of honor, courage, loyalty, and morality that America stands for."

Howard, the CNO and CMC answered general questions after the address, explaining the actions being taken to eliminate sexual harassment in the Navy. Here are a few of his answers:

Q1: How do you keep the pendulum from going too far in the opposite direction?

SECNAV: "You don't. Anyone who stands in front of a swinging pendulum will tell you that. The pendulum will swing. People will be tense. People will be nervous. People will have to make constant recalibrations, readjustments.

"We have got to provide training for our people at all levels...and make that individual understand what and how, and do it through role playing and lots of other things."



U.S. Navy photo

Undersecretary of the Navy Dan Howard addresses issues concerning the Navy.

Q2: Do you have any feel at all on the time line in dealing with Congress on the flag officer approvals? I know it's holding a lot of things up. I know business is going on, but it seems to me to be a real critical thing that has to take place (pretty soon).

SECNAV: "I know that we're moving very quickly on that...but let me tell you something...from my perspective...we've got a serious problem in this department we've got to address, and it is not the promotion lists. It's sexual harassment. It's the shame that's been brought on this organization.

"One of the finest men I've ever worked with walked out of here to try to carry this shame away from this department so we could get on with business. That's what we're trying to deal with here---not flag officer promotions. Let's get to the real issues."

By Navy Editors Service

O'Keefe announces reorganization plans

As the Navy moves forward into the challenges of the post Cold War era, one primary task we face is to develop a more effective way to support the fleet. With this in mind, I'm convinced that a reorganization will promote better cooperation among warfare communities, streamline our management process, reduce the number of flag officer billets in Washington, and align the Navy staff more closely with the Joint staff. With the full implementation of Goldwater-Nicols, requirements are generated by the operating forces. We need to be better structured to respond to their needs and find constructive solutions.

Let me emphasize that this is not simply "change for the sake of change." This reorganization is designed to help the fleet fight better by creating more integrated and efficient support at the very top. And I'm convinced it will do so very well.

In particular, we want to better integrate the various warfighting communities of the Navy. As you will see, this reorganization streamlines the efforts of our surface warriors, aviators, and submariners, merging them together into a single integrated staff. As you may have read in my initial message to the fleet, one of my primary concerns is ending the rivalries and jealousies between the key warfighting communities of the Navy. Our approach is very simple -- we believe that there can be no jealousy among the fingers of a strong fist...and this Navy staff reorganization will begin the process of bringing our warfighters together into a tighter, stronger fist. The reorganization will remove even the potential for problems to be solved on the basis of advocacy instead of seeking integrated, constructive solutions.

In a speech he made 30 years ago, Arleigh Burke said that "success cannot be administered"...and I agree. Success is the result of leadership, training, and intelligent planning -- all of which must begin here in the Navy Department. I am confident that this plan will reorganize the Navy staff to be a key element in achieving success for the fleet.

The Honorable Sean O'Keefe
Acting Secretary of the Navy

More than 150 billets lost in reorganization

Acting Secretary of the Navy Sean O'Keefe approved a plan to reorganize the Office of the Chief of Naval Operations (OPNAV), the staff assigned to support the Chief of Naval Operations, by Jan. 1, 1993. The plan, developed by Chief of Naval Operations Adm. Frank B. Kelso, II, aligns the OPNAV staff along the lines of its counterpart in the Joint Chiefs of Staff.

The plan will allow better interface with the Joint Staff; improve coordination among the OPNAV staff, the Navy Secretariat and the Office of the Secretary of Defense; place warfare community leadership roles at the fleet level; improve coordination among warfare communities on program planning decisions; reduce the number of flag officer billets in the Navy without cutting senior leadership in the fleet; allow requirements to be generated from the fleet level; and reduce personnel and funding requirements for Washington headquarters.

The reorganization will eliminate four three-star flag billets and cut a total of about 150 officer, enlisted and civilian billets from the OPNAV rolls. Exact personnel cuts and dollar savings will be determined in the coming weeks. Under the new organization, staffs of the current Assistant Chiefs of Naval Operations for Submarine Warfare (OP-02), Surface Warfare (OP-03) and Air Warfare (OP-05) and the Director of Naval Warfare (OP-07) will merge into one staff under the Deputy Chief of Naval Operations for Resources, Warfare Requirements and Assessment, a three-star flag officer. This change supports Secretary O'Keefe's stated objectives to improve coordination among warfare communities in program planning decisions and to achieve a truly qualified and capable base force within the Navy which will support the President's national security strategy.

The current Deputy Chief of Naval Operations for Plans, Policy and Operations (OP-06) will become the Deputy Chief of Naval Operations for Policy, Strategy and Plans, with a one-star in charge of Operations and Plans and a two-star in charge of Strategy and Policy. The Deputy Chief of Naval Operations for Manpower, Personnel and Training (OP-01) will become the Deputy Chief of Naval Operations for Manpower and Personnel. The Chief of Naval Education and Training will assume responsibilities as Director of Naval Training and Doctrine. Staffs of the current Deputy Chief of Naval Operations for Logistics (OP-04); Director of Space and Electronic Warfare (OP-94); and Director of Naval Intelligence (DNI) will essentially maintain their current responsibilities.

Individual staff assignments, including those for flag officers, will be announced in the coming weeks. Personnel losses will occur largely as a result of normal rotation and attrition.

By the Office of the Secretary of Defense

New Navy ejection seat works as advertised

The ultimate test for an ejection seat is how it performs for a pilot who needs to bail out of a jet.

A new Navy ejection seat system, of which the development, testing, and evaluation was managed by the Escape Systems Branch, passed that test with flying colors on May 15, 1992, saving the life of a naval aviator.

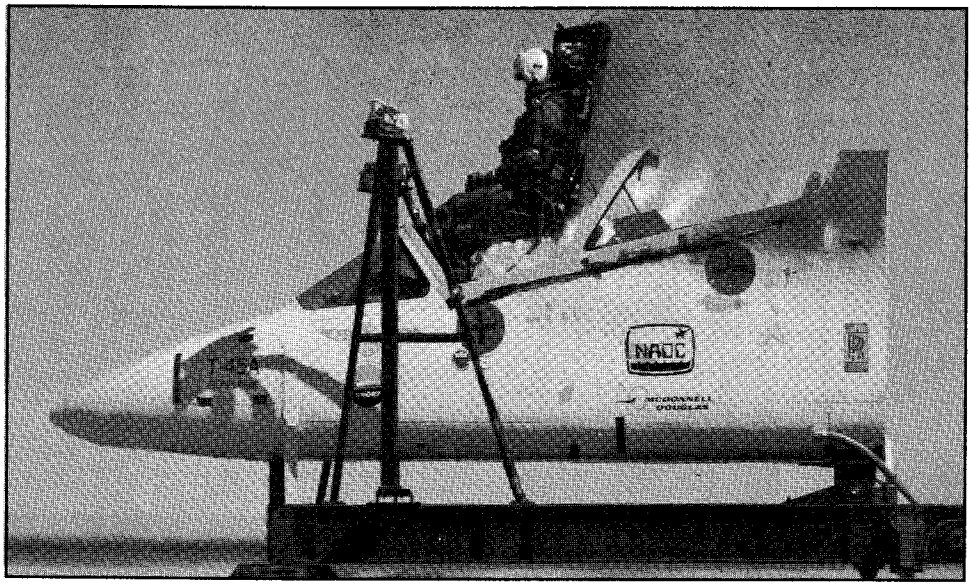
Flying solo in a dual seat F/A-18D, Lt Cmdr. Jim "Doc" Muir became the first pilot to use the Navy Aircrew Common Ejection Seat (NACES) to escape from an aircraft about to crash.

Muir, who is attached to VFA-106, was at an altitude of 19,000 feet off the coast of Jacksonville, Fla., when his aircraft departed controlled flight. At approximately 7,500 feet, he pulled the ejection handle and safely descended into the Atlantic Ocean, where he was recovered after floating in his liferaft for approximately an hour.

"Everything worked as advertised," commented Muir. "It was a relatively mild experience."

The development of the NACES began in the mid 1980's. In an attempt to lower the Navy's life cycle costs for ejection seats, the secretary of the Navy directed that one common ejection seat system be designed which could be used in the F-14D, F/A-18C, F/A-18D, and the T-45A, as well as all future tactical aircraft. The Escape Systems Branch was designated to be the lead in directing the efforts of the Navy team, by the Naval Air Systems Command program sponsors, PMA-202 and AIR-531. The team included personnel from the Naval Air Warfare Center Aircraft Division Warminster, Naval Air Warfare Center Weapons Division China Lake, Naval Air Warfare Center Aircraft Division Patuxent River, Naval Air Warfare Center Aircraft Division Indianapolis, and the Naval Ordnance Station Indian Head.

Developing one common ejection system was only part of the challenge, according to the project manager, Robert Loewenstern. "We had to develop a system that required no modifications to the aircraft itself," he said. "Also any new features were limited to technologies that were considered low risk."



Official U.S. Navy photo

A full system qualification test was held at 550 Knot Equivalent Air Speed from a T-45A sled. The test was conducted at the Supersonic Naval Ordinace Research Track, Naval Air Weapons Center Weapons Division China Lake, Calif.

What resulted is a significantly improved ejection seat that basically fits into any of the seven various crew position of the four aircraft systems. "The first and most significant improvement is an electronic sequencer that obtains speed and altitude information from seat mounted sensors," Loewenstern said. "The sequencer then selects the optimum times for various ejection events, providing the pilot with the most comfortable and safest escape."

Other improvements include a new parachute that reduces the descent rate and allows the pilot to steer himself away from the enemy or to a safer landing area. A three-point drogue chute, which provides a very high degree of seat stability in the early stages of the ejection sequence, was also incorporated.

More than 120 full system tests were conducted that included in-flight tests from a YF-4J and rocket-sled testing. Test conditions ranged from ground level to 50,000 feet and zero speed to more than Mach one.

"NACES is the most tested Navy ejection seat ever introduced to the fleet," stated Peter Yost, the NACES systems engineer.

Built by Martin-Baker Aircraft Company, Ltd., of Higher Denham England, the NACES began flying in operational aircraft in 1991. Fortunately it was not needed for an emergency escape until Muir's incident this past May. The NACES continued to prove its effectiveness about three weeks later, with a second save -- this time it was a T-45A pilot. During a routine landing at Edwards Air Force Base, Calif., a Navy lieutenant was forced to eject from his aircraft and was recovered unharmed.

"The NACES Program has been a true team effort. It feels great to be part of a team that helps to save lives," said Yost.

By MJ Jadick
Public Affairs Office

Helmet lab provides broad capabilities

The Helmet Applied Technology Laboratory (HATLAB) has become a comprehensive resource to develop and evaluate Navy and Marine protective headgear.

The laboratory boasts of prototyping and testing equipment with diverse uses, supporting varied projects.

The laboratory, a recent addition to the Personal Protective Systems Branch, has two primary goals. First, test and evaluate existing aircrew headgear; second, develop technical specifications for new helmet-mounted devices and pilot protection equipment.

"Pilots want helmet mounted things like head tracking systems that tell aircraft where they are looking," said mechanical engineer Jeff Thornton. "Each devise shifts helmet center of mass. Each effects head and helmet stability. The heavier and farther out something extends the more stress it places on the wearer and greater the risk during ejection or crash."

The HATLAB test equipment includes an impact test tower, an environmental chamber and a mass properties measurement system. The impact test tower determines helmet impact protection. Researchers evaluate composite helmet shell materials and liners by dropping helmet systems and mannequin head onto flat or rounded surfaces.

Instruments inside the mannequin head record deceleration during impact. Then researchers use human tolerance criteria, as part of the helmet system qualification process, to determine safety-of-flight (SOF) status.

"Researchers measure the helmet's resistance to motion for each proposed attachment added inside or outside of it. They use impact tests to test energy absorption of new helmet liners," according to Thornton.

Department engineers use an environmental chamber to prepare new materials and stress test other articles. Researchers use various temperatures and humidity levels to simulate the aviation environments that prepare equipment for tests. They analyze effects of the environmental stress on the helmet's material properties.

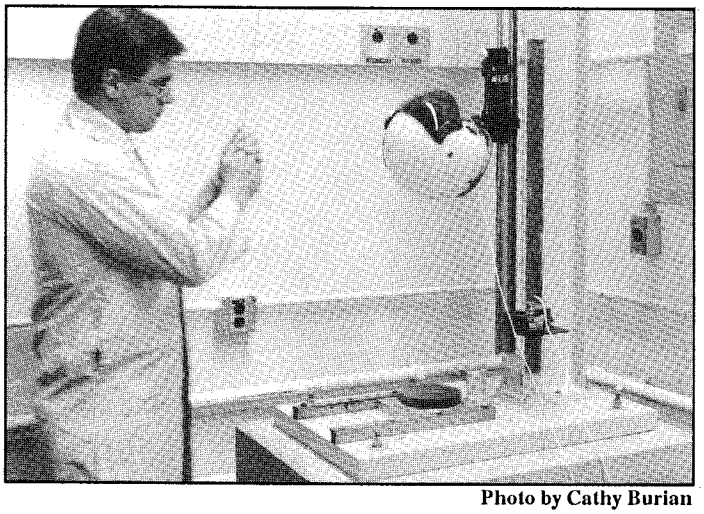


Photo by Cathy Burian

The drop tower helps examine the impact energy of helmet systems.

Researchers also depend on a mass properties measurement system to determine weight, center of gravity location and mass moments of inertia. They test helmet systems on special mannequin heads on this system. Researchers use data to help assess the effects of added head-supported objects in three critical areas. These are aircrew endurance, fatigue, and the risk of head or neck injury in the flight environment.

HATLAB has evaluated night vision goggles (NVG), head trackers, heads-up displays (HUD), positive-pressure breathing (PPB) systems and emergency detachment devices for NVGs to helmets. Programs supported by this testing include the V-22, ATLSS, CEEDS, INIGHTS, TACAIR and helicopter helmet replacement programs.

In addition to program work, the laboratory is developing test equipment. This includes a device to evaluate flight helmet stability under routine flight and emergency conditions. Development also includes a device to measure helmet fit. This will aid in stability, retention, and comfort evaluations.

To support its secondary HATLAB objective, the development of advanced headgear, the laboratory has vacuum forming and injection molding machines. These aid in producing testworthy, prototype designs. Now, engineers are using the vacuum former to produce new earcup designs. Their goal is to provide improved aircrew hearing protection and comfort.

Engineers use a SUN Microsystems computer workstation, combined with Pro/ENGINEER solid-modeling software. With it, they develop new protective headgear designs quicker and more precisely than before.

This design tool uses FLOTRAN flow-analysis software to provide simulation and evaluation of wind blast effects on aircrew during emergency ejections.

Engineers correlate data generated by these simulations to windtunnel data to assess potential aircrew injury in ejections. The data provides guidelines to design and develop protective equipment. "We compare data from these simulations to actual wind blast and sled test data to project aircrew injury," said Thornton. "We use this information to design and develop future protective equipment."

Other programs within the HAT field include the Active Noise Reduction program to cancel noise within the earcups of the helmet system electronically. Another is the Advanced COBRA Helmet program. This has resulted in developing a new helmet for Marines that integrates helmet sighting systems and NVGs.

The laboratory also helps the Air Force and Army reach their research goals. They do this while providing resources for other center departments having their own uses for its equipment. It is located in Building 2, past the double doors near the center auditorium, within the Man-Machine Integration Lab.

"We are looking to learn more about other applications for our equipment," said Thornton. "This way, we improve what we do and others get informal help unless their work is too extensive."

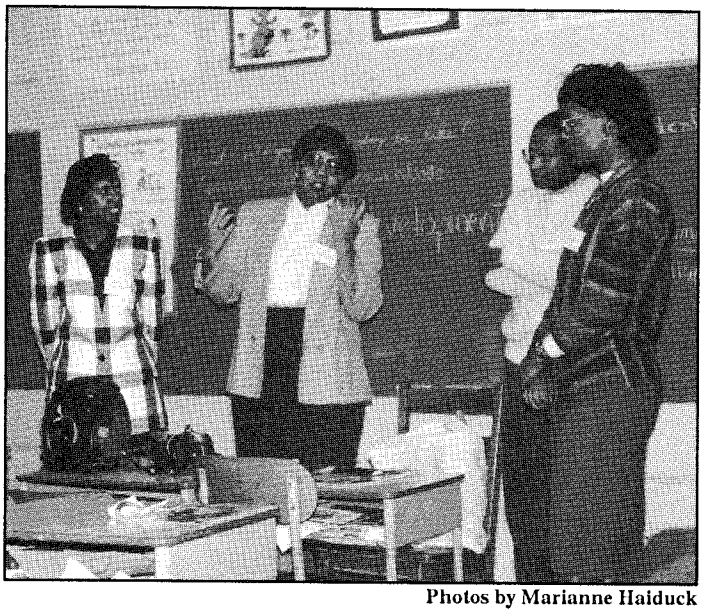
The point of contact for these facilities is Gregory Reh of the Air Vehicle and Crew Systems Technology Dept. at extension 441-7135.

By Larry Lyford
Public Affairs Office

WISE sparks interest in science and math

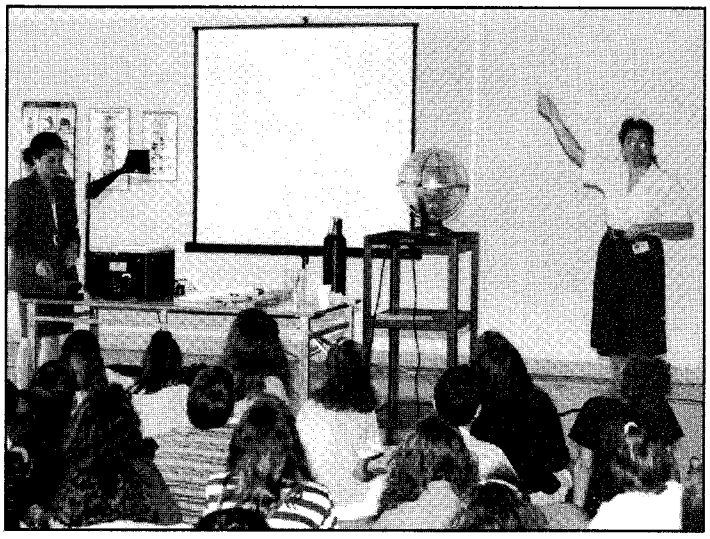
One of the goals of the Women In Science and Engineering (WISE) is to stimulate student interest in mathematics and science. This year, the center chapter's student programs reached out to over 1,700 girls and boys from 12 area schools, turning kids on to the intellectual challenges of technology. Programs ranged from introducing first graders to math puzzles and computer decision-making, to showing high school students the lab facilities. The major effort went into introducing fourth through sixth graders to the variety of career opportunities available in the fields of science and engineering.

Equipped with a cart load of audio/visual aids provided by WISE members and concerned colleagues throughout the center, they were able to showcase a wide range of careers in a one-hour presentation. The videos covered everything from the centrifuge and P-3 flight testing to the development of the Nintendo Power Glove. Volunteers brought along lab equipment and as much hands-on materials as possible to allow the students a chance to see what research and development is all about. The most popular demonstration came from the materials engineers who showed the kids how to turn a banana into a hammer with liquid nitrogen. Judging from the student response, there will be no shortage of materials engineers in the future.



Photos by Marianne Haiduck

Maria Covington, Georgette Gaskin, and Morgan Woods explain the different engineering disciplines available to students and how best to prepare for them academically, at Bache-Martin Middle School in Philadelphia.



Lucy Federicci and Lissette Fortuno present the Global Positioning System (GPS) to sixth grade students at Hillcrest Elementary School, Holland, Pa.

This type of community involvement makes a great impact on the students, because technical careers are not generally visible to them. Students are frequently unaware of the vast variety of occupations that require a strong background in math and science. This is especially true of female and minority students who may never have been exposed to these possibilities before, let alone met any women scientists or engineers.

The following individuals supported WISE in their school program efforts: Jocelyn Alston, Eileen Armstrong, Irene Bilek, Michael Cannon, Maria Covington, Lisa Cowles, Janet Cucce, Sheila Elser, Lucy Federici, Lisette Fortuno, Georgette Gaskin, Linda Gaeman, Jan Gess, Marianne Haiduck, Patty Harvin, Peggy Heffner, Gail Hunn, Joyce Iavecchia, Lisa Klouser, Leigh Lieberman, Carla Mackey, Thu-Ha Mickle, Morgan Woods, Shaio-Wen Wang, and Joanne Williamson.

WISE continues to look for members and volunteers. "The more women and men who can join us in our efforts, the more students we can reach." Those interested should see any of the above individuals or contact Georgette Gaskin, Maria Covington, Thu-Ha Mickle, or Barbette Ivory and get on the WISE phone list for the fall visits.

By Leigh Lieberman and Marianne Haiduck
ASW Systems Dept.

Energy awareness is everyone's concern

To increase our understanding and dedication to energy awareness and conservation, the 15th Annual Energy Awareness Week will be observed by the Naval Air Warfare Center Aircraft Division Warminster from Oct. 19-23. Supervisors should encourage all employees to become more aware of energy conservation and opportunities to prevent energy waste, not only during this week, but through the entire year.

Energy Awareness Week should remind us all of our high standard of living and our continuing efforts in conservation for the nation's future. Our primary objective of "Energy Awareness Week" is to involve and motivate NAWCAD Warminster employees to become aware of the present day energy issues, problems and possible solutions.

Because of our energy awareness campaigns, and conservation and saving efforts, lasting gains have been made in energy efficiency. This is primarily the result of improvements in technology through the efficient use of energy saving devices, equipment and appliances in the work place and at home.

Experience shows that the key to a good energy awareness and conservation approach is dedicated involvement at all levels within the chain of command and dependence on contributions made by the various engineering departments on center. If you have any suggestions or recommendations concerning energy awareness, let us know. Get involved! You can make a difference.

With the realignment of the NAWCAD Warminster, energy conservation and awareness programs will be a continuing process, demanding more from us all. Until we can relocate to NAS Patuxent River, we will continue to carry out work assignments in a good environmental climate.

Since this center was built in the 1940's, some major building components and structures have shown considerable wear. This includes electrical components, roofs, walls, windows drainage systems, hot and cold water lines, steam lines and sewer lines etc.. In order to keep all buildings and structural facilities in good operating condition, everyone must continue to provide good maintenance of all systems with the latest energy savings technologies. For as long as we're here, we will continue energy conservation and saving efforts.

The energy management board meeting is a principal part of this effort. Meetings are held four times a year and focus on what NAWCAD Warminster is doing to conserve and save energy, exchange ideas, or provide recommendations.

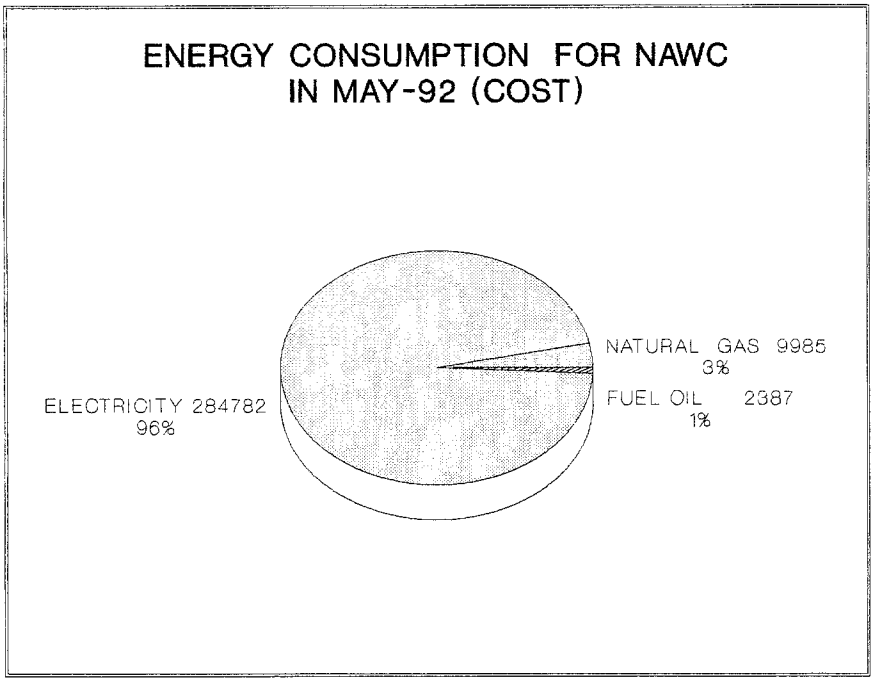
Energy coordinators are a driving force for conducting periodic zone inspections in every department or branch and for reviewing energy violations in their area. The goal of energy coordinators is to identify and eliminate nonproductive energy consumption and reduce waste on a daily basis throughout the year.

NAWCAD Warminster has achieved maximum saving results in energy operating cost by implementing the following action:

1. Participation in the implementation of "Spot Gas Program."
2. Preventive maintenance seasonal shutdowns.
3. Temperature restrictions in Summer and Winter.

Consumers are becoming aware of the importance of three strategic weapons -- energy efficiency, conservation and awareness. Using these weapons will help drastically to improve both national security and reduce Americas dependence on unreliable foreign energy sources.

By Michael Blank
Public Works Dept.



Program established to help people leaving the Navy

Congress has mandated that the Navy will shrink from 570,000 members in 1992 to 501,000 in 1997. As the downsizing continues, many Navy people are facing the challenge and uncertainty of transitioning to a civilian lifestyle. The Navy's Transition Assistance Management Program (TAMP) was created to help ease that transition. More and more Navy people are discovering its value, but many are by-passing the resources available with the belief that they can make it on their own.

"TAMP gives military people a leg up on their civilian counterparts who are also job-hunting," said Antigone Doucette, TAMP Manager for Naval District Washington. "This is hardhitting, generic information that each person can adapt to their needs -- no matter where they go in the country, or whether they move anywhere at all."

TAMP is an umbrella program which encompasses employment assistance (including the Defense Outplacement Referral Service - DORS, a national electronic job bank); Preseparation counseling (including an explanation of travel benefits and reserve affiliation); and financial guidance. At locations with Family Service Centers, the FSC coordinates all transition assistance. Every Navy command will designate a TAMP manager or a transition assistance officer to help individuals separating from that command.

TAMP also encompasses the Department of Labor's (DOL) Transition Assistance Program, a three-day workshop currently offered at 32 Navy installations in the U.S. The workshop will be available at all major Navy installations (those with at least 500 active duty people assigned) by October 1992. The Navy also recently began to offer it at overseas sites and isolated commands.

Workshop attendees learn a variety of useful skills such as how to deal with stress, identify goals, conduct a job search, analyze want ads and job announcements, create resumes and cover letters, and conduct interviews. A representative of Veterans' Affairs explains the variety and importance of veteran's benefits.

Kay Cook, who conducts the workshop for DOL in the Washington, D.C. area, encourages students to approach their transition as a marketing challenge. "Know your product -- which is yourself -- and know the marketplace," said Cook. Once the research is done and the goal is known, the resume becomes the tool to reach that goal, she said. "Your resume is your sales piece, and you'd better make sure someone is buying it." In the workshop, and the 230-page booklet that accompanies it, students learn how to do just that.

At the end of the DOL's three-day workshop, the Navy has added a two-hour pre-separation counseling presentation (which is mandatory for all separatees and retirees) addressing such issues as the importance of the DD-214 ("Certificate of Release or Discharge from Active Duty"), caretaking of medical and service records, and how to ship household goods after separating. During this additional session, students learn how to fill out critical forms which can affect their future and their retirement.

Within the TAMP umbrella, there is room for localized initiatives like Doucette's Mentor System in the Washington, D.C. area, which matches people who have already separated or retired with those preparing to do so. "The mentor may be a connection to a career field, or a particular corporation, or just moral support," said Doucette. "It's one more way to respond to the needs of my 'customers'."

Perhaps the most important resource that the Navy's Transition Assistance Programs offer is simply information. "TAMP can provide every separatee and retiree with information and job finding skills that will ease his or her transition to civilian life," said Mary Ann Phelps, TAMP Program Manager at the Bureau of Naval Personnel. "And who couldn't use that kind of help?"

To find out more about transitions assistance, contact your Family Service Center or call 1-800-327-8197 or the command career counselor at extension 2159.

By Navy Editor Service

Leaving the Navy

Classes held

Here at the Naval Air Warfare Center Aircraft Division Warminster when a person has decided to separate, they are scheduled for a Transition Assistance Program class (TAP). The class informs the member of their Veterans Affairs benefits and has sections on job resumes and interviews. Starting in September, the classes will be available at Family Service Center at NAS Willow Grove. Also available are Defense Outplacement Referral System (DORS) and the Transition Bulletin Board (TBB). DORS is an automated resume referral service which allows potential employers to match their needs with the geographic preferences and occupational skills of applicants. This is available for members and their spouses. TBB is an information system that provides job listings, employer profiles and information concerning transition assistance training.

Family Service Center Philadelphia, has a program which provides job listings nationwide called ALEX. Since May, PERS-662D has sent DD Form 2586 to members within 90 days of expiration of active obligated service. This form was designed as a tool for use in conjunction with evaluations, fitness reports, and other pertinent documents to assist Navy members in completing employment applications, resumes, and college entrance applications when a member decides to leave the service. The command career couselor provides members that are interested the Application for the Evaluation of Learning Experiences during Military Service. This form allows the service member to convert their military experience into college credits. There is a lot of assistance available for anyone separating, or retiring which should be taken advantage of. There are programs and benefits that go away because people don't use them. Don't let this go away.

By AT1 Donna Anderson
Command Career Counselor

DoD asks Congress for civilian separation plan

The Department of Defense has asked Congress to approve several civilian personnel voluntary separation incentives for early outs and early retirements.

Civilian personnel officials said the options for resignation and early retirement won't be offered to all civilian employees, but only to selected ones at selected locations.

If Congress gives the go-ahead to DoD's civilian package, the department could be able to target these incentives in high-impact areas to mitigate the possible need for reductions in force. It would work like the military's current voluntary separation incentives program.

"It would be a temporary program. Only people in certain grades, jobs and locations will be offered the option. For the most part, we're looking at people on bases that are closing and military installations that surround them," said Christopher Jehn, assistant secretary of defense for force management and personnel. "If they are given the option, they would be given a deadline to accept or reject it."

Service personnel offices in impacted areas would determine who will be offered the options. The offices look for people at installations that aren't closing who have the same jobs and grades as those at bases in the same geographical area that are scheduled to close. Personnel offices would offer the option of early retirement or resignation to those eligible, so those from the closing installations could step into the jobs.

For example, Fort Ord., Calif., is scheduled to close. The post's personnel office compiles a list of jobs and grades needed for people who will lose their jobs because of the closure. All DoD installations and facilities in the same geographical area, such as McClellan Air Force Base, Fort Irwin, 29 Palms and Port Hueneme, check to see if they have workers eligible for early retirement or resignation who are in the same grades and jobs as Fort Ord individuals. If there is a match, the worker receives an incentive offer.

Members of the Senior Executive Service and individuals who meet the requirements for regular retirement would not be eligible for this program.

The amount of the incentive depends on how long the individual has worked for the federal government, said Jehn. Based on the current severance pay formula, the incentive would be paid in a lump sum. The most DoD would pay under this proposal is $20,000.

The department's proposal also includes a provision to allow people at closing bases to accumulate unlimited annual leave. Under current rules, workers can carry over no more than 240 hours of annual leave from one year to the next. The proposal allows workers at closing bases to cash in all unused annual leave, said Jehn.

DoD must cut 212,000 workers by 1997 to reach a civilian end strength of 940,000.

Already in place to help civilian employees find jobs are the Priority Placement Program and the Defense Outplacement and Referral System, said Jehn.

By Master Sgt. Linda Lee
American Forces Information Service

Reed selected for MIT Fellows Program

Edgar Reed was chosen for the MIT Alfred P. Sloan Fellows Program.

Edgar Reed of the Tactical Air Systems Department was one of 56 mid-career executives from the United States and abroad selected by the Massachusetts Institute of Technology for its Alfred P. Sloan Fellows Program.

According to the director of the Sloan Fellows Program, Dr. C. Grader, the group represents an unusually wide variety of U.S. and international organizations from both the private and public sectors. Over half of the members of the 1992-93 class are from outside the U.S.

Reed is currently at M.I.T. pursuing the 12-month course of study leading to a master of science degree in management at M.I.T.'s School of Management.

This is the 61st year of the Sloan Fellows Program, the first executive education program in the world. "The original concept of broadening typically specialized managers for general management positions still guides the direction of the program," Dr. Grader said. "Graduates of the program have risen to significant leadership positions in their organizations throughout the world." There are now over 1800 alumni and alumnae of the program.

By Margaret Vigelis
Public Affairs Office

News Briefs

EEAP helps sailors earn degrees

The Enlisted Education Advancement Program (EEAP) is a highly competitive program for career enlisted personnel interested in pursuing a college education full-time. The program provides an opportunity for highly motivated, qualified service members to earn an associate degree, or work on a bachelor of arts or science degree in any field of study.

Sailors selected into EEAP attend college full-time for 24 months. While in school, members receive full pay and allowances and are still able to compete for advancement. Selectees are responsible for tuition costs, books, and other school related fees. Six years obligated service is incurred upon selection into EEAP, either by extending or reenlisting.

To qualify for EEAP, sailors must be at third class petty officer or above; have between four to 14 years of active duty; be a high school graduate or possess a General Education Development (GED) equivalent; and must meet physical readiness requirements.

The Navy offers several education programs including:

Service Members Opportunity Colleges (SOCNAV): A collection of over 700 educational institutions that work together to meet special residency requirements for military students and ensure credit transfers to other schools in the program.

Tuition Assistance (TA): For undergraduate, graduate and independent study courses. TA is usually 75 percent of the course cost but there are ceilings on course fees under this program.

Program for Afloat College Education (PACE): Vocational and undergraduate courses offered aboard afloat units either with an instructor or via electronic means.

Navy Campus Network: Educators and specialists that work individually with sailors providing counseling, guidance and educational assessments to members in the field.

Functional Skills Program: Provides basic instruction in composition, mathematics and reading.

Command career counselors can provide details and applications for all available Navy educational programs. For more information, contact Petty Officer First Class Donna Anderson at extension 2159.

Recording classified material

Secret documents hand carried for delivery to this center, by employee or contractor personnel, whether formal documents or working papers, must be delivered to the Administrative Services Division for proper accounting.

New titles available in library

These are a few of the new titles available in the library. For more information, call extension 2918.

Books

"American Electricians' Handbook 12th Ed" by Terrell Croft; Welford I. Summers (1992)

"Digital Image Processing, 2d Ed" by William K. Pratt (1991)

"Electronics Engineers' Handbook, 3d Ed" by Donald G. Fink, Donald Christiansen (1989)

"Mathematical Techniques in Multisensor Data Fusion" by David Hall (1992)

"Object-Oriented Modeling and Design" by J. Rumbaugh; M. Blaha (1991)

"Object-Oriented Software Construction" by Bertrand Meyer (1988)

"Synthetic Aperture Radar - Systems and Signal Processing" by John C. Curlander, Robert N. McDonough (1991)

"Writing and Speaking in the Technology Professions" by David F. Beer (1991)

The library now has available "Computer Select," on CD-ROM disc, with articles and abstracts from leading computer publications.

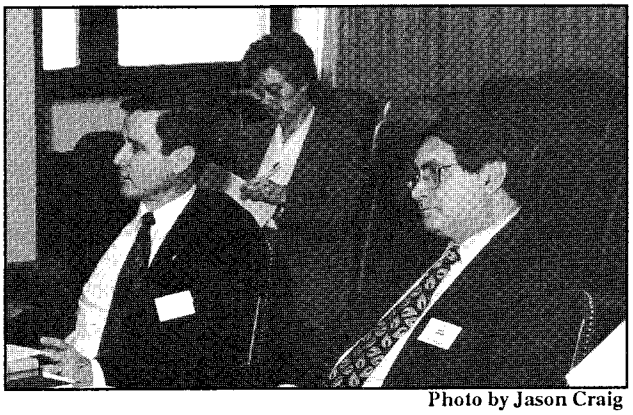


Photo by Jason Craig

Hugh Montgomery, director of science and technology requirements and Dr. Jim DeCorpo, director of the office of advanced technology, presented information during the Navy Advanced Development Programs Science and Technology Seminar hosted on center.

Tech highlights feature accomplishments

Acoustics Development Branch

The Harsh Environment Program (HEP) data collection effort is currently making ambient noise, propagation loss, and reverberation measurements at sites located in the South of Korea, Sea of Japan, and East China Sea.

Shallow water air ASW acoustic sensors performance briefings were made to Rear Adm. Barton Strong, Principal Deputy Assistant Secretary of the Navy for Research, Development and Acquisition, Genie McBurnett, and JASON/Mitre organization stressing the aggressive test program for shallow water ASW acoustic concepts.

The second in a series of on-site acoustic measurements under the HEP was made in shallow waters around the Korean Peninsula, including in the Sea of Japan, Straits of Korea and the Yellow Sea.

Theoretical Experimental Signal Processing Branch

John Pye, Chuck Supinski, and John Gambale traveled to McLean, VA to review ADI-E1 data processing.

Broadband VLF sonobuoy barriers were deployed for future data analysis with respect to VLF broadband correlation processing.

Signal Processor/Computer Systems Technology

In the JIAWG/AATD Signal Processing Task, Larry Hart, Colleen Sweeney and Joe Morton continued their work in code and model development.

Applied Signal Process Branch

A paper entitled "Classification of Time Series Data with Iterated Function System Features" by Dr. David S. Mazel and Dr. Mary Eileen Farrell was accepted for presentation at (and publication in the proceedings of) the Fifth IEEE Digital Signal Processing Workshop, to be held in Illinois.

Air Vehicle and Crew Systems Technology Dept.

Drs. John De Luccia and Vinod Agarwala, Aerospace Materials Division were guest lecturers for a corrosion course given at the Naval Postgraduate School in Monterey, Calif.

John Cyrus and John Bentz of the Propulsion and Thermal Analysis Branch attended the ASME International Gas Turbine Institute Expo, Land, Sea and Air in Cologne, Germany. Cyrus chaired a session on High Altitude Engine Application; Dr. Bentz presented a technical paper on fuel cell applications for high altitude UAVs.

The Human Factors & Protective Systems Division has received funding ($500,000) for the new Aircrew Integrated Ensemble program. Warminster will be the lead on this $23 million five year program.

Students from Souderton High School tested the Remotely Piloted Vehicles (RPV's) that they fabricated during this school year at the airfield. This was in support of the "gifted students" mentor program. The Air Vehicle Engineering Branch donated a complete RPV "kit" system for the students to fabricate and eventually fly

Photo by Jason Craig

A paper entitled "Classification of Time Series Data with Iterated Function System Features", co-authored by Dr. Mary Eileen Farrell, was accepted for presentation at the IEEE Digital Signal Processing Workshop.

Leonard Buckley, Advanced Polymer Composite Branch, presented a proposal to the Naval Medical Research and Development Command on Electroactive Polymers for wound treatment (i.e. drug delivery system) and for a medical packaging sensor.

Michael Schultz, Crash Safety and Survival Systems Branch, gave an Inflatable Breathing and Head Restraint System presentation at the Naval Air Systems Command (NAVAIR) Safety Course. This exposed our work to an important segment of the Naval community.

NAVAIR (AIR-536) has approved the fleet use of the water-base turbine engine cleaner developed in the Aerospace Materials Block Program (606). This cleaner will allow cleaning of aircraft engines without the pollution caused by the solvent-base cleaner and will do the job quicker, saving the Navy over $3 million per year in maintenance costs.

John Quartuccio, Escape Systems Branch, traveled to Wright-Patterson Air Force Base to assist in the technical response to Congress concerning women in combat. The escape system issues related to occupant weight and the resulting seat performance and injury potential were discussed.

The Aero Structures Division conducted a successful landing loads survey at the Federal Aviation Administration (FAA) Technical Center. More than 60 landings of 727-100 and DC-9 aircraft were monitored. Information will assist assessing characteristics during landings.

Individuals recognized for outstanding work

The following employees were awarded Letters of Appreciation from the commanding officer.

Michael Markle (Civilian Personnel Dept.): For your efforts in orchestrating our recent 1992 "Fitness for Life Health Fair."

John Markow (Civilian Personnel Dept.): For your significant contributions in managing the Naval War College Nonresident Seminar Program at our site.

Marianne Haiduck (Antisubmarine Warfare Systems Dept.): For your support of the Council Rock School District's Career Education Program.

Larry Reich (Anti-Submarine Warfare Systems Dept.): For your devoted service as the Fixed Wing Carrier Based ASW program engineer.

Carolyn L. Kelly (Engineering Support Group): For your personal effort in achieving the academic standing of Distinguished Graduate at the Management of Defense Acquisition Contracts (Basic) course.

James Peron (Systems and Software Technology Dept.): For your superior performance in serving as the Navy's team leader for the computer resources technical panel at Eglin Air Force Base, Fla.

MS3 Gregory C. Simpson, MS2 Michael A. Green, MS2 William J. Spratt, MS1 Terry R. Smeal, MS3 Patrick M. Gable, MS3 Dana A. White, MSC(SW) Renato T. Rilloraza (Engineering Support Group): For your outstanding efforts in support of the special breakfasts hosted in honor of Rear Adms. George H. Strohsahl and Barton D. Strong.

ET1 David G. Hare (Air Vehicle and Crew Systems Technology Dept.): For your outstanding support as officer of the day. Your assistance on behalf of a fellow shipmate's spouse who was extremely ill was particularly noteworthy because your shipmate was on detachment and his spouse did not know anyone in the area.

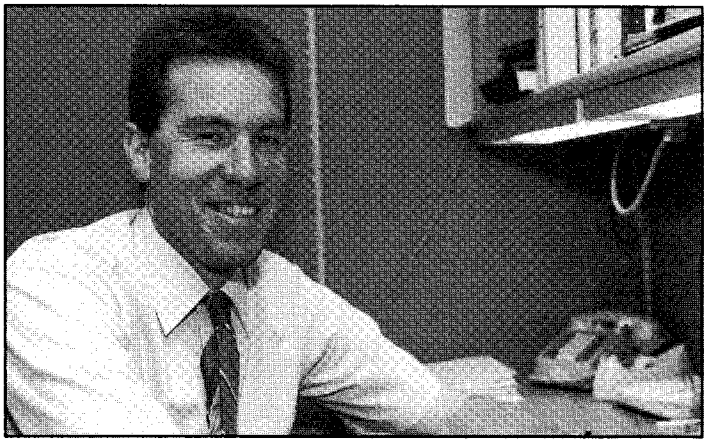


Photo by Jason Craig

Mike Markle of the Civilian Personnel Dept. was acknowledged for his work in organizing the 1992 "Fitness for Life Health Fair".

Rita Breitenbach (Office, Associate Technical Director): For your unselfish and dedicated support in volunteering to take on additional duty at the Naval Air Warfare Center, Washington, D.C.

Harry J. Heinzl (Warfare Systems Analysis Dept.): For your outstanding support to the Special Mission and Support Aircraft Program Office.

Cmdr. Scott Bianchi (Engineering Support Group): For the contributions you and your organization made in the environmental/safety areas. Especially noteworthy are the strides taken in the areas of hazardous waste minimization.

Maureen T. Marron (Civilian Personnel Dept.): For your participation on the Employee Satisfaction and Retention Quality Management Board and their attrition analysis project.

Danny Chun (Anti-Submarine Warfare Systems Dept.): For your valuable contributions in support of the S-3B program during your temporary assignment as the S-3 software engineer at the Naval Air Systems Command.

Barbara Kempf (Air Vehicle and Crew Systems Technology Dept.): For your contribution to the NAWCAD Warminster's Equal Employment Opportunity (EEO) Program. Membership in this committee has a significant role in carrying out an effective EEO program.

Joseph Schaff (Systems and Software Technology Dept.): For your outstanding efforts in support of the recent Department of Defense Independent Research and Development On-Site Evaluation held in Bellview, Wash.

AT1 Jeffrey S. Kuenn (Anti-Submarine Warfare Systems Dept.); HMC(AW) David W. Orskey (Air Vehicle & Crew Systems Technology Dept.); AT1 David J. Bailie, AD2 Bryan L. Johnson (Test and Evaluation Group): For your outstanding support as a volunteer member of the NAWCAD Warminster Color Guard at the Bensalem Township Memorial Day Parade.

Joseph Schnecker, Richard Stickney, David Town (Anti-Submarine Warfare Systems Dept.): For your valuable contributions during the recent Milstar Interoperability Testing.

Paul Architetto, ETC David Daugherty, Lou Morelli, HM2 Walter Minnich, HMC Duane Murray (Air Vehicle and Crew Systems Technology Dept.): For your participation in the human factors evaluation of numerous life support system ensembles conducted for the Advanced Integrated Life Support System program.

Carol A. Beckett, Margaret M. Clark (Warfare Systems Analysis Dept.): For your outstanding performance in preparing for the recent inspection of our Special Security Office.

Cmdr. Larry H. Frank, Dr. Kenneth Gish, Stephen Spadafora, Dr. Phillip Whitley (Air Vehicle and Crew Systems Technology Dept.): For your outstanding participation in Rear Adm. Donald V. Boecker's tour of this command.

Harry J. Heinzl, William G. Valko (Warfare Systems Analysis Dept.): For your outstanding support of the joint Air Force/Navy QF-4 proposal evaluation team.

Thomas J. Wardle (Air Vehicle and Crew Systems Technology Dept.): For your coordination and participation in the NAWCAD Warminster 1992 Science and Engineering Fair. Your time, energy, and leadership as chairman contributed to this successful endeavor.

More talent on center than meets the eye

Computer nerd? Sofa slugs? One-dimensionals? Some may think we are, but let's look at it. There's a lot more talent here at the Naval Air Warfare Center Aircraft Division Warminster than meets the eye. I'm not speaking of the vast pool of expertise that we were hired for, but mostly the unknown type that surfaces when we leave the parking lot. These are the talents of our avocations, hobbies and volunteerism.

There are as many subjects of expertise as there are employees, and the skills covered range, literally, from A to Z. Following is a list offered to support that claim.

A. Antiques and Collectables - Ed Deesing
Antique Car Restoring - Greg Humphrey
Astronomy - Chris Fuller
B. Bag Pipes - Grame Oglive
Bat Conservatist - Bruce Pregger
Bowling Professional - Charles Hegedus
C. Catering - Don Hirst
Cyclist (Trans-America) - Charles Hegedus
D. Decoy Painter - Adelaide Crompton
E. Editors of Township Newspapers - Dave and Marge (Conlin) Gauntt
F. Flyer - Larry Kinker, Craig Wood
G. Guitarist and Banjoist - Bill Green
Glider Pilot - Pete Yost
H. House Restoration (Old) - Doug and Adelaide Crompton
Hiking - Lee Hammond
I. Illustrator (Aircraft) - Craig Wood
J. Jazz Aficionado - Sue Verona
K. Karate Instructor - Phil Rothenberg
L. Lecturer to Hospitals and Organizations - Donna Aragon
M. Model Warship Combat - Phil Richardson
Mummer - Lee Biggs
N. Nursing Volunteer (R.N.) - Donna Aragon
O. Organist (Church) - Ralph McGibony
Orienteering - Bill Schork
P. Painter (Oils) - Trudy King
Professor, Drexel University and U. of P. - John DeLucia
Q. Quail, Pheasant and Turkey Rearing - Steve Ridpath
R. Runner (Marathon) - Ed Tankins
Race Car Driver (Formula V) - Jules Lewyckyj
Rail Fanning - Bruce Pregger
S. Symphonic Cellist (Bucks County Symphony) - John Dorff
Singer, Choral - Dianne Grenada
Swimmer (Handicap Olympic Champion) - Mike Doyle
T. Toy Maker - Pete Sabatini
Theater Director/Actor - Carmen Mazza
U. Umpire, Baseball and Basketball Official - Don Hirst
Upholsterer - Dave Vadavek
V. Violist and Trombonist - Ed Neu, North Penn Symphony
Violinist - Chris Dickey
W. Weight Watchers Leader - Margaret (Conlin) Gauntt
Y. Youth Leader, Brownie Troop - Chris Fuller
Z. Zinfandel, (and other Wines) Expert - John Delucia
Zoo Guide - Eleanor Vadala, Ret.

Granted, we may have stretched a bit for a few categories, but 25 were filled using a very small survey. Have these people reached their level of proficiency through genetic selection or hard work? Most likely both, as the following example shows.

First, by day Craig Wood builds computer models of airplanes and studies flight characteristics to determine flying qualities (handling characteristics) of aircraft. "...as long as I can remember I have had an intense interest in aviation," said Wood. It was natural that his profession would follow that course and it's no surprise that his outside activities follow suit. Wood is a civilian pilot and flies T-34s. He got his pilot's license in high school before he had an auto driver's license.

At home, Wood is an amateur photographer, plays the keyboard, writes music, and paints in oils, specializing in aircraft illustrations. He began painting by picking up some of his father's old paints and casually began painting an F-15 Eagle as something to kill time in 1984, after graduating from Boston College. It took him ten months to complete the work. Now, eight years later, he does comparable work in a matter of hours. Wood's father was a commercial artist who originated the Bell Atlantic logo and the Channel Lumber logo.

Wood has since done about twenty paintings, seven of them commissioned. Typical commissions are from military pilots and those who own warbirds. One of his paintings hangs in the Corporate Headquarters of USAir Corporation in Pittsburgh.

It takes Wood about a month, from start to finish, to complete the painting phase of his work. He is continually working on one project or another. To get complete comprehension of the three dimensional effect, he first constructs a model of his subject. Some models are hobby shop offerings and others are made from scratch, using photos. "The challenge of my illustrations is creating a three-dimensional effect on a two-dimensional surface," said Wood. "The model serves as a guide for altering the illustration - geometrically distorting the image to make it appear correct to the eye."

Some of Wood's work can be seen here on center. His painting of an F-18 hangs in the stairwell going from security to the captain's office and in the 605 Conference Room, where a line drawing mural of an F-14 takeoff covers the longest wall of the room.

As you can see, Wood and other center employees make their mark outside the center and in the community.

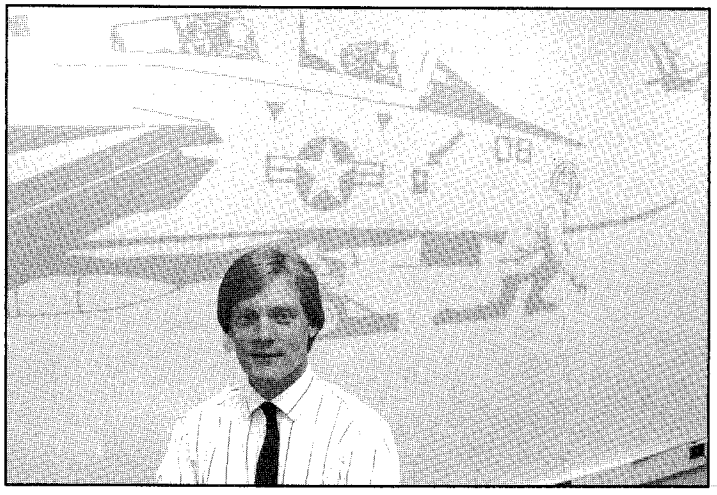


Photo by Jason Craig

Craig Wood stands near the painting he created.

By Dave Gauntt
Air Vehicle and Crew Systems Technology Dept.

Softball season is survival of the "hittin'est"

The 1992 softball season ended with the strong teams getting stronger and the weak teams getting weaker. My buzzword last year was "parity." This year it was "the year of the hitter." In fact, new records were set for runs scored by both the Renegades and Misfits who averaged 15.3 and 15.4 runs per game respectively. On the flip side, five teams allowed over 12 runs per game (with two giving up over 13). Compare this to the worst team last year which surrendered only 11.6 runs per game.

In the standings, the Renegades and Misfits won their respective divisions, as expected, both using a combination of overpowering offense and smart defense. However, the real surprises came with the two teams that wound up in second place. The American Division Guzzalloons fine-tuned their two-team unification and finished strong with a 12-4 record, only three games back of the well-established Renegades. This impressive record was in spite of a do-it-yourself pitching rotation which used ten different pitchers, including six in one game. The Guzzalloon offense was sparked by Mike "Hammer" Garofalo's 14 homeruns, 47 RBI's and .726 slugging percentage. In the National Division, the Rebels forged an identical 12-4 record which included an impressive 8-4 victory over the Misfits. Offensive leaders for the Rebels included Wayne Everett and Dick Dalrymple. The most improved team was the Life Supporters who, after suffering through back-to-back 3-13 seasons, broke into the upper echelon with a 10-6 record. Dan Schmidt and Mike Searles' years of patience finally paid off as their "kids" put together the Supporter's first ever winning season.

Teams who had disappointing seasons were the Sand Fleas, 8-8, Dynatigers 7-9 and Eighth Inning 6-10. If newlywed Marv Harvan of the Sand Fleas hadn't missed so many games he may have been able to contribute more than 8 home runs; the Dynatigers lost five in a row as their offense faded at the end of the season; and the Eighth Inning had to win three clutch games to avoid being shut out of the playoffs for the first time in modern history. You can be sure that all three teams will try to redeem themselves in the playoffs.

Teams barely missing the playoffs were the Herassers and Bearcats at 4-12. In spite of their records, both teams were in the hunt until the last week of the season. The Phantoms and Crush at 2-14 must look forward to a major off- season rebuilding if they hope to get out of the cellar in '93. Next month: The playoffs.

The final standings were as follows:

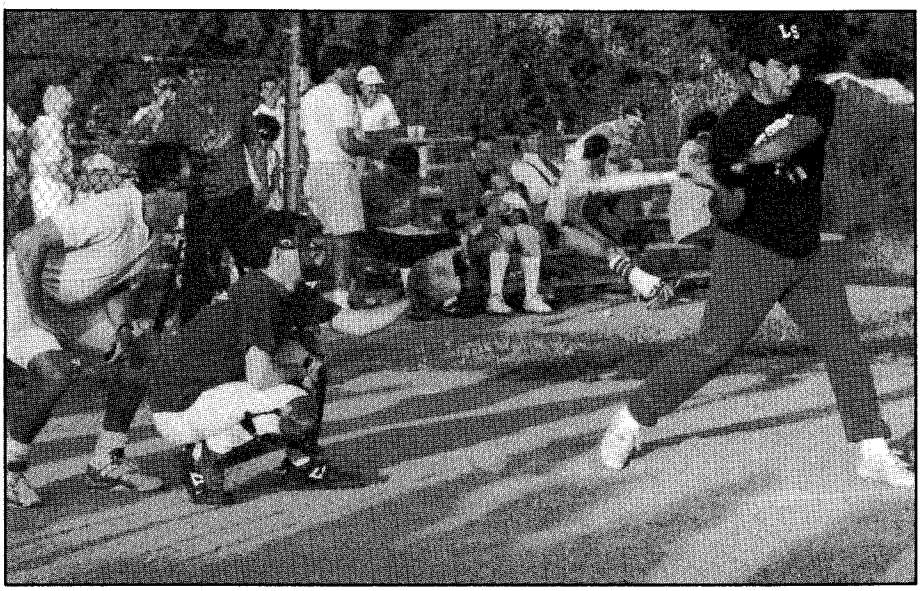
AMERICAN DIVISION

Team	Wins	Losses	GB
1. Renegades	15	1	--
2. Guzzalloons	12	4	3
3. Sand Fleas	8	8	7
4. Herassers	4	12	11
5. Bearcats	4	12	11
6. Phantoms	2	14	13

NATIONAL DIVISION

Team	Wins	Losses	GB
1. Misfits	14	2	--
2. Rebels	12	4	2
3. Life Supporters	10	6	4
4. Dynatigers	7	9	7
5. 8th Inning	6	10	8
6. Crush	2	14	12

By Jack Eyth
Air Vehicle and Crew Systems Technology Dept.



Slugger Dan Schmidt was instrumental in the Life Supporter's winning season. Also shown is umpire Buzz Cerino and Phantom's catcher Tim Heidinger.

Photos by Buzz Cerino

Guzzalloon's pitcher Bob Geyer, unleashes a fastball during league play.

Cerino, Bubb, Davis and Sasse win golf outing

Answer this trivia question: "Jack 'n Jill" is: A) a famous nursery rhyme, B) an ice cream truck, or C) an extremely popular co-ed golf tournament sponsored each year by the Naval Civilian Managers Association. If you guessed "C", you probably have played in the NCMA Jack 'n Jill Scramble Golf Tournament.

The tournament was held June 26 at the Horsham Valley Golf Club. The rules required that each foursome have at least one women, although three of the eleven foursomes that participated had two women and two men.

After feasting on a fabulous cold buffet lunch, the participants hit the links for 18 holes of heavily handicapped scramble competition. When the scores were in, the foursome of Buzz Cerino, Mike Bubb, Maryanne Davis and Lisa Sasse were the clear winners with a 40 net and a 68 gross on the par 66 course.

The low gross was a tie at 59 turned in by the teams of Tom Karr, Sue Casagrand, Bob Reichert, and Mike Mirabella; and Pete Brown, Frank Sheedy, Barry Shope and Shirley Shope. The final standings and other awards are shown below:

Team	Gross	Net
Cerino-Bubb-Davis-Sasse	68	40.00
Karr-Casagrand-Reichert-Mirabella	59	42.75
Baldwin-Wornkey-Bartels-Carlson	61	43.00
Markow-Bowes-Sistone-Ward	64	43.00
Bancroft-Finnegan-VanSant-Kee	61	43.13
Sheedy-Brown-Shope-Shope	59	43.90
Nicol-Murphy-Colyar-Robertson	74	44.75
Eyth-Delserro-Durie-Williams	74	44.88
Monaco-McGlynn-Mulley-Mulley	64	45.30
Delisi-Svecz-Clark-Clark	67	47.75
Swan-Tyson-Gross-Orr	73	49.63

Longest Drive (Men) - Mike Bubb
Longest Drive (Women) - Shirley Swan
Closest-to-the-Pin - Bob Reichert

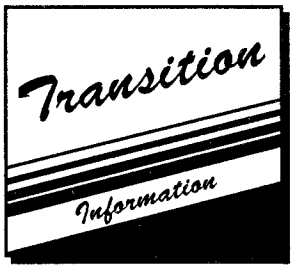
By Jack Eyth
Air Vehicle and Crew Systems Dept.

Jack 'n Jill first place award winners were Maryanne Davis, Buzz Cerino, Lisa Sasse, and Mike Bubb.

Photos by Jack Eyth

Second place award winners of the golf tournament were Bob Reichert, Tom Karr, Sue Casagrand, and Mike Mirabella.

Capacity for growth in Southern Maryland



Southern Maryland has changed substantially during the last fifty years. What once was a sparsely populated, rural area dependent on farming and fisheries, has become a vital and prosperous region dominated by defense and services industries.

At the outbreak of World War II, Southern Maryland had a population of 42,722. A number of defense activities existed in the region, the most important being the Naval Gunpowder Factory at Indian Head in Charles County. At that time, the gunpowder factory was about 50 years old. By 1990, the population of the region was 228,500, and the three major Navy facilities were the Naval Air Test Center, the Naval Electronics Systems Engineering Activity, and the Naval Ordnance Station (former gunpowder factory).

Over the 20 years, between 1970 and 1990, the population increased an average of 5,600 people per year. Relocation of functions from Warminster to Patuxent River is projected to bring about 1,800 federal employees and 1,000 or more contractor employees into the region. Including spouses and children, the total number moving into the area could be 7,000. Other activities will be drawing down during the next few years so that the net impact on the region will be less than 7,000. Drawdown of Navy tenant activities at Patuxent River will reduce the population by at least 2,000. However, even if there is no offsetting reduction in current employment, the region has sustained growth well in excess of the numbers associated with the Warminster move with little impact.

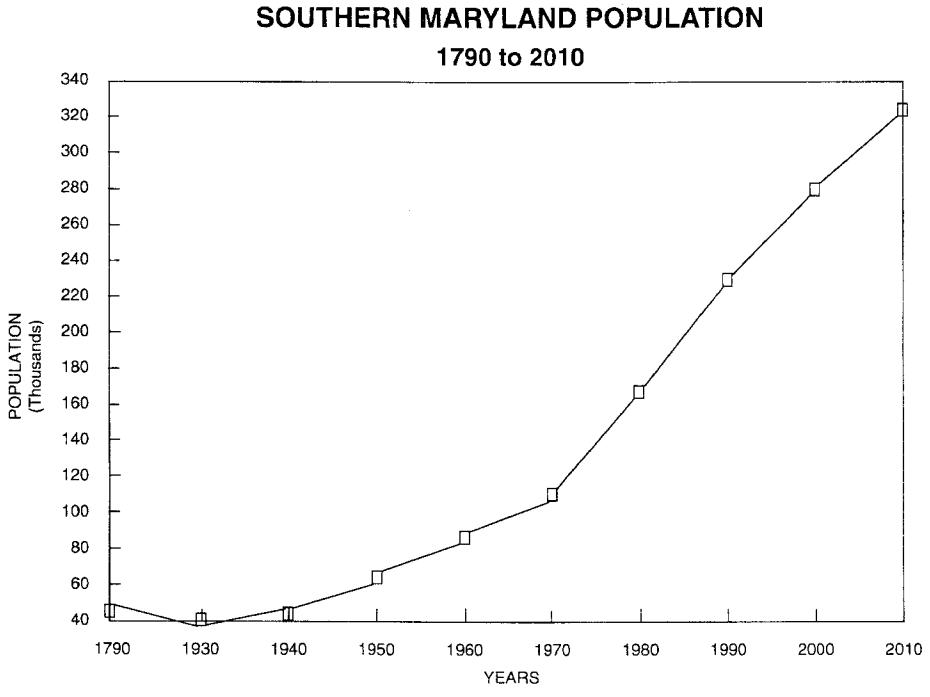
The region has a good inventory of housing in all categories. The market has generally been a buyer's market for a year or more and every indication is that the buyer will still have the advantage in all but the most upscale segments. Waterfront estates have always brought a premium and will continue to do so if the prosperity of the region continues.

School populations are down from the peak which occurred in 1979 and an active capital investment program keeps the facilities in good condition. Student/teacher ratios have been kept low by emphasizing hiring and retention of instructional staff.

The highways and streets in the region are in excellent condition, with relatively little congestion during "rush periods." Major roads have full shoulders for emergency stopping and for bicycle traffic. In addition, major highway expansion projects are currently underway to improve flow into the Patuxent River Naval Air Station, and to bypass the towns of Leonardtown and Waldorf.

The growth of defense support contracting and non-defense technology development firms in Southern Maryland, as well as growth in the professional and services employment areas, has expanded opportunities for spouses and children of Navy employees. In addition to employment within Southern Maryland, some Navy employees' spouses or dependents take advantage of the employment opportunities in Annapolis, Washington, and Northern Virginia. These areas are within relatively short commuting distance from Northern St. Mary's, Calvert or Charles counties. The unemployment statistics in Southern Maryland have typically tracked below the national average for the past several years.

(Continued on next page)



Southern Maryland changed over the years

(Continued from previous page)

Other aspects such as medical care and law enforcement are comparable to most suburban areas of the Mid-Atlantic region. Maryland invented the modern helicopter based shock trauma treatment process, and continues to lead the nation in that field. Maryland state police medical evacuations flight detachments are based in Southern Maryland and are augmented by similar facilities in Prince George's county and the District of Columbia. Washington and Baltimore trauma centers, including specialized amputation, ocular or burn units, are readily accessible for trauma victims from Southern Maryland. Finally, the region has progressive land use plans and zoning calculated to protect the environment and lifestyle of Southern Maryland while ensuring more than adequate development potential to accommodate anticipated industrial and residential growth. Land use plans also provide for access to waterways and other recreational facilities. One strength of the area is the involvement of citizens in these sorts of issues. Land use planning commissions made up of volunteer county residents oversee the decisions of governmental zoning administrators, and provide input to the process by all citizens. The areas inventory of industrial and residential buildings can be rapidly expanded via "fast track" zoning provisions.

The spirit of volunteerism influences all aspects of Southern Maryland and contributes to the openness and progressive nature of the region. The relatively rapid growth during the past 50 years has guaranteed all comers an opportunity to participate in and influence the important decisions which affect the community. The same opportunity awaits newcomers from New Jersey and Pennsylvania.

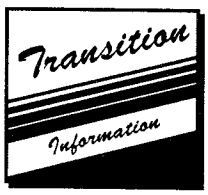
By Aleck Loker
Executive Director NAS Patuxent River

AVERAGE HOME PRICES

SOUTHERN MARYLAND COUNTIES

CALENDAR YEAR	CALVERT	CHARLES	ST. MARY'S
92 (THRU MAY)	$136,760	$134,839	$116,358
92	131,515	135,807	120,217
90	134,851	131,704	114,931
89	130,769	123,748	107,452
88	118,386	109,623	99,431
87	105,336	98,215	88,662
86	96,000	90,700	82,300

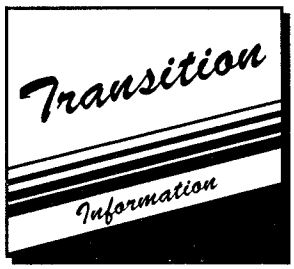
SOURCE: SOUTHERN MARYLAND BOARD OF REALTORS



In the next Reflector...

- County highlight - St. Mary's County
- Maryland Information Center

Four hospitals serve Southern Maryland



Provided by the Tri-county Council of Southern Maryland.

The nursing and medical community in Southern Maryland is strong and the outlook for future growth in the health industry is bright and exciting.

Four modern, well-staffed hospitals currently serve the needs of Southern Maryland residents. Providing an exemplary level of professional care and equipment, the facilities are expanding daily to accommodate the latest technological developments.

The region's hospitals are augmented by outstanding facilities with medical specialties in heart, cancer, fertility, etc., located in Baltimore and Washington, D.C. about 90 minutes away.

Assisted-living care centers for adults, substance abuse centers, home health care service, outpatient facilities, and a variety of programs for special needs round out Southern Maryland's quality health care environment.

Calvert Memorial Hospital (CMH)

CMH has served the region since 1991. Located on Route 2/4 in Prince Frederick, this 157-bed, non-profit full service community hospital has 115 physicians on staff, including active, consulting, and courtesy doctors. They represent 34 specialties and the majority are board-certified.

A 24-hour walk-in emergency room is staffed by specialty trained physicians and nurses experienced in the techniques necessary to care for all manner of emergencies. An outpatient center featuring oncology, pain, and rheumatology, is located in a building directly opposite the hospital.

More than 580 employees work at CMH. The auxiliary, with more than 100 volunteers, assists in all departments and coordinates fund raising activities to benefit the hospital. To obtain a listing of physicians associated with CMH or for information on the services offered, call (410) 535-8242.

Physicians Memorial Hospital (PMH)

PMH prides itself on combining state-of-the-art medical technology with "state of the heart" personal attention to each patient. Located at 701 East Charles Street in La Plata, county seat of Charles County, PMH opened in 1939. It is a 130-bed fully accredited, full-service hospital, providing a complete compliment of traditional health care, from 24-hour emergency and outpatient services to intensive and coronary care to gynecology and obstetrics through the 168 physicians on staff (this includes active, temporary and contractual). Patients with severe and traumatic conditions are transferred by helicopter in a 15-minute ride to Fairfax Hospital in suburban Virginia.

The hospital also offers several community services, including a wellness lecture series and health screening. PMH has over 60 people in its "volunteer" program and 100 active members in the auxiliary. The Charles County Medical Society provides help in choosing a doctor at (301) 609-4200. For other information about PMH, phone (301) 609-4000.

ST. Mary's Hospital (SMH)

SMH is a fully accredited 107-bed general acute care facility. Located at 234 Jefferson Street in Leonardtown, the 80-year old facility is owned and operated by the St. Mary's Hospital Corporation, a non-profit entity composed of nearly 250 county residents. The hospital's current facility, which opened for patient services in 1984, offers medical, surgical, intensive care, mammography and progressive care services to the community.

The staff at St. Mary's Hospital numbers more than 600 plus 114 physicians. To augment the nursing units and hospital department in providing quality patient care and services, SMH sponsors both adult and candy striper volunteer programs.

With a 24-hour emergency department that treats an average of 19,000 patients each year, St. Mary's Hospital also offers a full staffed 8-bed pediatric unit; a 15-bed psychiatric unit; and a hospice. Also located on the hospital's campus is St. Mary's Sunshine Center, a public day care center for children ages 6 months to 5 years. For more information about the hospital and the day care center, call (301) 475-6017.

Southern Maryland Hospital Center (SMHC)

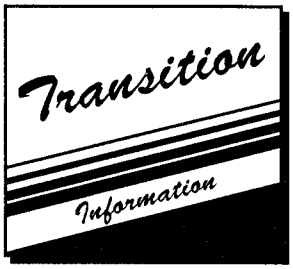
SMHC, located at 7503 Surratts Road in Clinton, ten miles north of Waldorf, combines a high-tech medical and surgical facility with old fashioned care.

SMHC is a 328-bed, full-service community hospital with over 1400 employees and 400 physicians on staff. As the primary health care provider to the area since 1977, SMHC offers many unique features to the community including laser surgery, interventional radiology and nuclear imaging.

SMHC is committed to health education and preventive medicine and offers diabetes education, cardiac rehabilitation, prenatal instruction classes, health screenings and community education. For information on hospital services, please contact (301) 868-8000

Future articles about health care in Southern Maryland will feature nursing and special care facilities.

Maryland: birthplace of religious tolerance



As a native and life-long resident of tidewater Southern Maryland, I am proud that this beautiful land was the birthplace of religious tolerance in America. But I am prouder still that we have built on that unique foundation to create a community where men and women of all races and religious beliefs can live and work together and practice their respective faiths freely.

Maryland was founded in 1634 as a haven for men and women of different faiths. Contrast this to the philosophy of other colonies, such as Massachusetts, whose settlers sought religious freedom for themselves but would not tolerate the differing beliefs of others.

The written instructions of Cecil Calvert, the second Lord Baltimore, to the men and women who settled in what is now Southern Maryland, directed them specifically not to allow matters of religion to dominate their associations with one another.

Maryland's founding principle of religious tolerance was reaffirmed on Apr. 21, 1649, when the Maryland legislature, meeting in St. Mary's City in historic Southern Maryland, enacted "An Act Concerning Religion," better known as the act of religious toleration. This was the first legislation passed in the New World that guaranteed freedom of worship by law.

This background has given Maryland a religious heritage and diversity that is unmatched.

Many religious denominations had their beginnings on Maryland's fertile soil. Maryland can rightly claim to be the birthplace of American Methodism, the Episcopal church in America, and the first Roman Catholic diocese. The first Presbyterian church in America was built on Maryland's Eastern Shore in 1706. The first American Roman Catholic bishop, John Carroll, and the first bishop of the Episcopal Church of the United States, Thomas Claggett, were both Marylanders. Maryland's landscape is dotted with historic houses of worship, from the 1682 vintage Third Haven Quaker meeting house in Talbot County to the historic Lloyd Street Synagogue in Baltimore.

I was born in Prince Frederick in Calvert County, and I have continued to make my home there during five decades of public service to the citizens of Maryland. Years ago, just a handful of denominations were represented in Calvert County - Methodist, Episcopal, Roman Catholic. But today, you can also find a mosque, a Mormon church, 7th Day Adventist, Presbyterian, Baptist, Lutheran, Fundamentalist, Rock Church, and more. The same is true throughout Southern Maryland. My job has taken me to every corner of our state, and I have particpated in worship services with practically every denomination you can think of - from Catholic to Methodist to A.M.E. I have felt our great heritage and spirit of tolerance and fellowship everywhere I have gone.

Every faith and belief has found a home in Maryland except for one - namely intolerance. In Southern Maryland, we combine a beautiful rural lifestyle with a heritage of tolerance and convenient access to the cultural attractions of Washington, D.C., Baltimore and Annapolis.

Above all, in Maryland we have great people - and we always have room for more. We offer and enjoy the best of many worlds, truly earning our nickname, "American in Miniature," in more ways than one.

Editor's Note: The following is a partial list of religious organizations in the tri-county region: Apostolic, Assemblies of God, Baha'I, Baptist, Brethern, Catholic, Charismatic, Christian Science, Church of Christ, Church of God, Episcopal, Full Gospel; Islamic, Jehovah's Witness, Jewish, Lutheran, Mennonite, Methodist, Morman, Nazarene, Nondenominational, Pentecostal, Presbyterian, and Seventh Day Adventist. For a listing of individual churches, synagoguges and temples, refer to the Yellow Pages on the La Plata-Leonardtown 1992 Telephone Book and the Annapolis-Prince Frederick 1992 Telephone Book. These are available in the Southern Maryland Information Center at the civilian personnel office.

By Louis Goldstein
Maryland State Comptroller

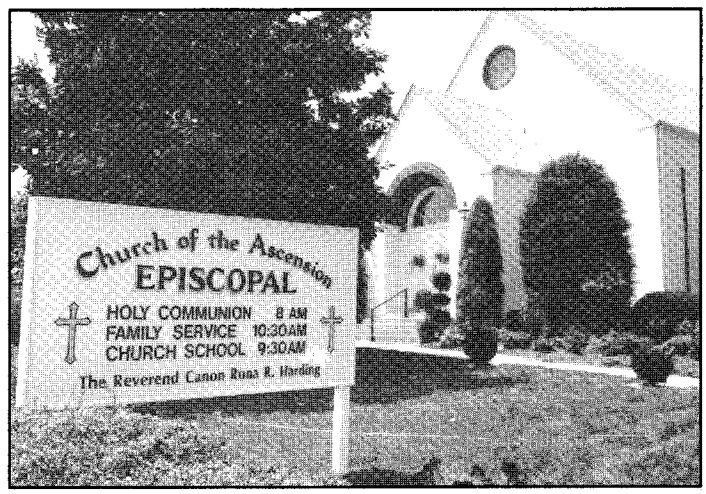


Photo provided by NAS Patuxent River

This is just one of the many places of worship in the Southern Maryland area.

Building design achieves first milestone

The military construction of the new facilities at NAS Patuxant River has successfully reached the 10 percent phase, according to Franz Bohn, the transition team leader.

"We're designing the buildings to suit our needs. We've received department head approval. We've got the square footage requirements and we know where each lab is going," said Bohn. "The next phase -- 35 percent -- will take us to the next level of detail: what machinery goes where, what special provisions are needed, what power and lighting is required, handicapped access for both the new buildings and the rehabs, etc.."

The big question that Bohn gets asked regularly is "Has Congress approved the money yet?" As of the Reflector deadline, the House had approved the BRAC appropriations, and the Senate was reviewing the package.

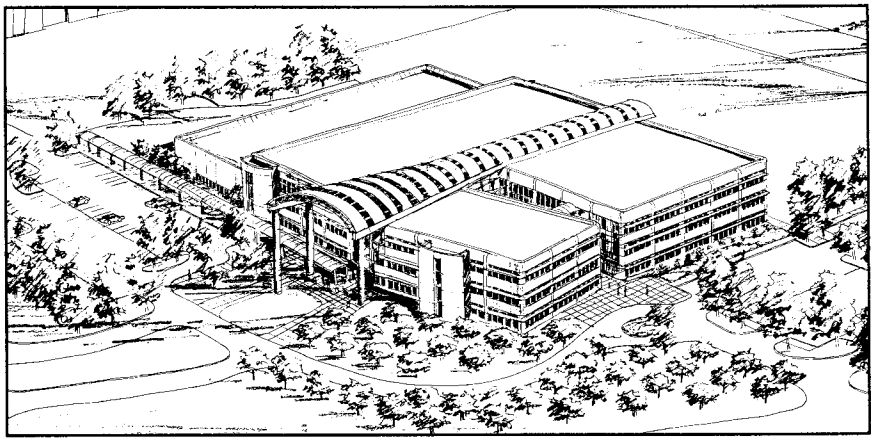
Schedule update as of July 20th:

FY 1993:
Finish 35 percent design
Finish 100 percent design
Award contract for Materials Lab (P920)
Bidding competition for North and South complexes, rehabs. All contracts awarded.

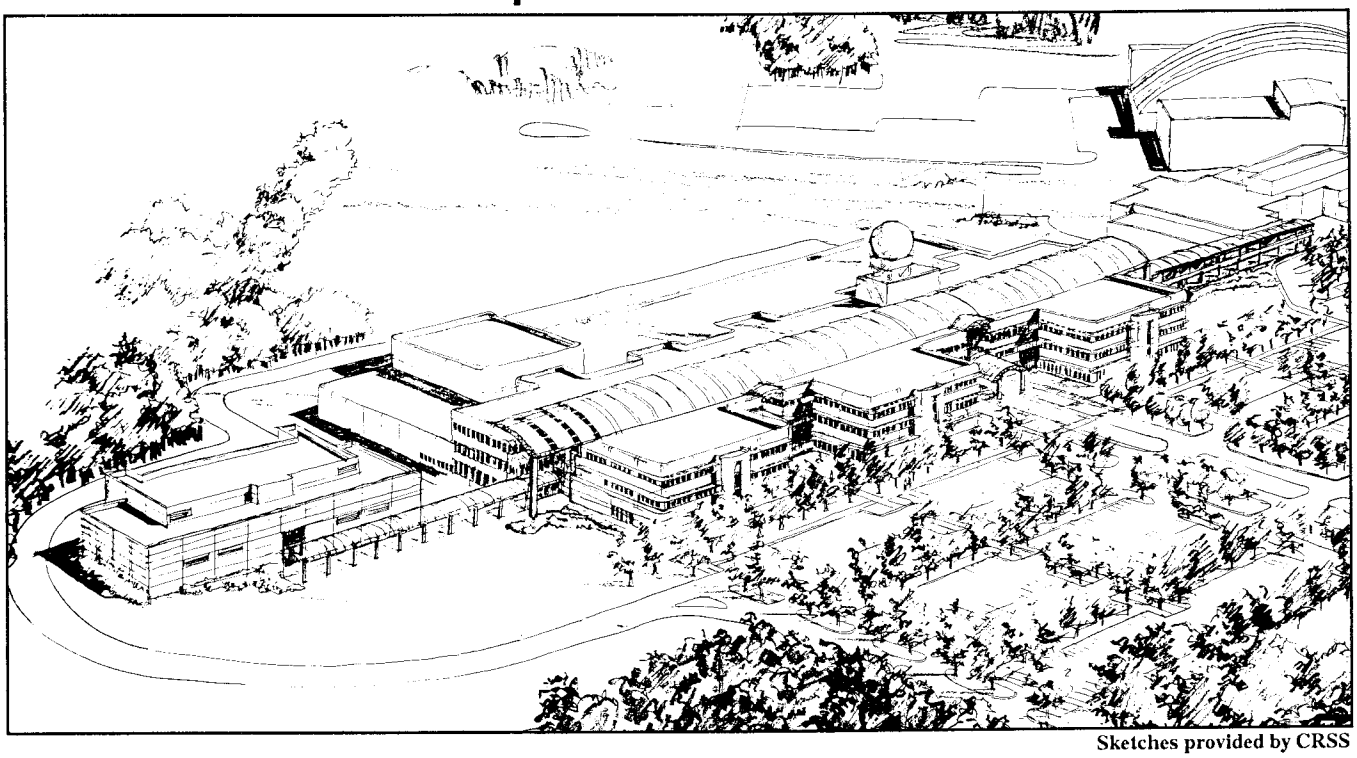
FY 1994:
Both North and South complexes under construction
Rehab work underway
Minor rehab work completed
Materials Lab completed (end of FY94, beginning FY95)

FY 1995:
Construction of both complexes completed
All rehab work completed
Insure buildings are ready to be accepted utilities hooked-up telephones installed, systems furniture in place)
Large scale movement (end of FY95, beginning FY96)

FY 1996:
Personnel move to NAS Patuxant River.



North Complex



Sketches provided by CRSS

South Complex

Meet Bob Becker of Code 30

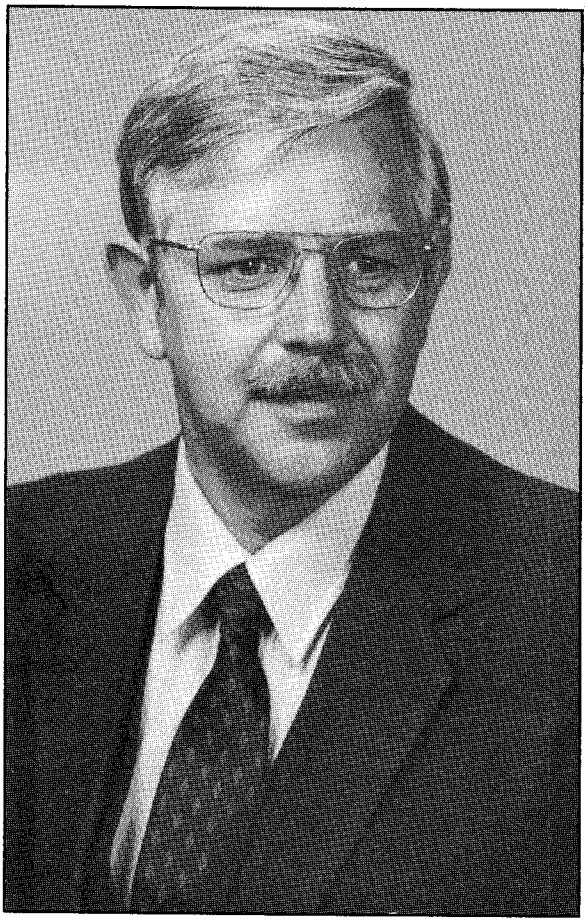


Photo by Cathy Burian

Name: Robert N. Becker
Hometown: Warrington, Pa.
Birthday: July 20, 1936
Position: Head, Warfare Systems Analysis Dept. (Code 30)
Years of government service: 36
Previous assignments: Associate Technical Director; Head, Air Vehicle and Crew Systems Technology Dept.; Head, Planning and Resource Dept.; Deputy Director, Software and Computer Dept.; Chief Analyst Systems Dept. and Head, Systems Readiness Division
Preferred entertainment: Too numerous to articulate
Last book read: Tom Clancy's "Patriot Games"
Strongest attribute: Team work
Worst Flaw: None that I am aware of
Work philosophy: Contribute in every way possible
Favorite foods: Those that are high in caloric values
Unfulfilled dream: To have all of my positive dreams realized and negative dreams zeroed
Goal in life: To have a long, useful, and fruitful life. To contribute always.
How your tombstone should read: He contributed and always tried
If stranded on a deserted island, other than the basics, what three things would you like to have: A number of good books, free and continuous access to the most up to date PC and associated software and the ability to buy low, sell high.

NAWC NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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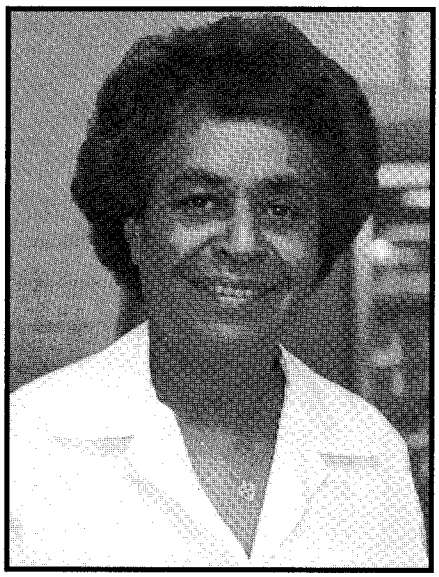
Editor . . . . . JO2 Michael Delledonne



The Reflector is published for people like Shirley Burton–Scott of Service America.

NAWC Aircraft Division
NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

Local reserve officers support center work

Recently, Rear Adm. Ken Manning, director of the Naval Reserve Air Systems Program (ASP), visited the Antisubmarine Warfare (ASW) Analysis Division project spaces to observe first-hand the efforts of local reserve units supporting the Detection by Integrated ASW Sensor Suite (DIASS) operation analysis project.

DIASS is an ASW detection model used to perform integrated air ASW operations analysis to quantify the individual and combined effectiveness of selected acoustic/nonacoustic air ASW sensors performing the detection function. This analysis is used to help formulate a "vision" for air ASW of the 21st century.

Throughout fiscal year 1992, the operational and technical experience of approximately one dozen reserve officers from several local ASP units were used during weekend drill periods and two-week annual training periods to assist the Antisubmarine Warfare Analysis branch in DIASS computer runs and analysis.

Reservist participating in the project are Cmdr. Jack Margolis, Lt. Cmdr. Lee Erdman, Lt. Cmdr. Joseph Camaioni, Lt. Cmdr. Dennis Crowe, and Lt. William Schmidt of NAWCAD-0293; Cmdr. Larry Turner, Lt. Cmdr. Robert Jacob, Lt. Cmdr. Fred Stangl and Senior Chief Petty Officer William Kelley of NAWCAD-0193; and Lt. Cmdr. George Boller III of NASC-0993.

"We provided close to one man-year of 'free' engineering support to the center, estimated to be between $100,000 and $120,000 worth of savings."

Cmdr. John Shannon

Cmdr. John Shannon of NAWCAD-0293 served as project coordinator, and James Ferguson and Glenn Carter of the Antisubmarine Warfare Analysis branch provided training to the reservists in the use of the DIASS model. Shannon arranged for the reservists to spend overlapping two-week training periods from February through July 1992, to work on the DIASS project. The results of their project will be documented in a report to be published this fall.

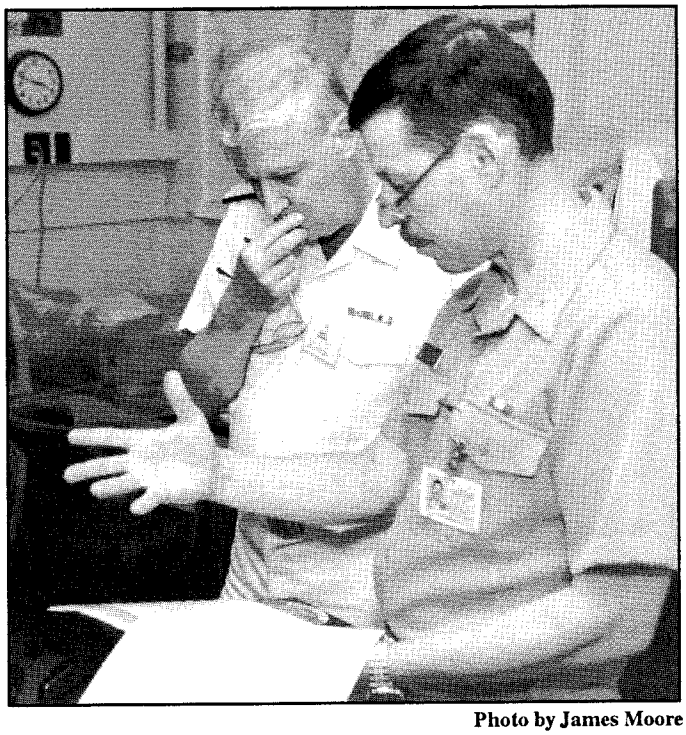


Photo by James Moore

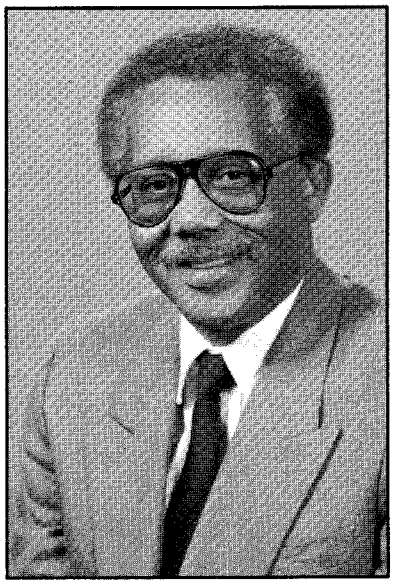
Cmdr. John Shannon, NAWCAD-0293, explains DIASS operations analysis results to Rear Adm. Ken Manning.

"It is estimated that this multi-unit effort, is one of the largest undertaken anywhere in the ASP," said Shannon. "We provided close to one man-year of 'free' engineering support to the center, estimated to be between $100,000 and $120,000 worth of savings. With a drawdown in operations analysis funding in recent years, the ASP reservists provide cost-effective research and development support to the center."

By JO2 Michael Delledonne
Public Affairs Office

NAWCADWAR continually pursues a work force reflecting our diverse population

Capt. William L. McCracken
Commanding Officer



Guy C. Dilworth
Executive Director

"We are firmly committed to ensuring that race, color, religion, national origin, age, mental or physical handicap, and gender are not considerations that affect equal opportunity for any employee or applicant for employment."

The Naval Air Warfare Center Aircraft Division Warminster believes that all individuals, regardless of race, color, religion, national origin, age, mental or physical handicap, and gender should work in an environment free from discrimination, including sexual harassment. Our Equal Employment Opportunity (EEO) programs and celebrations provide our work force opportunities to learn about the rich diversity which all of us bring to the work place. These activities are part of our continuous pursuit to achieve the goal of a work force that reflects our country's diverse population. Our EEO functions promote a work force that unites people of different cultures in a common pursuit without undermining diversity.

The recent incidents in the news media convince us that we must continue our efforts to eradicate all forms of discrimination and to promote all efforts that serve to establish a more harmonious work force.

The Department of the Navy's policy is zero tolerance for all incidents of sexual harassment. We at the Naval Air Warfare Center Aircraft Division Warminster extend the zero tolerance policy to all forms of discrimination. We are firmly committed to ensuring that race, color, religion, national origin, age, mental or physical handicap, and gender are not considerations that affect equal opportunity for any employee or applicant for employment. All managers and supervisors are required to provide leadership and demonstrate support in eliminating barriers and meeting the objectives of EEO and our Affirmative Employment Plan.

We enlist your support in developing new strategies and initiatives in pursuit of our Affirmative Employment Goals.

Letters to the editor

Parking problems concern employee

Dear Reflector,

I am in a carpool and use parking lot number four. I have a question regarding a recent change in that lot. This week 12 previously unreserved parking spaces were designated for ROICC vehicles. Someone from Public Works told me that ROICC stands for "Reserve Officer In Charge of Construction". My question is simply this: If there is to be no new construction at the center (due to reconsolidation), why, at this time, does the ROICC need 12 parking spaces?

Personally, this change is not an inconvenience for me. Instead, I am bothered by the message this action sends. Since many of the people that park in carpools, eliminating these spaces discourages carpooling. This seems inconsistent with the center's policy on energy conservation.

I'd appreciate a brief well-reasoned response in the next issue of the Reflector (no platitudes, please, I've heard enough of those recently).

Thank You.

Chris Thompson
Mission and Avionics Technology Dept.

Previous ROICC allocated spaces presently are taken up by the large trailers in the inner compound. ROICC not only supports the center and is involved with center activities, but also supports construction activties in New Jersey, Pennsylvania and Delaware. Platitudes aside, ROICC personnel are as busy as ever, even with consolidation.

Clint Herbert
Security Programs Division Head

Recycle bins should be placed in center

To the editor of the Reflector,

Today July 27, I received a memorandum from the public works officer about work space housekeeping. Alex O'Drain, the public works pest controller, suggests four ideas about how to avoid infestations of fruit flies or other nuisance pests. Although his suggestions are good ones, three of them could be improved to consider environmental impact.

Mr. O'Drain suggests that empty aluminum cans should not be collected in cardboard boxes or paper containers. If the Naval Air Warfare Center Aircraft Division Warminster would provide recycling locations throughout the center, aluminum cans, glass bottles, or newspapers wouldn't have to be collected by employees to take home to recycle. He also suggests, "Don't put coffee grounds and ground cups that still have coffee in them in the trash cans" and "Don't put fruit peels in trash cans after the last pick-up of the day (use foil or zip lock bags)." Mr. O'Drain doesn't suggest where else someone could put coffee grounds. Fruit peels are biodegradable; foil and zip lock bags are not. If the center would provide a refuse station for biodegradable items, such as fruit peels, coffee grounds, tea bags, egg shells, etc., a compost pile could be started at NAWCADWAR , and used as mulch for landscaping on center.

I think you'd be surprised at the amount of support recycling would receive from center employees. Many businesses have implemented a recycling system. I don't understand why NAWCADWAR hasn't done something also.

Denice Whiteley
Systems and Software Technology Dept.

The Public Works Office memo was in response to a specific problem - infestations of fruit flies. Alex O'Drain's recommendations pertain to reducing the breeding grounds for fruit flies. In a sense, they all relate to keeping garbage separate from trash.

The center provides a cafeteria for its employees and the garbage deposited there is removed periodically throughout the day and again at the end of the day. Alex O'Drain, other members of Public Works, the Food Service Board and the cafeteria contractor have worked together to make the cafeteria almost pest-free. In a recent inspection by Northern Division, Naval Facilities Engineering Command entomologists, the pest control program was judged to be outstanding. My point is that proper garbage disposal practices lead to clean, pest-free work spaces.

The fact that many center employees eat at their desks and are not careful about garbage disposal makes Alex's job more difficult. The memo's purpose was to reminde everyone that pest problems can be handled, not by routine applications of pesticides, but by proper management practices.

Cmdr. Scott Bianchi
Public Works Officer

Straight Talk

NAWC is on schedule

Rear Adm. George Strohsahl
Commander, NAWC

In my last Straight Talk article I wrote about our process to reduce the number of employees we have working in the Naval Air Warfare Center. I'll repeat the bottom line of that article which is that, based on our present knowledge of future work funding, our planned downsizing process is one of natural attrition and hiring freeze, not a reduction in force (RIF). Now I want to address the three processes we are using to reduce the number of positions and billets in the NAWC. The first of these processes is Reorganization/Consolidation.

The reorganization of the research, development, test, and evaluation (RDT&E) field activities supporting naval aviation into the NAWC is on schedule and meeting, in every way, my expectations thanks to your great support. We undertook this reorganization to streamline our field support into fewer independent businesses, and to achieve significant cost and personnel reductions through improved efficiencies. The plan, approved by the Secretary of the Navy last April, envisioned operating cost savings in the hundreds of millions of dollars and the elimination of 1,438 civilian positions and military billets over a five year period. While the cost savings are still to be realized, (although the plan didn't call for any this early in the game) we have already identified over 300 positions and billets to be eliminated by the end of this year. Based on a recent study we completed at the request of the commander, Naval Air Systems Command, which we called the 30 percent Downsizing Study, it is obvious to me that we can achieve efficiencies well beyond the 1,438 we have committed to in the consolidation plan -- *and still meet the full range of capabilities our customers need.* The primary thrust of these efficiencies has been in the overhead areas of our business. Supporting staff functions, management, and base supporting activities are being streamlined and consolidated within each of the two operating divisions of the NAWC. The closure of Naval Weapons Evaluation Facility and eventual consolidation of the old Naval Air Development Center and Naval Air Test Center functions at Patuxent River, along with much of the old Naval Air Propulsion Center function allow large savings in this area.

I am pleased with the results to date and the spirit of cooperation we have had from all of you in the planning and implementation of our reorganization. We are doing our part to streamline the Navy and live within the decreased budgets which are becoming a way of life for us. Of equal importance, our new streamlined organization, fully integrated into the Naval Aviation Systems Team, is leading the way in developing a supporting team concept for the Program Manager's "Cradle-to-Grave" responsibilities in running his program.

In the next article I will continue my discussion of downsizing by explaining the part that Mission Purification plays in the process.

Straight Talk

Goal: stop overlap

I have been told that the term "mission purification" creates fear in the hearts of many of you. While it is natural that a process that could result in the elimination of your job would be looked at with a great deal of fear, I feel some straight talk on the subject may at least help in understanding what we are doing and why we are doing it. I have refused to change the name to hide the intent of the process.

Specifically, the process is to identify direct work being done for customers at multiple sites that could all be consolidated into a single site, or at least a reduced number of sites. Where single site consolidation is not practical or cost-effective, the process will lead to the establishment of a Naval Air Warfare Center team with a clearly defined leader who will coordinate the work at multiple sites to eliminate redundancy, overlap, and unnecessary cost to the customer. Our goal is to build more effective and efficient teams supporting the "Cradle-to-Grave" program management responsibilities of the PMA's and other customers.

We are still experimenting with the mission purification study process and it will take some time yet to develop a fair and objective way to get the data, build viable alternatives, and make decisions without great emotion and without dragging out the process. During this process, for any given function studied there may be "winners" and "losers" in terms of sites gaining or losing direct work. Although a precise balance in the gain and loss column between sites is not necessary, it is my intention that, in the aggregate, all sites remain robust and fully capable of functioning as an essential element of the Naval Aviation Systems Team. Clearly in every case, the Navy has to be a winner or we won't make a change. We intend to eventually examine every program supported by more than one NAWC site, and every function performed by multiple sites. The order of this review will be determined by the NAWC Executive Board and be based on our perception of the probable payoff in terms of lower cost of reduced personnel required. It would be very disruptive to program, not to mention costly, to start large scale movement of work around in a willy-nilly manner. Rest assured that is not our intention. The mission purification plans will be very carefully thought out to reduce up-front cost and personnel turbulence. The movement of work will be time-phased to permit orderly transitions. Personnel losing work will be offered a choice of relocating with the work, or being reassigned to other positions.

While I don't have an estimate yet of the number of man-years of work that may move when we've completed the process in about five years, nor the manpower and cost savings we'll achieve, I am convinced that there is a potential for significant savings in this area, and it is an essential element of our overall downsizing plan. It is vital that we get your continued full cooperation in this study process. Without accurate data and informed alternatives offered up by those of you most knowledgeable of the work being done, the decision process in Washington will surely come up with some badly planned changes.

In my next article (October Reflector), I will discuss the third element of downsizing, workload reduction.

Students advance melt spin technology

Consistently mixing alloys is a difficulty process. According to Dr. William Frazier, Advanced Materials and Ceramics Branch, "It's much like adding too much sugar to water -- the sugar settles to the bottom. The same happens with some alloys, they separate chemically as they solidify."

This year, Frazier, teamed up with Temple University professor Jim Chen, and three Temple students: Tom Praisner, Lori Fields and Rich Norhold, to install monitoring systems on a melt spinner as part of their senior design project. Chen was here on the Navy's American Society of Engineering Educators sabbatical leave program. The melt spinner they improved allows molten material to cool rapidly as a solid metallic ribbon. Rapid solidification allows scientists to add elements to an alloy that would normally be impossible to incorporate.

"During conventional solidification processing, many elements added to enhance alloy properties separate during cooling," explained Frazier. "By rapid solidification we overcome the problem of alloys separating chemically."

In a chamber, molten alloys are poured onto a rapidly spinning wheel. They cool and are hurled down a cylinder. Only subsequent analysis determines how well numerous processing variables came together to produce the product.

"Now that the students have installed sensors and a data acquisition system, we can accurately correlate processing variables with the cooled product. We will know what yields the microstructures and properties of the melt spun ribbon we seek. This can give us the desired product consistently," said Frazier. "Before, getting the best product was a matter of trial and error."

The melt spinner works by passing over 800 amperes of current through chunks of pure metal in a crucible. In temperatures reaching above 3,000 degrees Centigrade, elements mix to form the desired alloy. The alloy is then extracted by a 25 cm diameter molybdenum wheel spinning up to 3,600 rpm.

The alloy rapidly solidifies in the form of a ribbon on the edge of the wheel. "We cool at one million degrees Centigrade per second. The alloy completely solidifies before the wheel can rotate one centimeter," explained Frazier.

Alloys processed using the melt spinner have superior properties because of their ultra-fine microstructures. It is a rule of thumb that the smaller the microstructure, the stronger the material. Researchers pulverize the melt spinning product to a fine powder. Using tremendous pressure and high temperature, they turn the powder into a solid in a desired shape.

The rapid solidification process the students helped improved, has distinct advantages over competing process using a two story tall atomizer. Molten droplets descend in nitrogen gas and solidify. The melt spinner has a chamber diameter of about two feet. Furthermore, the cooling rate of atomization is comparatively slow, at 10,000 degrees per second.

The data collecting system the students produced has several components. It has a personal computer and several communication devices. The system has an infrared pyrometer to monitor the temperature of the melt. Near this, it has an optical tachometer to measure the speed of the spinning wheel.

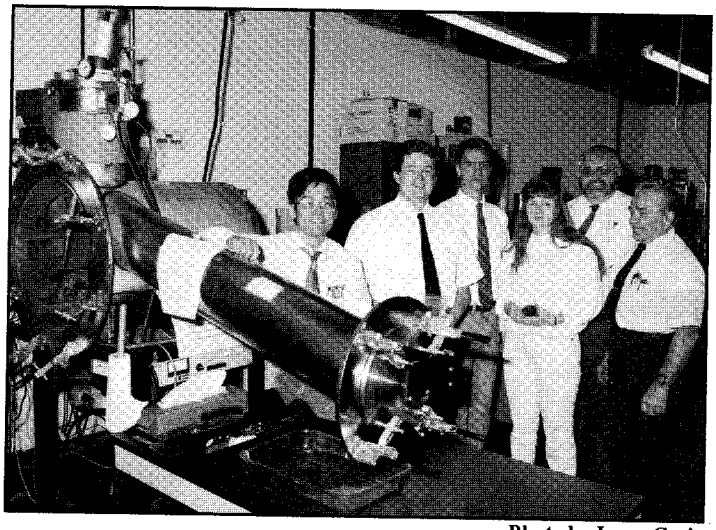


Photo by Jason Craig

Professor Jim Chen of Temple University and project students Rich Norhold, Tom Praisner and Lori Fields stand with Dr. William Frazier and Walter Warden to examine the Marko melt spinning device the students helped to modify.

A displacement transducer reports the tilt of the crucible holding the molten material. The system also has thermocouples to measure the temperature of various internal components, and a video camera. The camera records the melt spinning process.

However, to view the process, the students designed and installed a vacuum tight optical port. In addition, the students developed shielding to protect the sensors from the temperature and blinding light emitted by the electric arc. "These sensors will help develop process models and a real time control system," said Frazier.

This summer, Frazier and Chen continued their collaboration which benefited from the melt spinner improvements. Their novel work is shedding new light on rapid solidification processing of gamma titanium aluminides.

Frazier hopes by carefully controlling the process parameters, the material properties can be fine tuned to ideal limits. But the standard melt spinning equipment could not support this work effectively without this year's improvements.

According to Frazier, it takes support from people like Dr. Chen and Carol Van Wyk, Office of Science and Technology to make such progress happen.

This class of intermetallic has an excellent combination of properties: high temperature strength, corrosion resistance, and low density. These alloys are so promising, according to Frazier, that they could shape the future of jet engines and hypersonic aircraft.

By Larry Lyford
Public Affairs Office

Mirales hovers over helicopter programs

Growing up in Bucks County and having a father in the aviation business naturally drew Nick Mirales to the work of the center.

"I did my co-op work here when I was a student at Rensselaer Polytechnic Institute," said Mirales of the Systems and Software Technology Dept. "My family lived in Newtown and the center was also a convenient place for me to do my co-op tour. I really enjoyed my work here. I worked on what is now the T-45 program, where I performed aircraft trade-off studies by evaluating the parameters of candidate aircraft. After graduation, I briefly worked in industry, but when I decided to pursue graduate studies in the Philadelphia area, I moved back to the area and returned to the center."

Mirales has done a variety of work since returning to the center to include serving as project engineer on the VH-60 Presidential Helicopter Program. "That was exciting work," said Mirales. "We were involved with a lot of the hands on work. We designed the avionics system, fabricated hardware, developed software, and integrated and tested the system on-board the aircraft. It was a very aggressive program."

Another opportunity presented itself in an international night attack program. "The Navy tried to get an international program started, but unfortunately it didn't go anywhere," explained Mirales. "The technology I was exposed to, and some of the systems we wanted to use, were very exciting. If a program had been established, we would have made a significant contribution to improving the Navy's night attack capability."

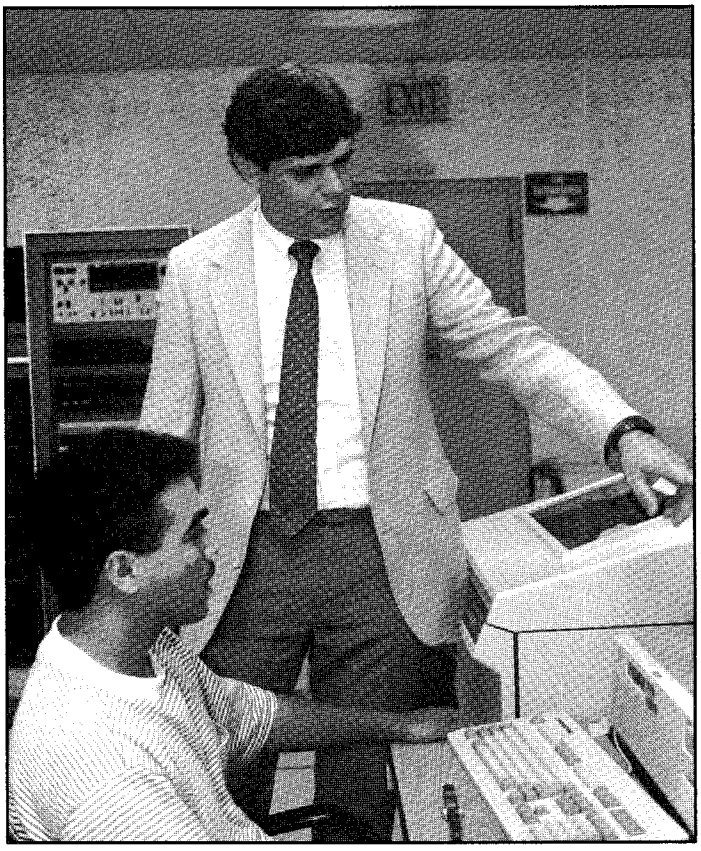


Photo by Jason Craig

Nick Mirales (standing) discusses rapid prototyping of AH-1W systems concepts with Alex Fontanez.

"From there, it was work in counter-narcotics and the war against drugs," said Mirales. "We developed some new concepts in the surveillance and monitoring of drug smuggling operations. It was different work and it exposed me to non-traditional military thinking. We looked at all kinds of ideas including air ships and unmanned vehicles."

Currently it's the AH-1W Cobra Helicopter which has Mirales's attention. "The program gives me the opportunity to tie some of the things I've worked on in the past, like the night attack avionics, which is the major thrust for the Cobra helicopter and the helicopter integration experience from my work with the presidential helicopter all ties in together," he said."

The center has been designated as the lead system engineering support team for the Cobra's mid-life upgrade which includes three components.

"The first is a cockpit integration and workload reduction effort. The Cobra has had numerous systems slapped on the aircraft for the past 15 years and now the cockpit workload situation is almost unmanageable," explained Mirales. "We want to improve the pilot's situational awareness, by providing digital map and threat presentations, decrease workload with inflight mission replanning, and terrain reference navigation systems. There are a lot of avionics technologies we would like to get into the aircraft and that's a major effort.

"The second component is to improve the aircraft's reliability and general performance, including a four-bladed rotor system. The third is the development of a new wing, which can hold more weapons."

For Mirales, working at the center is an ongoing education. "Being able to move from one program to another keeps things fresh. Learning new technologies and working with the other groups on center enhances my overall knowledge," he said.

His knowledge also includes what it's like to deal with regulations and bureaucracy. "It can be real frustrating. The time it takes to get contracts, or the restrictions that go along with them, can be crazy," he said."

For this engineer though, the good easily outweighs the bad and he would recommend the center for any young engineer. "You get a lot of responsibility at a young age. The tremendous opportunity for hands-on experience is second to none. The excellent graduate training programs only helps the center maintain its title of the center of excellence."

By JO2 Michael Delledonne
Public Affairs Office

A year early

DoD meets hazardous waste removal goals

The Department of Defense has met its hazardous waste reduction goals one year ahead of schedule.

The department originally hoped to dispose of 50 percent of its hazardous waste between 1987 and 1992. However, according to data compiled by the Defense Environmental Management Information System, DoD hit the target at the end of 1991.

Further, recently released figures show disposal reached 53.9 percent, nearly four percent above projections. Even more encouraging, industrial-type facilities reduced hazardous waste by 63.5 percent during the reporting period. These facilities normally account for about 60 percent of all hazardous waste generated. They include shipyards, maintenance depots and air logistics centers.

Also significant is that these reductions occurred during the increased activities associated with Operations Desert Shield and Desert Storm. According to Tom Baca, deputy assistant secretary of defense for the environment, this demonstrates that the department's pollution prevention investments are paying off.

"I am proud of the efforts that the department has made," Baca said. "The future is even brighter as we develop new technologies and processes leading toward the drastic reduction and elimination of the use of hazardous materials."

He noted the department has won two Environmental Protection Agency (EPA) awards. The agency presented one award to the Navy Exploratory Development Program, Warminster, Pa. It gave the other award to Fairchild Air Force Base, Wash.

EPA commended the Navy for developing a unicoat paint, which reduces volatile organic compounds and hazardous waste by 67 percent. The new product permits a one-coat application instead of the traditional two primers and top coat operation. EPA lauded Fairchild for its comprehensive pollution prevention planning and implementation efforts.

The agency also named the Army Depot Systems Command, Chambersburg, Pa., a runner-up for an award because of its program to pool pollution prevention research and development among several depots.

Baca explained the reduction numbers are for all DoD installations in the United States that shipped hazardous waste off-site for treatment and disposal. Each service and the Defense Logistics Agency submit reports annually to Baca's office to report on their progress toward the reduction goal. Hazardous wastes tracked for the goal are based upon 1987 amounts.

In 1987, DoD reported a total of 174,000 tons of hazardous waste that had to be disposed. According to new figures, 80,000 tons remain to be eliminated.

By F. Peter Wigginton
American Forces Information Service

Photo by Jason Craig

Best of the bunch...

Petty Officer First Class Frederic Clauss is presented his certificate as the Naval Air Warfare Center Aircraft Division Warminster, Sailor of the Quarter, second quarter, 1992.

Sinclair's paper nominated for Barchi Award

A paper entitled "Exchange Ratio Scoping Tool" by Jim Sinclair of the Warfare Systems Analysis Dept. was nominated for the Barchi Award at the Military Operations Research Society symposium in Monterey, Calif.

The winners will be named sometime next year at the same symposium to be held in Dayton, Ohio. The award is presented to the best paper of the symposium.

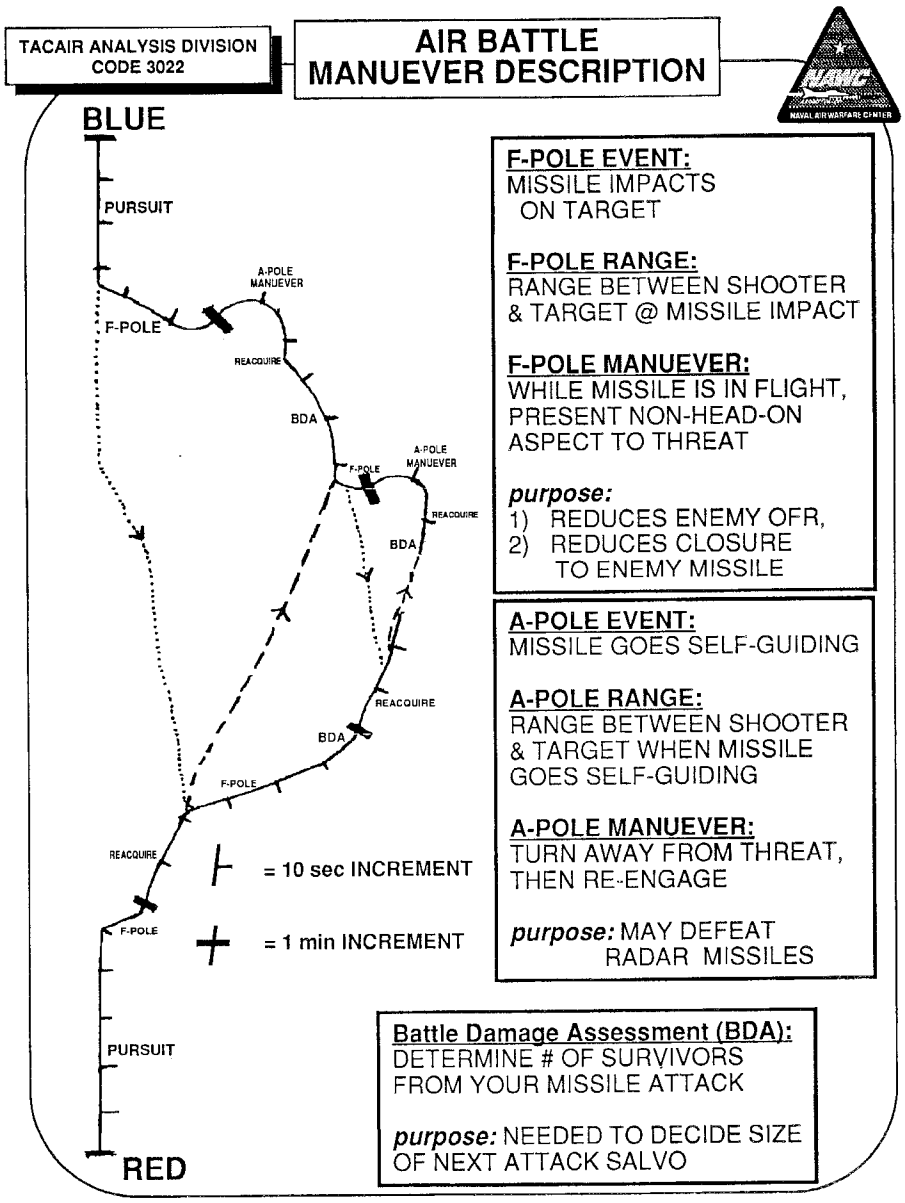
Sinclair presented his paper to a working group called "Measures of Effectiveness." "It's a paper on new ways to measure air combat. The working groups' chairman nominated my paper to go up against the other papers that were nominated from the other working groups," said Sinclair.

"I've found a way to calculate fighter versus fighter combat very quickly so I can get several results," he said. "From those results it can be determined who will win during different scenarios. Factors like missile speeds, open-fire ranges, maneuvers, and different sensors are fed into the model and then it's determined who would win if Red fires first or Blue fires first."

"I don't know what my chances are, but I'm just happy to be nominated," said Sinclair. This was the first real trip I've taken since I've been working for the Navy and I wasn't sure how it would be received. I didn't want to get out there and find out somebody had already done this type of work before, but as it turned out the paper was received very well. It's nice to know your contributing something to the overall effort."

Photo by Jason Craig

Jim Sinclair of the Warfare Systems Analysis Dept. was nominated for the Barchi Award.



Political activity questions answered

In this election year, the Office of Counsel is continuing to receive many questions about the Hatch Act. The following two lists summarize the political activities in which federal employees can and cannot participate under this law.

Among the things that federal employees *are permitted* to do are the following:

Register and vote as they choose.

Assist in voter registration drives.

Express opinions about candidates and issues.

Participate in campaigns where none of the candidates represents a political party.

Contribute money to political organizations or attend political fund raising functions.

Wear or display political badges, buttons, or stickers.

Attend political rallies and meetings.

Join political clubs or parties.

Sign nominating petitions.

Campaign for or against referendum questions, constitutional amendments, or municipal ordinances.

Among the things that federal employees *may not do* are the following:

Be candidates for public office in partisan elections. (An election is partisan if any candidate for an elected public office is running as a representative of the Democratic or Republican parties.)

Campaign for or against a candidate or slate of candidates in partisan elections.

Make campaign speeches or engage in other campaign activities to elect partisan candidates.

Collect contributions or sell tickets to political fund raising functions.

Distribute campaign material in partisan elections.

Organize or manage political rallies or meetings.

Hold office in political clubs or parties.

Circulate nominating petitions.

Work to register voters for one party only.

If you have any questions about the Hatch Act, contact the Office of Counsel on extension 3000.

By Bob Janes
Office of Counsel

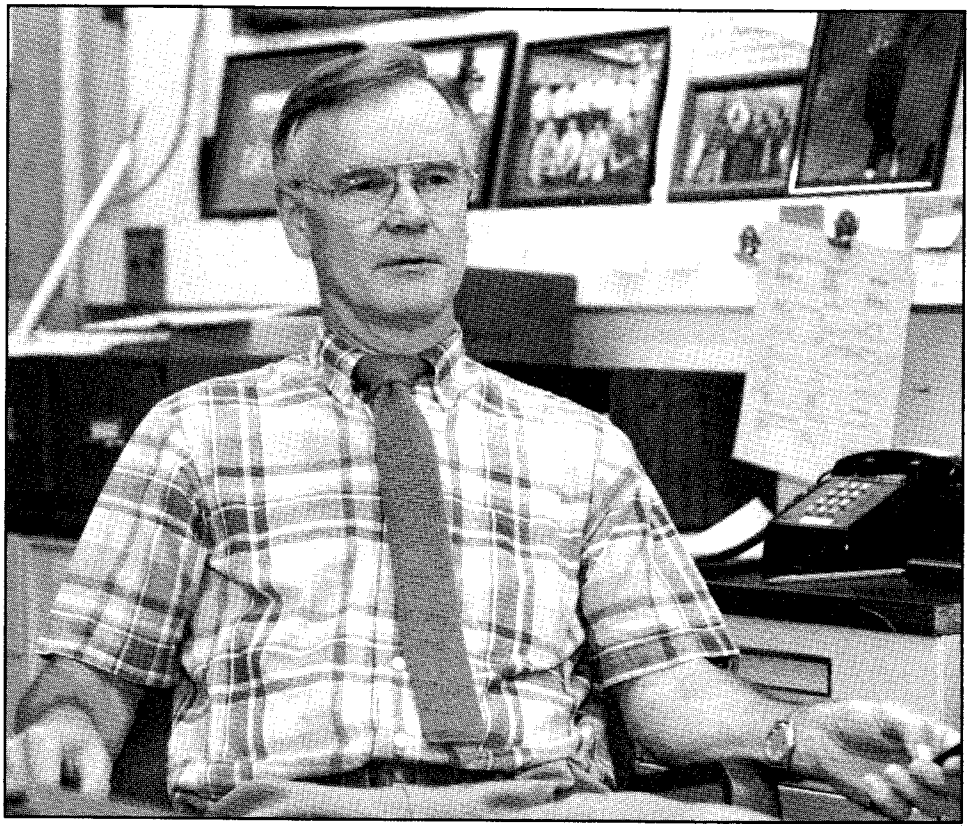


Photo by Jason Craig

35 years and counting...

Ross Hendricks of the Defense Printing Services Detachment Branch celebrated his 35th year of government service. "It seemed like an awful long time before I would have to worry about retirement, but now it's here and it doesn't seem like it took that long to get here."

MCPON releases CPO initiation guidelines

In preparation for the annual chief petty officer (CPO) initiation Master Chief Petty Officer of the Navy, Duane R. Bushey and his relief, Master Chief Petty Officer John Hagan, have issued the strongest policy and most detailed series of guidelines for conducting the most traditional gathering in the Navy's history.

"The lessons and rewards are many in a CPO initiation: Teamwork, transition to new responsibilities and acceptance of accountability. But the greatest lesson of all is the reality you are now the chief. You're accepted and respected by your peers. These are all functions of the traditional CPO initiation process," explained Bushey. "But, we recognized several years ago that some initiations were getting out of control, and contained parts that have nothing to do with tradition. That's why we launched our own campaign to clean them up."

In a letter sent to all command master, senior and chief petty officers, Bushey and Hagan lauded the reforms made in the initiation process since 1990 and advocated continued progress and refinement. They also warned that initiation day "cannot be a day where our CPO community allows a few to disgrace us all."

While still being a "rite of passage," according to Bushey, CPO initiations can no longer be cloaked in secrecy with "tradition" used as an excuse to hide excesses. However, eliminating initiation would "be the easy way out" and leave many selectees feeling robbed of a tradition that has great respect in the CPO community, Bushey said.

The renovation process continues with emphasis on the core values of integrity, honor and tradition. "But most of all," said Bushey, "I want every sailor to know that initiation will consist of good, clean fun -- not just for the existing CPO's, but for those selectees being welcomed into its midst."

By Navy News Service

Panel recommends changes to military pay

The Seventh Quadrennial Review of Military Compensation panel submitted its recommendations for changing the military's pay and allowance system to the Secretary of Defense.

The panel's recommendations include:

- Adopt a cost-of-living allowance for service members stationed in high cost-areas in the continental United States;
- Implement basic pay tables that recognize the significance of promotion raises, while offering consistent longevity raises;
- Pay one standard basic allowance for subsistence to all service members, basing the rate food costs calculated by the U.S. Department of Agriculture; and
- Combine quarters and variable housing allowances into one allowance based on local costs using an external survey of housing price data.

In addition, the panel recommended the development of a cohesive management system within the Department of Defense for the special and incentive pays, a periodic review and adjustment of fixed-rate allowances and the elimination of the partial basic allowance for quarters.

The 52-member panel spent more than a year reviewing the military's pay and allowance system, according to the panel chairman, Air Force Brig. Gen. James McIntyre. If Defense Secretary Dick Cheney agrees with the recommendations, said McIntyre, he will forward the report to the President for approval and submission to Congress.

There is no guarantee that DoD will submit, or Congress will approve, all or any of the panel's recommendations, he said.

The law requires that the president direct DoD at least once every four years to study military compensation. President George Bush, when tasking DoD to set up the seventh review, asked that special attention be given to evaluating basic pay, allowances, special pays and periodic adjustments.

The panel's job was to determine if the overall compensation structure is adequate framework for tomorrow's military forces, McIntyre said. Its job was not to decide if the amount paid in pay and allowances was adequate. A major question the panel was tasked with, he said, was whether the compensation package would be able to attract and retain quality people through the beginning of the next century.

Areas McIntyre's panel recommended for further study include the linkage between basic pay and other parts of the compensation system, including retired pay, and potential effects of a smaller force on pay levels.

Navy Editors Service

Power of attorney may save troubles later

Couples who have always done everything together and trusted each other during their married life are often shocked to find that if one partner becomes incapacitated the other doesn't have authority to handle some of the property or benefits they own together. In a time of extreme stress, the situation is made worse because the healthy partner is denied access to much-needed assets. This limitation applies to most forms of joint property apart from joint bank accounts.

Real estate is a good example. Most couples own their homes as: "tenants of the entirety" or "joint tenants with right of survivorship." These phrases mean that if either partner dies, the survivor becomes the sole owner. With this kind of ownership, both current owners must sign any deed transferring ownership or placing the property under a mortgage or deed of trust.

Intangible personal property includes money, credit, investments, bank accounts, stocks and corporate and government bonds. Other than bank accounts, most jointly-owned investments cannot be sold, transferred or borrowed against unless both husband and wife or their legally appointed representative authorizes the transaction.

Most decisions covering retirement benefits can be made only by the individual in whose name the benefits are accrued.

The one exception to this litany of legal restrictions is government-funded benefits (Social Security, Veteran's Administration, railroad retirement to name a few). Despite its reputation for stodginess, the government provides a quick and easy method for spouses to handle each other's benefits. It's known as "representative payeeship." One spouse can be named representative for the other who can no longer act for him or herself, regardless of whether the acting spouse has obtained any other legal authority.

There are two ways in which couples can get legal authority to act on one another's behalf. One is by being appointed guardian or conservator of the other's property by proving the other unable to manage his or her affairs. Guardianships and conservatorships are more expensive, time-consuming and less flexible than the alternative: establishing a durable power of attorney while both partners are still competent.

In a power of attorney the principal names another person, persons or an institution, such as a bank, to serve as his or her attorney-in-fact.

Married couples or individuals thinking of setting up individual durable powers of attorney should indicate very specifically what property they want the other person to manage. It may also be prudent to include power to make gifts, forgive debts, fund trusts and make elections (in excess of $600,000). However, this can have significant federal estate tax consequences, and the power to make a gift should be executed only with expert legal advice.

Many institutions will not honor a power of attorney unless the type of property is specifically defined. For example, a title-insurance company may not issue a policy to the buyer of a real property one spouse wants to sell unless the property is clearly identified in the power.

Many banks, insurance firms and government institutions require particular language in special power of attorney forms. Individuals should determine if any of the institutions they conduct business with have these requirements and get a copy of any preprinted forms. These forms may be brought to a Navy legal assistance officer for his or her review and assistance in completing them.

Proper planning along with advice from a qualified legal expert can prevent financial disaster should you or your spouse become ill. For further information contact Lt. j.g. Lisa Truesdale at extension 1178.

By Al D. White
Navy Editor Service

Sexual harassment standdown conducted

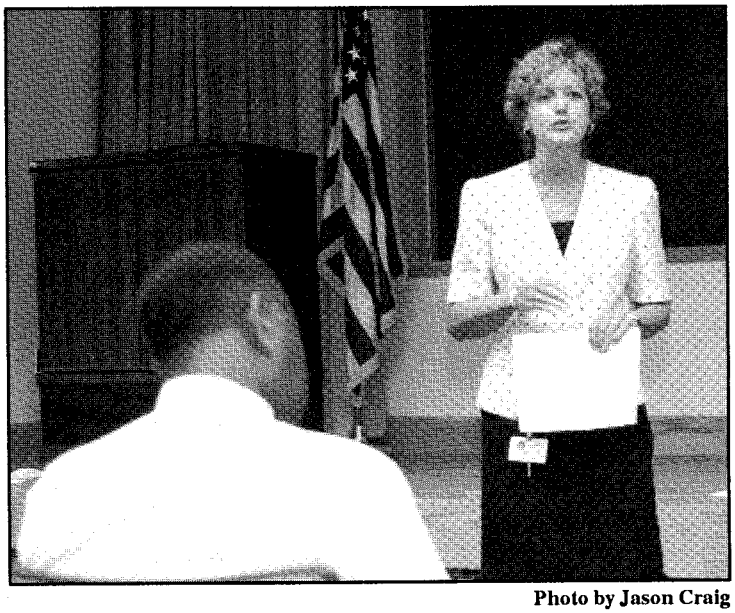


Photo by Jason Craig

Training...

Mary Kearns of the Equal Employment Opportunity Office defines sexual harassment to center employees. The training program was held in August. Training included sexual harassment definition and policy, examples of what constitutes sexual harassment and discussions to obtain center employees on how to address and eliminate sexual harassment problems within the Navy.

Center personnel receive patents for their work

Bobb, White, Davis and Samouris

A United States Patent was awarded to Lloyd C. Bobb, Barbara J. White, Jon P. Davis, and Arthur Samouris for Optical Fiber Sensor for Measuring Physical Properties of Fluids

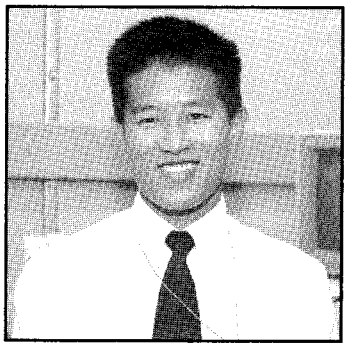
Abstract: A physical property of a fluid or of any optical fiber is measured using an optical fiber interferometer. A conductive material is disposed upon the surface of a region of a light transmitting optical fiber and the region having the conductive material is disposed in the fluid. Light energy is applied to one end of the fiber and transmitted light is received at the other end of the fiber. Electrical energy is applied to the conductive material, disposed upon the surface of the fiber to heat the region of the fiber, and cause a change in the optical path length of the light transmitted through the fiber. The physical property of the fluid or optical fiber is determined in accordance with the change in the optical path length or phase of the received light caused by applying the electrical energy to the conductive material. Thermal conductivity is measured using a series of short energy pulses and determining the average phase change. The flow rate of a fluid is measured by measuring the phase change and applied electrical energy upon heating the fiber to an equilibrium temperature. The conductive material is gold and it encircles the fiber. The gold may be disposed on the jacket of the fiber or the jacket may be removed before disposing the gold.

Lloyd Bobb of the Mission and Avionics Technology Dept.

Hegedus, Hirst and Eng

A United States Patent was awarded to Charles R. Hegedus, Donald Hirst and Anthony Eng for Polyurethane Self-Priming Topcoats.

Abstract: A corrosion-resistant coating which can be applied directly to a surface as a self-priming topcoat comprising from about 10 to 90 percent by weight of a polymeric polyurethane binder and five to 65 percent by weight of a combination of metal salts or pigments which consist essentially of calcium borosilicate, zinc salts of benzoic acids, and an alkaline earth metal phosphate such as zinc-barium phosphate. In addition, the coating may contain up to about 30 percent by weight of a titanium dioxide pigment and up to about 75 percent by weight of at least one organic solvent.



Anthony Eng of the Air Vehicle and Crew Systems Technology Dept.

Cochran and Rosenzweig

A United States Patent was awarded to Roland C. Cochran and Edwin L. Rosenzweig for Apparatus for Preparing Thermoplastic Composites.

Abstract: An apparatus for processing thermo-composites is disclosed where individual plies of a prepreg, to be formed into a laminate, are processed under two concentric vacuum chambers. Heat and consolidating pressure are applied under a first vacuum to the material and then a second vacuum is drawn under an outer rigid shell.

Photos by Jason Craig

Roland Cochran (left) and Edwin Rosenzweig of the Air Vehicle and Crew Systems Technology Dept.

Misfits "three-peat" as softball champs

The Playoffs. In the pros and in amateur sports, making the playoffs is the goal of every team. Just missing the playoffs can be heartbreaking. Getting into the playoffs for the first time can be exhilarating. For some teams it's no big deal. It just extends the season for eight or nine more games. The Misfits and the Renegades fit into this category as they once again steamrolled their way to the championship series.

There was some level of drama, however, in a couple of the early round playoff series. Eight teams entered the playoff competition. The Eighth Inning was quickly dispatched by the Rengades, 15-2 and 13-4, while the Misfits eliminated the Dynatigers 17-2 and 9-6. The Guzzalloons needed a seventh inning 3-run homer from Mike "The Hammer" Garofalo to get by the Sand Fleas 14-13 in the first game of their best-of-three series. They then won the second game 14-5 behind the pitching of Tom "Windmill" Weiss. The Life Supporters startled the Rebels in the first game of their series, 13-4, but ran out of adrenaline and lost the next two 20-7 and 8-6.

The semifinal round pitted the Guzzalloons against the defending champion Misfits and the Rebels against the Renegades. Misfits' pitcher Silas "Cy" Green lived up to his famous pitching moniker and kept the slugging Guzzalloons off-balance for two games winning 8-4 and 8-5. The Rebels gave the Renegades a scare by winning the second game of their series 11-7 after dropping the first decision 20-10. In the third and final game, the Rebels were ahead 7-2 after five innings, but the Renegades pulled out a miracle 9-7 win against veteran pitcher Steve Torok and ended the Rebels' hopes for an upset.

The finals started out with a bang. In what was described by Joel Wexler as one of the greatest playoff games in recent history, the Renegades beat the Misfits 8-7 in nine innings. Heroes of this game for the Renegades were Scott Holloway (one homerun, 11 for the year) and Tim Naugle, who drove in the tying and winning runs with a three-run double. The Renegade's jubilation was short lived as the Misfits swept the next three games to be crowned league champs for the third year in a row. Misfits' Manager Jeff Price (five homeruns, 21 rbi's) singled-out hitter Mike Stevens (.615 avg, 7 rbi's) and pitcher Si Green (6-0, 2.90 era, 21 K's) as the heroes of this year's playoffs.

By Jack Eyth
Air Vehicle and Crew Systems Technology Dept.

League Champions

The Misfits from left to right: Brad Guerra, Matt Brown, Dave Detwiler. Row 2: Gary Morlock and Ed Howard. Row 3: Ed Delgado, Mike Stevens, Dave Peirce, Si Green and Ron Unterberger. Row 4: Greg Shaw. Missing: Jeff Price, Joe Oravec, Steve Hynes, Jim Hartley, Scott Kee, and Mark Dungan.

Photos by Jack Eyth

League Runner's Up

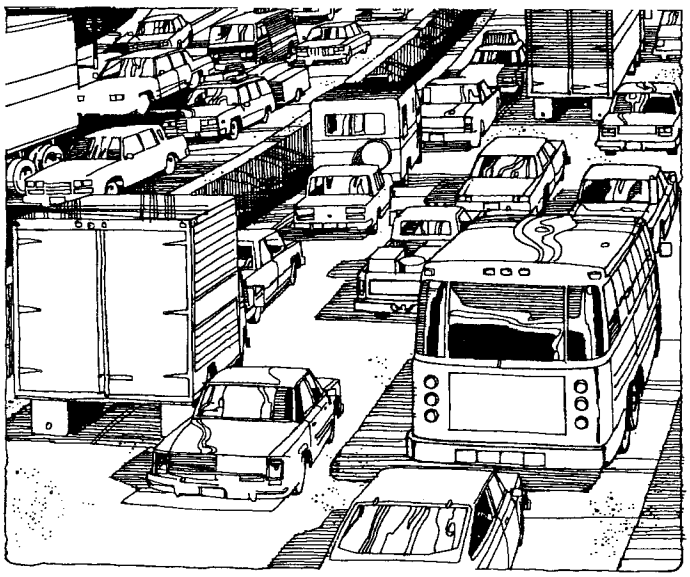
The Renegades from left to right: Bill Brower, Hammer "He's Everywhere" Garofalo, Kevin Birney, Frank Marshall. Row 2: Scott Holloway, Dave Price, Steve Spadafora, Tim Naugle, Scott Lassen. Last row: Joel Wexler. Missing: George Calvert, Tom Hanlon, Jeff Lytle, Ed Swiski, Dave Hunt, Mike Jeronis and Kevin Parsons.

Ridesharing program gives commuters options

Transition News

For the 50,000 citizens of Southern Maryland who commute to their jobs in Washington every day, transportation is a basic quality of life issue.

Regional Rideshare of Southern Maryland is a free service provided for the residents and employees of Calvert, Charles and St. Mary's counties. This program of the Tri-County Council for Southern Maryland is designed to assist workers in traveling to and from their jobs in the most economical, convenient and efficient manner. Rideshare and commuter buses help minimize traffic congestion and are more relaxing and economical than driving alone.



The Regional Rideshare Program works as follows: commuters call the Tri-County Council's Commuter Information line at (301) 870-2777. The Rideshare coordinator fills out a personalized carpool/vanpool locator request. In return, the commuter receives a computerized matchlist in the mail. This matchlist includes carpoolers and vanpool operators who have the same or similar work hours, destination and starting points as the caller. The Regional Rideshare Program also can aid commuters in becomming a vanpool operator, with such information as leasing companies and pooling hints.

During the past three years, the elected officials of Southern Maryland, through the Tri-County Council, have been working to lay the groundwork for a vastly improved commuter transit system connecting this region with the metropolitan Washington area.

Southern Maryland's Rideshare Program has information on commuter buses from the Tri-County area to Washington, D.C. Commuter bus schedules offer a number of different departure and arrival times to give workers the maximum choice and flexibility with commuting times. These buses travel to employment areas in southwest and northwest Washington, D.C., with several stops at Metrorail stations offering access to Northern Virginia and Maryland for greater employment options.

Also, during the past three years, the elected officials of Southern Maryland, through the Tri-County Council, have been working to lay the groundwork for a vastly improved commuter transit system conecting this region with the metropolitan Washington area.

That study is now underway, and when it is completed less than a year from now, it will evaluate all of the alternatives for meeting the future transit needs of our citizens in this vital corridor, and will recommend the most effective solutions.

By the Tri-County Council for Southern Maryland

Transition Information

In the next Reflector...

- Youth activities in Southern Maryland
- Interview with transition team member Barbara Wiley

Last production F-14D arrives at Pax River

Transition News

The last production F-14D aircraft arrived recently at the Patuxent River Naval Air Warfare Center Aircraft Division Flight Test Engineering Group's Strike Aircraft Test Directorate from the Grumman Production Facility in Calverton, N.Y. Capt. James H. Aldrich, Jr., commanding officer of the Defense Plant Representative Office, Bethpage, N.Y. and Capt. Richard D. Evert, F-14 Program Manager at the Naval Air Systems Command, flew the historic flight to Patuxent River where the last production F-14D will undergo electro-magnetic compatibility testing and electronic warfare integration testing in the Systems Engineering Test Directorate's Shielded Hangar and Anechoic Chamber.

Aldrich delivered more than half of the production F-14D aircraft. "This may be the last new F-14D, but it's the best," Aldrich said, referring to the quality of the Grumman product that has spanned two decades for a total of 712 F-14A, B and D models.

Although the completion and delivery of the last new "Tomcat" marks the end of the new production line, the F-14 will service the fleet for many years. As Evert pointed out, "This delivery represents the mid-point in the total service life of the F-14 to the fleet. The F-14 will continue to fly for the next 20 years. This aircraft represents the culmination of a long and successful relationship with Grumman Aerospace Corportion. We expect that relationship to continue with the U.S. Navy in support of the F-14. The F-14 will continue to have a major role in carrier aviation in the form of fleet air defense, maritime air superiority, and multi-role strike projection. The F-14 will continue to develop as it matures and NAWC AD expands the aircraft's capabilities through its test operations."

More F-14D aircraft will be rolling off the line at Calverton during 1993; however, these will be the F-14A model converted to the F-14D model.

Upon completion of test at Pax River, the aircraft will be transferred to VF-124 at NAS Miramar, Calif. Two additional F-14D models at Strike are undergoing various tests including joint tactical information systems testing, weapons release testing and carrier suitability compatibility testing.

By NAWCAD Public Affairs Office

Photo by PH2 Markus White

The last production model of the F-14D, also known as the D-37, arrives at Hangar 201 at the Strike Aircraft Test Directorate, Pax River, from the Gruman factory in Calverton, N.Y. Capt. James H. Aldrich and Capt. Richard D. Evert, flew the craft on its maiden flight where it is scheduled to undergo electro-magnetic capability testing in the Systems Engineering Test Directorate's Shielded Hangar before being transferred out to the West Coast.

Pax River to have new entrance installed

Transition News

After more than two years of planning, design and coordination with St. Mary's County and Maryland state highway officials, the Patuxent River Naval Air Station's Public Works Department is gearing up to award a contract for the construction of an additional entrance, called the North Gate. The multi-million dollar military construction project promises to improve traffic flow in and around the station, and according to Dan Ichniowski, St. Mary's County Director of Public Works, the North Gate "fits very well into the county's master plan," which includes an upgrade to Pegg Road that will tie into the North Gate entrance.

"It will be a great benefit to employees especially those living north of the base because it'll get them to work quicker and home quicker," said Ed Reed, supervisor of Design Team Two at the Public Works Department Engineering Division."Lexington Park will also feel the benefits," he added. "The gate will eliminate the overcapacity that we now have on Cedar Point Road, in the main gate area, and on the roads right outside of the base. You'll also see less traffic downtown during rush periods. It will be a little easier to get around town."

Project Manager Gary Dobson, Public Works Department Engineering Division, said part of the problem can be attributed to the two existing gates: the main entry gate, and the other gate, located by the T & E Museum. "They are too close together, only a 1,000 feet apart, and they don't function very well," Dobson commented. "When traffic backs up during peak periods at the main gate, it queues up along Route 235 and through the traffic signal at the museum gate and congests both areas at the same time. One of the reasons for constructing the North Gate farther up the road is to get these gates wider apart so that they'll function better."

Scheduled to break ground in September and open in December 1993, the North Gate project will add a new road connection to Route 235, intersecting Lexington Park's Pegg Road. On base, the road will offer drivers wide lanes and direct routes to work and residential areas.

"Unlike our main gate," Dobson continued, "the North Gate is not going to be positioned on Route 235. It'll be set in a quarter of a mile so that we can bring people on base before we move them through the gate. This takes a lot of traffic off Route 235. What's even nicer is this gate entrance will be a four-lane, divided highway, similar to Route 235, with two lanes going south and two going north on base. It will pass through the old railroad right-of-way and pour into Cuddihy Road across from Buse Road, ending up conveniently in front of the new commissary location."

Coupled with the four-lane attribute, the new gate will be accessible only to official delivery trucks and drivers with vehicle decals. This, Dobson said, will help traffic move more swiftly through the entry area. Maj. Thomas Daugherty, NAS chief of police, is a strong proponent of the new gate, noting it will be a welcome aide to base law enforcement activities.

"I can't wait for it to open, because from a law enforcement perspective, it will ease the problem with traffic congestion, and provide a designated lane for our truck inspections. The gate will also eliminate the high volume of traffic driving through the housing area on Cuddihy Road and make it a safer place for children to play -- that's our main concern," Daugherty explained.

Photo by PH2 Markus White

Gary Dobson and Ed Reed of the Public Works Dept. Engineering Division look over plans for the North Gate.

Because of manpower constraints, however, the North Gate will initially be open about 12 to 14 hours a day, Dobson said.

Reed and Dobson both acknowledge the North Gate would never have been a reality if it were not for the assistance and cooperation from federal, state and St. Mary's County officials.

"The coordination to make this happen took a tremendous amount of work on the state's part and from the county Public Works Department," stressed Reed. "Without their support during the planning stage, nothing could have been accomplished. It's been a team effort with the Navy -- something we are extremely thankful for."

Reed said when the Navy's construction begins in September, the county will launch a joint project to enhance Pegg Road. Next summer the state will start its plan to expand Route 235 at the immediate gate area. Reed was quick to point out that because the Navy is impacting the traffic on Route 235, it will "help fund the state highway repairs."

Although the North Gate did not evolve as a result of the station's recent transition into the Naval Air Warfare Center Aircraft Division, it will support the installation's anticipated growth.

"Ten years ago when the idea for the North Gate first emerged, we never envisioned the growth we are going to get because of NAWC AD. But luckily we are prepared for it and are ahead of the game. Fortunately, because of the foresight of the Navy, county and state, we are well on our way to realizing the many benefits of our new North Gate," Reed said.

By Larine Barr
NAWCAD Public Affairs Office

The Reflector would like to hear from you

This issue marks the fifth month of the Reflector in its new format. The Reflector staff would like to know how we can serve your needs better through this publication. In order for us to know what your needs are, we need to hear from you. Please answer the questions below and send this page to: The Reflector, Public Affairs Office, Code 041.

1. Do you read the Reflector?

2. Which parts of the Reflector do you read? Which do you not read?

3. What do you like about the paper? What do you not like? (size, format...)

4. What kind of stories would you like to see in the paper?

5. For planning purposes, what events/projects are scheduled for the next year that you would like to see covered? If possible, please inlude a point of contact and phone.

6. Any other comments?

7. Name (optional), your department and grade.

Meet Dr. Donald McErlean of Code

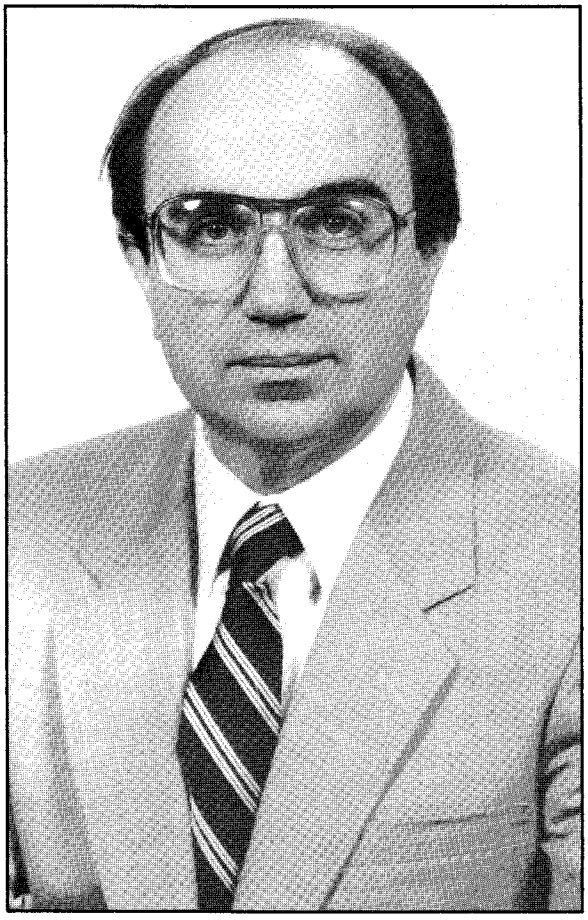


Photo by Cathy Burian

Name: Donald P. McErlean
Hometown: North Arlington, N.J.
Birthday: Oct. 26, 1944
Position: Head, Air Vehicle and Crew Systems Technology Dept.
Years of Government Service: 22
Previous Assignments: System Program Manager; Propulsion Acquisition Programs for B-1, F-15, F-16, F-14 (A&D), Advanced Cruise Missile; Systems Engineering Manager Propulsion Acquisition Programs - Tactical Systems; Branch Head, Engine Test/Evaluation Branch, Air Force Aero Propulsion Laboratory; Officer, United States Air Force; Research Staff Member, Rutgers University.
Preferred Entertainment: Toy train collecting, railroading, reading
Last Book Read: "They Were Expendable" (Old book rediscovered) and "Aerodynamics Of Sails" (I'm building a sailboat)
Strongest Attribute: Solving problems
Worst Flaw: Hmm...Let me see...Once, in the third grade, I spilled my milk
Favorite Foods: Breads - of all types, fried green tomatoes, anything involving whipped cream (e.g. Black Forest Cake)
Unfulfilled Dream: To be a fighter pilot, or a fireman, or a truck driver...(I never could decide!) To travel world-wide; to figure out how to use electronic mail.
Goal In Life: To be a player; to contribute to the United States; to see my children established in life; to figure out how to use electronic mail
How Should Your Tombstone Read: "Vacancy"
If stranded on a deserted island, other than the basics, what three things would you like to have: My wife, my toy trains, and George Gillespie (Developer of the LRU-18p Mini-boat)

Reflector
NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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Commanding Officer . . . . . CAPT William L.McCracken
Executive Director . . . . . Guy C. Dilworth, Jr.
Public Affairs Officer . . . . . Maryellen Jadick
Editor . . . . . JO2 Michael Delledonne

The Reflector is published for people like Janet & Tom Morrison.

NAWC Aircraft Division
NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

Aircrew protective gear team earns medals

Thirteen Naval Air Warfare Center Aircraft Division Warminster employees were presented Desert Storm Medals for their efforts during Desert Shield/Storm.

Receiving the awards were Charles Miller, Dennis Herbert, Christopher Zech, Timothy Jones, John Maruscak, James Hardy, Christopher Heine, John Hollingsworth, Rodney Pursell, James Lezoche, Thomas Gould and Michael Doncevic. The medals were presented by NAWCADWAR commanding officer Capt. William L. McCracken. These were awarded as a direct result of designing and manufacturing chemical, biological, and radiological (CBR) suits and support efforts for Operation Desert Storm.

The work began when the Commandant of the Marine Corps requested the center to assist in the design and production of CBR protective gear for tactical aircrews for immediate use in Operation Desert Storm.

"We had CBR gear for Marine helicopter pilots already in the fleet that was developed here, but there was no protective gear for Navy helicopter aircrews or Navy and Marine tactical flyers," said Cmdr. Larry Frank, deputy of the Air Vehicle and Crew Systems Technology Department.

"We were essentially asked to do something that normally takes four to five years and complete it within two or three months."

Cmdr. Larry Frank

The major problem, according to Frank, was that no modifications could be made to any of the existing aircraft because of the long and costly process of refiguring it. What was needed was something the fleet could use with little training, but would give them full protection.

Getting the suits designed was expedited when the Chief of Naval Operations requested protective gear for specific aircraft. "We were told how many suits were needed for each aircraft type. Our initial time frame to have this to the fleet was only a couple of months," explained Frank. "We were essentially asked to do something that normally takes four to five years and complete it within two or three months."

Photo by Jason Craig

Commanding officer Capt. William L. McCracken congratulates Timothy Jones for receiving the civilian Desert Storm Medal for his work with CBR suits. Jones was one of 13 employees to receive the medal.

A team headed by Dennis Herbert received permission to reallocate money towards this specific project. Within one week, the center went to the Naval Air Systems Command with eight options on how to go about completing this process. "They went with our top recommendation, which was based on the British AR-5 system used in their aircraft," said Frank. "It consisted of a hood and respiratory system. It was like putting a balloon with a face plate over your head. It stopped any kind of CBR penetration, which we knew was a real threat through our intelligence reports."

There were two items that needed to be purchased. The Canadian government provided one of those with the AR-5 unit. A blower was also needed to filter out contaminated ambient air from the cockpit and to provide demisting for the face plate.

(See Protective Gear on page 4)

Bird's eye view

Warminster/Pax are in this move together

Capt. William L. McCracken
Commanding Officer

"We at Warminster do not carry the whole burden of change and a significant amount of anxiety exists at both sites. It's time for us to start bonding together, to learn about the differences and sameness, to learn what talent each brings to the table and to start building the new team and family that will lead Naval aviation research, development, test and evaluation."

On Jan. 2, 1992, the Naval Air Development Center and the Naval Air Test Center became a part of a new organization, the Naval Air Warfare Center Aircraft Division. In 1996, the realignment of Warminster personnel and Patuxent River personnel will be complete and a new identity will have been created.

We at Warminster do not carry the whole burden of change and a significant amount of anxiety exists at both sites. It is time for us to start bonding together, to learn about the differences and sameness, to learn what talents each brings to the table and to start building the new team and family that will lead Naval aviation research, development, testing and evaluation.

The integration of the two sites and "cultures" got a real boost from a management conference between Patuxent River and Warminster held at Patuxent River in September. All Warminster division line managers, deputies, and department heads from codes 10, 20, 30, 50, 60 and 70 were asked to attend. The purpose of the meeting was to enhance teamwork between the technical leadership from both activities. We had 45 attendees.

The conference was a huge success in that people were very open, and sometimes very vocal, about how the two activities could work more closely. During the three days, items such as the NAWC/NAWCAD vision were discussed, as well as the capabilities of both activities. Three programs (AX, Crew Systems, and Update IV) were reviewed in which the two activities stressed how joint teamwork would help both to accomplish the NAWC/NAWCAD task.

The people from Patuxent River and St. Mary's Chamber of Commerce went out of their way to welcome the Warminster visitors. Realizing that Warminster is moving real people and families, there was a focus on information about the community. The superintendent of St. Mary's County schools spoke about the school system, and the Chamber of Commerce took the Warminster visitors on a tour of the county which covered schools, hospitals, recreational activities, residential communities and historical sites.

The heart of the conference was the third day in which some 90 people took part in six working groups. These six groups had the identical task of defining opportunities and impediments to merging our two activities. The results as reported by the chairman of each group indicated all were strongly similar even though each group worked independently. A composite list of all the group findings was created. It will help strengthen the organization by placing early emphasis on solving the impediments uncovered. By solving these impediments, we can turn them into opportunities and strengthen the organization.

The most significant realization made for us during the conference, was that Patuxent River personnel have the same anxieties associated with Warminster people coming down to Patuxent River as Warminster people have about going there. However, we all want to make our new team a success; we all pledged to work together as a team to accomplish the NAWC/NAWCAD mission.

We are working on plans to send more Warminster personnel to Maryland to continue the dialogue which began with our managers during this conference. Together, we can support each other during these difficult times of downsizing in the Navy.

Straight Talk

Commander addresses workload reduction

In previous articles, I have written about the need to downsize the Naval Air Warfare Center as the size of the Navy is reduced due to significantly reduced defense budgets. I presented our downsizing plan as a triple-thrust effort. We are reorganizing and consolidating, thus reducing our overhead and base support areas. The savings from this effort are largely in the indirect funded areas of our work. We are pursuing mission purification, which will reduce duplicative and redundant capabilities at different sites, and reduce our total capacity to perform direct work for customers. However, we will retain the complete range of technical capabilities with each site unique in its capabilities, and not in competition for the same work, with other sites. The third thrust area is in workload reduction which I'll address in this Straight Talk article.

Workload reduction is pretty straight forward. It results from our customers having smaller budgets and sending us less funding, which results in less direct work to perform. It could take the form of fewer fleet training exercises on the Sea Test Range, fewer in-cell engine testing hours at Trenton, cancelled programs, which cut a wide path of impact across many of the activities, or any other general or specific reduction in direct funding. Just like industry, we need paying customers to pay our bills. As direct work funding decreases we must adjust our business size to stay in business.

"Although it was forecast that work would drastically start to tail off this fiscal year, it hasn't happened. In fact, our total business is at a record all-time peak, almost $4 billion!"

One of the most serious issues we face is an uncertain future of decreased funding and the difficulty in gaining good knowledge of future work far enough in advance to be ready to execute increased work, or to decrease our work force, commensurate with the rate that work declines. Although it was forecast that work would drastically start to tail off this fiscal year, it hasn't happened. In fact, our total business is at a record all-time peak, almost $4 billion! Looking ahead to fiscal year 1993, the same predictions are being made in Washington that funding will be drying up, but the defense budget on the hill has only a very modest decrease in funding for the programs that comprise the body of our work. We simply don't know yet what the final congressional action will be on the fiscal year 1993 budget, but my guess is that, in general, we'll have a relatively good year in 1993, not as good as fiscal year 1992, but not as bad as the voices of doom have predicted. There should be enough work for us to keep our declining work force fully employed. Specific program increases and decreases will occur, but on balance, it doesn't look bad thus far.

Rear Adm. George Strohsahl

Commander, NAWC

The real reductions seem to begin in fiscal year 1994. Every pundit and observer of the Washington process says that the fiscal year 1994 defense budget is in for significant decreases. The process in the Pentagon which leads to establishing the president's fiscal year 1994 budget submission to Congress is in the typical state of turmoil I see every four years as we face presidential elections. In fact, nobody knows at this point what the final outcome of the next budget process will be. I think it is safe to say our work funding will be reduced, probably by more than the decrease we expect from this year to fiscal year 1993. But I just have no good way to tell, at this time, how much more.

Aircrew protective gear team earns medals

(Desert Storm, from page 1)

According to Frank, that's when the total team effort of the entire center began to show. "Contracts typically pose a major time problem because of the rules and regulations they're governed by," he said. "We had eight sole source contracts that needed to go out, two of which were to the United Kingdom. Frank Drummond (Contracts Division) and his people were able to get those contracts awarded in one day. A lot of people put in a tremendous amount of work for us."

It was determined a man-mounted system would be used. One reason was so the aircraft would not have to be modified, but the other was so the aircrew could be protected even if they had to eject from the aircraft.

"It (the suit) was designed so it could fly dirty. Even if it was saturated with agents, the aircrew could still fly the aircraft and be safe. It was a cumbersome unit, but it got the job done."

Cmdr. Larry Frank

"It was designed so it could fly dirty," said Frank. "Even if it was saturated with agents, the aircrew could still fly the aircraft and be safe. It was a cumbersome unit, but it got the job done."

Before the system could be sent to the desert, it still had to pass numerous laboratory and flight tests. The system went through high-speed wind blast tests, ejections on the ejection tower, centrifuge spins, permeation tests and many more.

The first demonstration flight of the suit was by Frank and Lt. Cmdr. Mike Messick. "It worked like a charm," said Frank. "We just needed to make some minor adjustments as the testing went on. We were very happy."

After more detailed flight tests at Naval Air Station Patuxent River, the suits were approved and sent to the desert to be used. Frank said the feedback was positive. "The aircrews seemed to like them. I think if nothing else, it made them feel more safe than they would have felt if they didn't have them."

Frank beamed when talking about the work the center did. "It was a total team effort," he said. "Crew Systems, contracts, shipping and receiving, the shops, and the flight line crew were just incredible. Nobody ever complained. They knew what had to be done and they did it. Some of these people worked 15 and 16 hour days for this to come off. In my 18 years in the Navy, I've never seen a group of people come together for a cause to accomplish something of this magnitude. It makes you proud."

By JO2 Michael Delledonne
Public Affairs Office

Photo by Drew Schmith

The CBR suit, designed by the center, was used in Operation Desert Storm to protect aircrews from chemical attacks.

OPNAV staffs begin reorganization process

In response to acting sercretary of the Navy Sean O'Keefe's and Chief of Naval Operations Adm. Frank B. Kelso's recent call for the major reorganization of the office of the Chief of Naval Operations (OPNAV), a transition management team (TMT) has been established to complete the reorganization as soon as possible. Initial realignment was scheduled for completion prior to Oct. 1, 1992.

The main purpose of the staff's reorganization is to become a more effective, efficient, and responsive organization and to emphasize joint operating capabilities.

Fleet inputs to Washington will receive greater emphasis, especially in the areas of warfare requirements, training, and doctrine. The fleets are encouraged and expected to assume greater responsibility in all areas, taking over warfare community leadership roles. In addition, a fleet commander-in- chief (CINC) liaison office is being established on the OPNAV staff to give the CINC's greater representation in Washington.

The reorganization will take place in two phases. Phase I: the realignment of existing functions in the new organization and the reassignment of billets and people to accomplish those functions under the new organization; and Phase II: the reorganization of individual "N" codes to further optimize the OPNAV staff.

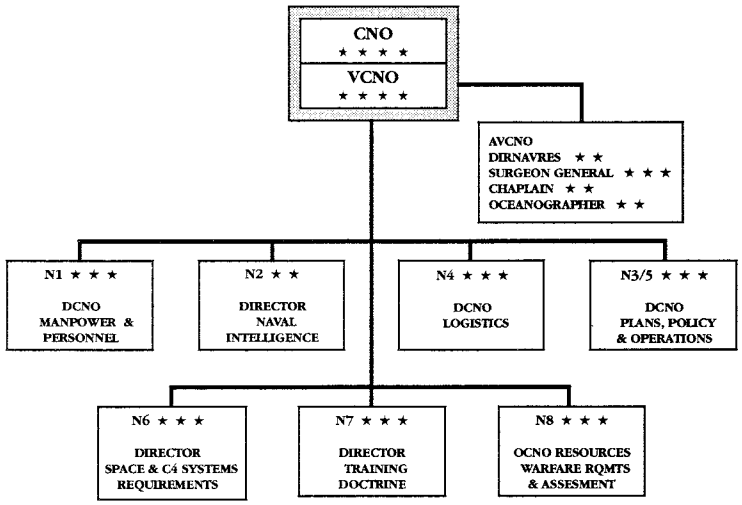
About 150 military and civilian OPNAV billets will be affected as a result of the reorganization, with several being realigned to mirror the joint staff. Four vice admiral billets will be lost (OP 02, 03, 05, and 07) as part of the congressionally mandated flag officer billet reduction and none will be created. The major financial gain will be the salaries of the 150 billets involved.

Dual use of "N" codes and "OP" codes for correspondence began Aug. 10, 1992. "OP" codes were dropped as of Oct. 1. Separate preliminary phone directory will be out in two weeks.

People currently assigned to OPNAV will remain in their new "N" code position until their proposed rotation date, be assigned where their services are needed within OPNAV, or be detailed to a new permanent billet in the Washington, D.C. area. No wholesale transfer of personnel is planned. The force reduction will be accomplished gradually by reassignments, placement efforts, and normal attrition. However, a total freeze on hiring within OPNAV is in effect.

Lt. Mike Tabb
Office of Information

OPNAV reorganization



New codes

Present Title "OP" Code -- New title "N" Code
CNO (OP-00) -- CNO (N00)
VCNO (OP-09) -- VCNO (N09)
AVCNO (OP-09B) -- AVCNO (N09B)
DCNO (MPT) (OP-01) -- DCNO (M&P) (N01)
ACNO (Undersea) (OP-02) -- Dir, Submarine Warfare (N87)
ACNO (Surface) (OP-03) -- Dir, Surface (N86)
DCNO (Logistics) (OP-04) -- DCNO (Logistics) (N4)
ACNO (Air) (OP-05) -- Dir, Air (N88)
DCNO (Plans, Pol & Ops) (OP-06) -- DCNO (P,P&O) (N3/N5)
DCNO (Naval Warfare) (OP-07) Realigned
DCNO (Navy Prog. Plan) (OP-08) -- DCNO 11 (Resources, Warfare Requirements and Assessments) (N8)
Dir Nav Intell (OP-092) -- Dir, Nav Intell (N2)
Dir Nav Med/Sgn (OP-093) -- Dir, Nav Med/Sgn (N093)
Dir Space & EW (OP-094) -- Dir, Space & C4 Sys Rqmts (N6)
Dir Nav Reserve (OP-095) -- Dir, Nav Reserve (N095)
Oceanographer (OP-096) -- Oceanographer (N096)
Dir Rel Min/Ch of Chap (OP-097) -- Dir, Rel Min/Ch of Chap (N097)
CNET Dir, Train & Doc (N7)

Bushey to retire, Hagan takes helm as MCPON

Master Chief Petty Officer of the Navy (MCPON) Duane R. Bushey retired from active duty and was relieved by Master Chief Electronics Technician (Surface Warfare) John Hagan, 46, in ceremonies aboard the historic Washington Navy Yard in Washington, D.C.

The office of the MCPON was established as a result of recommendations from the Secretary of the Navy's task force on Navy/Marine Corps personnel retention in 1966. The MCPON serves as the senior enlisted advisor to the Chief of Naval Operations and Chief of Naval Personnel on all matters pertaining to enlisted sailors.

In the execution of his duties, when called upon, the MCPON will testify before various congressional committees and subcommittees. The MCPON also serves in an advisory capacity on various boards pertaining to enlisted sailors. The Navy's senior bluejacket is responsible for recommendations leading to the development of effective leadership training; improvement of morale, retention and career enhancement; and issues associated with quality of life.

Hagan was the eighth person to be selected as Master Chief Petty Officer of the Navy.

By MCPON Public Affairs

Castaldi receives Five Point Hispanic Award

Tom Castaldi, head of the Mission and Avionics Technology Department, received the Five Point Hispanic Award presented annually to the manager that has done the most to foster the Hispanic goals of the Navy.

"I was very pleased and excited about winning the award," said Castaldi. "It is great recognition for me and the center to be singled out by the Secretary of the Navy for our accomplishments in this area of EEO."

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>
> **Tom Castaldi**

For Castaldi, the relationship began when he was given the University of Puerto Rico as an adopt-a-college program.

"We have a close relationship with them. We recruit rather heavily at the university; in fact, the center has been one of the largest homes for their graduates," explained Castaldi. "We also have their faculty come up here and work with us during the summer. It's been a fantastic gold mine for us as far as finding some very talented people."

According to Castaldi, one example is Victor Colon. "He graduated two years ago and has become one of our top-technical performers," he said. "He was also a co-founder of the Hispanic Cultural Group. He not only works the professional side, but the social side as well."

Castaldi had this advice for other managers. "The minority and disadvantaged are one of the largest pools of good talent. It's foolish for managers not to take this into account," said Castaldi. "The quality of the people are top-notch. They are well-trained, educated, sharp and eager to work. One of the things a manager can do is really explore those avenues deeply when he or she needs to hire."

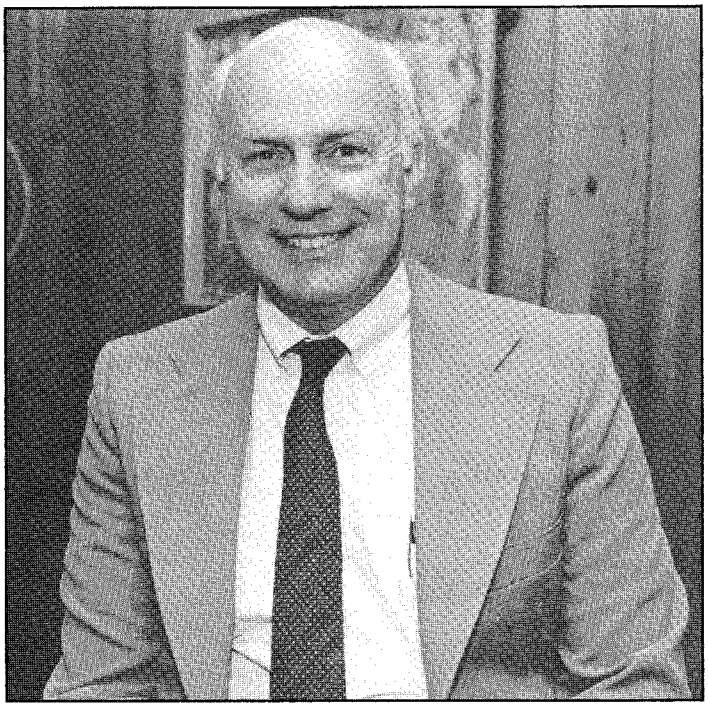


Photo by Jason Craig

Tom Castaldi, head, Mission and Avionics Technology Dept., received the Five Point Hispanic Award presented annually to the manager that has done the most to foster the Hispanic goals of the Navy.

By JO2 Michael Delledonne
Public Affairs Office

Green named director of Science and Technology Department replacing Witt

A new job offers many opportunities. A possible step up the ladder of success, the excitement of a new position, and working with new people.

Along with those opportunities may come some feelings of apprehension of just not knowing what to expect. Add to that the drastic changes of the realignment to Patuxent River and the drawdown within the Navy and Department of Defense. Those are the obstacles Dr. Kenneth Green faces as the new director of the Science and Technology Department.

"I was contacted by the executive director, Mr. Guy Dilworth, to see if I would be interested in replacing Arno Witt, who took a position as chief scientist and technologist at the Naval Air Warfare Center in Washington, D.C.," explained Green. I've been involved with technology all my career, and I thought it would be a great opportunity."

Green has spent most of his career as part of the Air Vehicle and Crew Systems Technology Department. Before accepting the position he was serving as the head of the Aero Analysis Division.

"I'm really enthused about the opportunity. I'll continue to work with a lot of people I know from past experiences as block manager and from running the division. I think with everything that's happened with the realignment and the acquisition programs, science and technology work is going to become more important," said Green.

Since taking over the position on Aug. 30, Green has identified three functions he sees as vital.

"Administratively, we act as an interface for the Office of Chief of Naval Research down to the project managers who are actually doing the hands on work," said Green. "That includes things like the in-house laboratory independent research and exploratory development programs, technology transfer to the commercial sector, small business innovative research efforts, graduate fellowship programs, summer faculty programs, and matching funds programs. Many of these require a fair amount of time to administer."

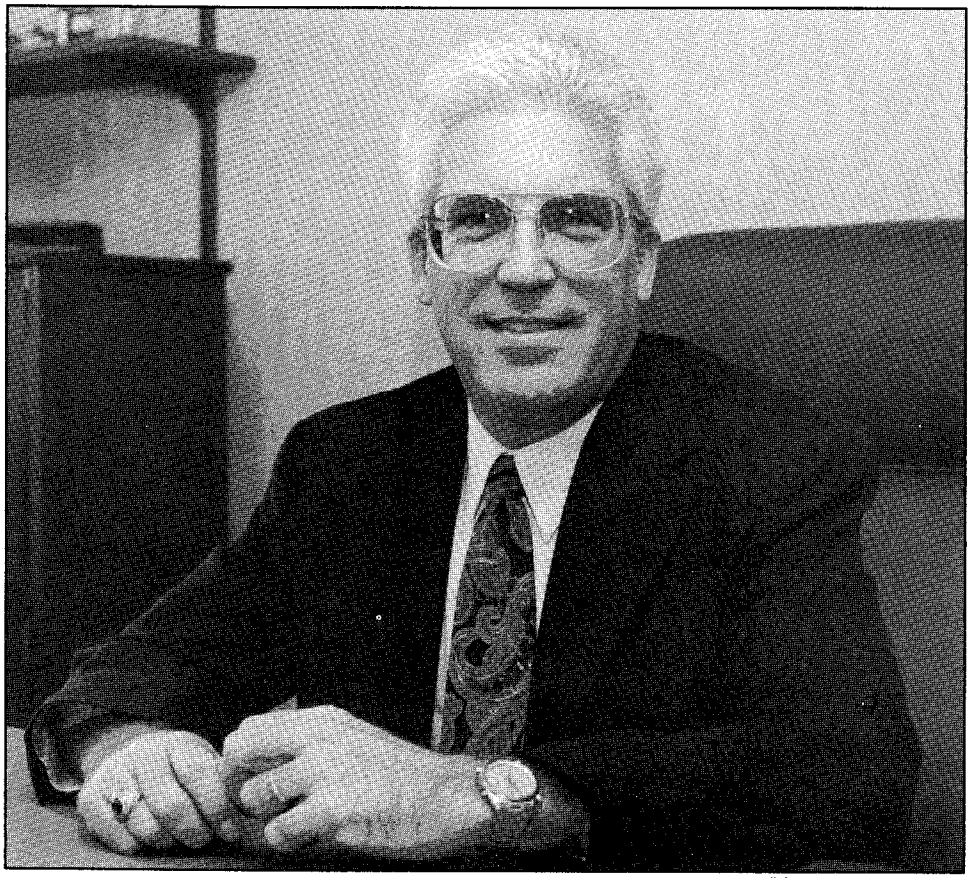


Photo by Jason Craig

Ken Green replaces Dr. Arno Witt as director of the Science and Technology Dept.

The second is to enhance the visibility of this command and the work that goes on here. According to Green, more people within the Navy, DoD, and the general public need to be aware of the things this center does.

Lastly, Green wants business expansion. "I want to look for opportunities in some non-traditional areas. There are people out there who need technology work, but don't know about us. Those are the people and sponsors I want to target."

"I'm very persistent. I want to make sure what we give our customers is a quality product. We want those people to come back to us," he said.

By JO2 Michael Delledonne
Public Affairs Office

Properly working fire dectectors save lives

If you were asleep when a fire broke out in your home, do you think the smoke would wake you up? If you think so, you're dead wrong. Smoke will actually put you into a deeper sleep. That's why having properly operating smoke detectors in your home is so important. They provide an early audible warning of a fire and provide extra time to escape safely.

This year's Fire Prevention Week theme is "Test Your Detector - It's Sound Advice". The greatest number of fatal home fires occur between the hours of midnight and 4:00 a.m., when most people are asleep. Although this time frame is when fires are least likely to occur, those that do are most deadly because they go undetected. More than 3,400 people died in home fires last year.

Having adequate smoke detector protection in your home is absolutely key to fire survival. There should be a detector on each level of your home, including the basement, and there should be a detector outside each sleeping area. Test your detectors weekly and replace the battery at least once a year. The testing and replacing of the battery is crucial because surveys show that nearly 80 percent of all homes are equipped with smoke detectors, half of which fail to work because of dead or missing batteries, vandalism, or defects.

Installing and maintaining smoke detectors is only one step in making your home safe from fire. For further information on fire prevention, contact the Naval Air Warfare Center Aircraft Division Warminster fire inspector at extension 3060.

Register to vote: Help change the future

The Department of Defense wants service members and their family members to vote in this year's general elections Nov. 3.

Register to vote by checking the appropriate state's registration requirements and requesting a Federal Postcard Application from the unit voting assistance officer. Some states accept one application for both registration and ballot request, but others do not, DoD officials advised.

It's not only the president who will be selected at the polls on Nov. 3. All members of the U.S. House of Representatives, 35 U.S. senators, 14 governors and thousands of state and local officials will be chosen at the polls.

"The decisions they make in office will directly affect you and your family," said Defense Secretary Dick Cheney. "But the decisions you make, as a voter, are the most important of all. Don't leave it up to someone else to make the difference in your government."

Military voter participation during the 1988 national election reached an all-time high, 63 percent, said Army Gen. Colin Powell, chairman of the Joint Chiefs of Staff. In 1984's national election, 55 percent of the service members voted.

"Election outcomes could be decided by absentee votes such as yours. Voting is not only our privilege, but our obligation as American citizens," said Powell. "If you don't vote, others will be making decisions for you, decisions which will shape our nation's future."

Many people believe their vote doesn't make a difference, said Powell. But history is full of examples that say otherwise. For example, one vote kept President Andrew Johnson from impeachment, and an Indiana congressman kept his seat in the House of Representatives by four votes.

The Constitution's 12th Amendment, which provides for the presidential election, passed by one vote in the House of Representatives, and only 120,000 votes separated John F. Kennedy and Richard Nixon in the 1960 presidential election, added Powell.

"The recent democratic revolutions in Eastern Europe and the Soviet Union remind us how precious our own rights and freedoms really are. Be a part of the political process. Democracy counts on your vote," said Cheney.

By Master Sgt. Linda Lee
American Forces Information Service

Microwave engineers fly aircraft in place

One of the best known landmarks in Bucks County belongs to the Microwave Techniques Branch. It's the upside down aircraft on the north side of the base near the end of our runway. But it's not very well understood.

Recently, a nearby neighbor told his visitors the plane moves with the wind and tells pilots the wind direction. His friend confidently countered that the Navy uses it to teach pilots to fly upside down. All were serious, but wrong.

People such as Paul Krebs an electrical engineer and Paul Rush an electrical technician, use aircraft placed on these towers to evaluate aircraft antennas and systems. "The full scale aircraft are the most visible aspect of the antenna range operation," said Rush. "But it represents only one-fifth of the range's capability."

Engineers do antenna testing by transmitting a radio frequency signal from one of three ground based transmit sites. These signals "light up" or excite target antennas on the test aircraft. Raw data from the targeted antennas is collected in the control room below the aircraft.

The immediate result is a floppy disk full of data. The branch uses this data as input for more processing here on site or sends it directly to a customer. Engineers, here and at other Naval facilities, use the data acquired as input to simulators and trainers, to generate Naval Air Training and Operating Procedures Standardization manuals, and to evaluate avionics systems.

Engineers analyze this data to select the best location to place an antenna and to evaluate the system's performance. "One of the advantages of this type of facility is that we can make temporary modifications to our aircraft to find, and then verify, the best antenna locations," said Krebs. "We could never make modifications like this to a line aircraft." In addition, collecting this data would be impossible by flying an actual aircraft. At this facility, the aircraft can be precisely oriented to any position while engineers collect data.

Antenna range personnel can mount all their test aircraft upside down or right side up. This allows them to evaluate antennas and antenna systems on either the top or bottom of the aircraft.

Official U.S. Navy photo

An F/A-18 aircraft hangs upside down so engineers can evaluate aircraft antennas and systems.

For example, when testing antennas on the bottom of the aircraft, the aircraft is mounted upside down atop the tower. This prevents interference from the supporting structure on the test antennas. Also, any effects from external fuel tanks and weapons on the antennas can be measured.

The test aircraft are mounted on a device called the positioner that joins the aircraft to the tower. The positioner rotates the aircraft about three axes to align the aircraft precisely for each test. Using it, engineers can rotate an aircraft a full 360 degrees and elevate or depress the aircraft 90 degrees. This movement can be controlled in each axis to within one hundredth of a degree.

Most times, when visitors see the landmark laboratory in use, they witness branch members leading the way in some project. Members support research in the initial design phase, develop and test prototypes and help approve aircraft modifications for antennas and systems. Other times the branch provides critical testing information for the development or modification of existing or prototype systems.

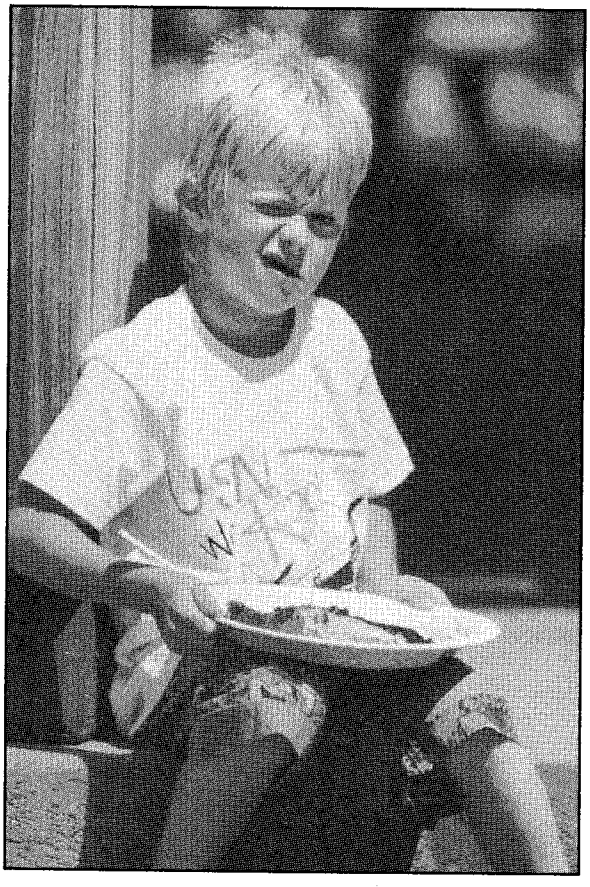
As the Navy continues to modify and upgrade their existing aircraft the need for this type of research becomes increasingly more important.

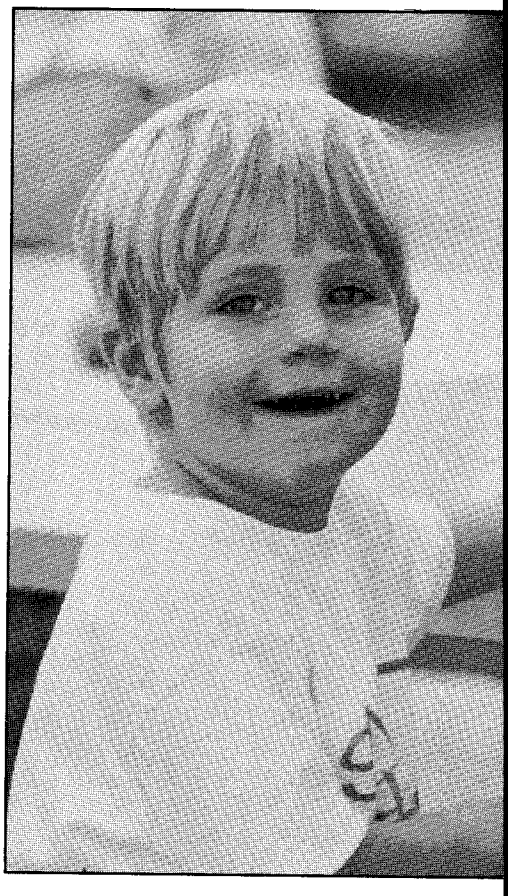
Currently, the Microwave Techniques Branch has shells to support testing of the A-7 Corsair, F/A-18 Hornet, EA-6B Prowler, EA-6A Intruder and UH-1, Huey. Next month, it expects to get an F-14 Tomcat, flown here earlier for several non-flight projects.

According to Senior Chief Petty Officer Kenneth Hansen, from the Aircraft Maintenance Division, the center successfully requested the Navy strike the aircraft from its active records. Now, a team has removed the engines and is now removing other parts. "The aviation supply system gets the parts and the laboratory keeps the shell," said Hansen. "That's what we are here for, one common goal."

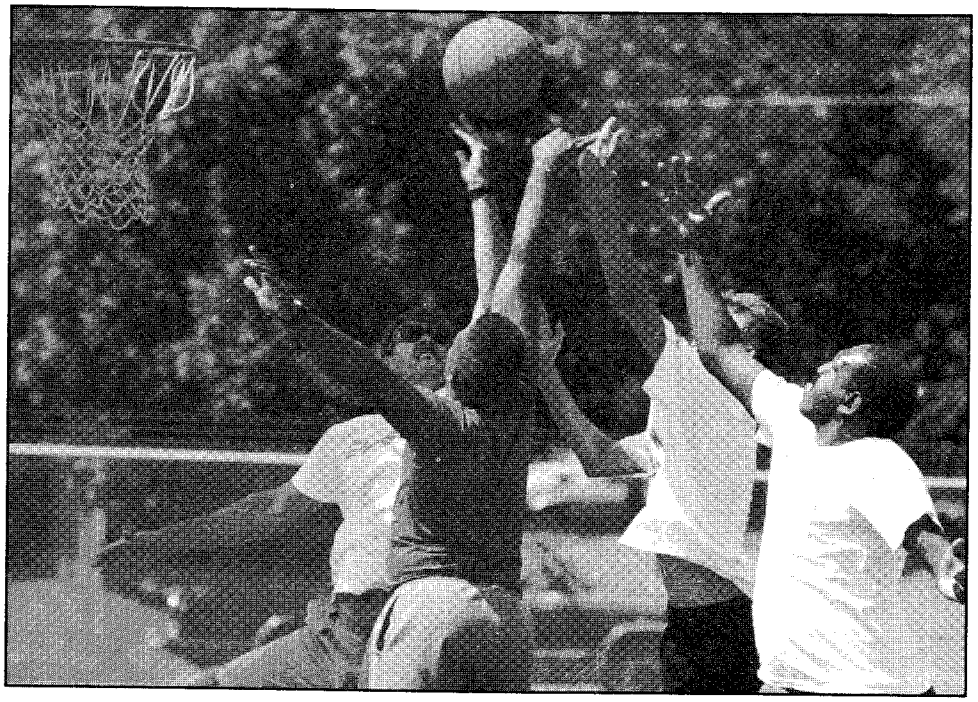
By Larry Lyford
Public Affairs Office

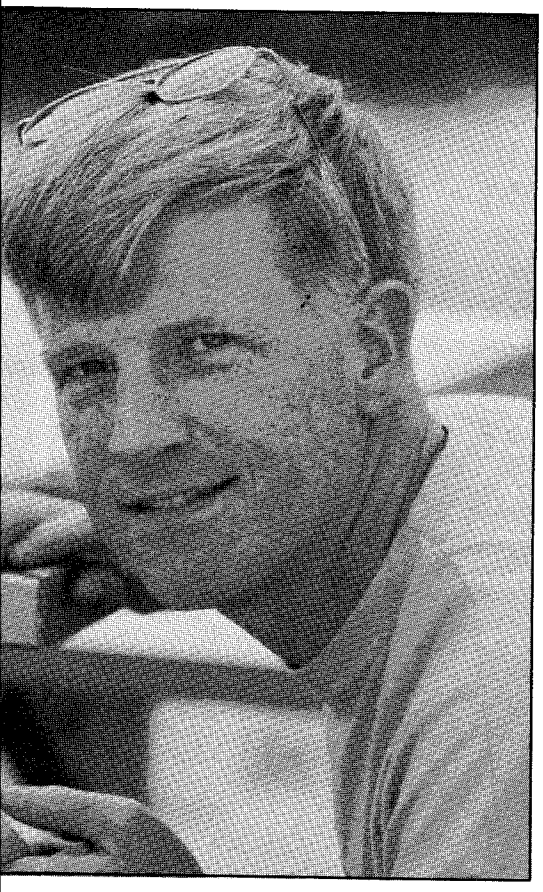
Military picnic '92

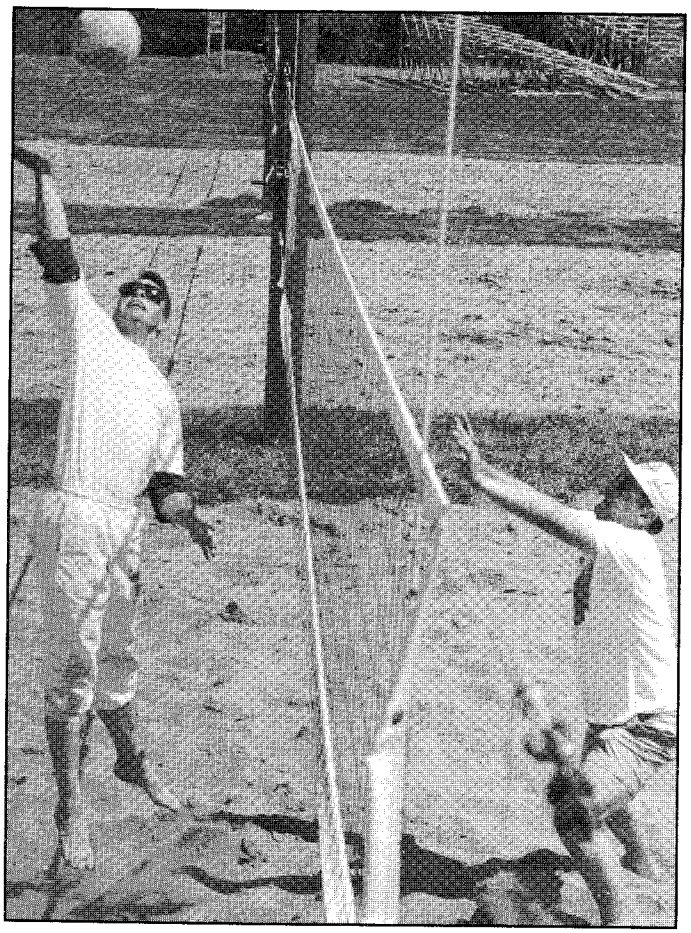




Photos by Jason Craig







News Briefs

Direct deposit pay option for most

A new Department of Defense policy changes the way personnel receive their pay, said Defense Finance and Accounting Service officials. The service is taking steps to implement the policy DoD wide

The standard method for paying military and civilian workers will be through direct deposit and electronic fund transfer to financial institutions. Under this system, the Federal Reserve System electronically provides the institutions payroll information to credit each person's account, the officials said. Currently, about 84 percent of military and civilian personnel are paid through direct deposit.

Individuals not using direct deposit have 60 days to switch from the time they become subject to the requirement. Certain individuals are exempt. The categories include:

Civilian employees not currently enrolled in the program - exempt until their status changes as the result of a competitive selection process;

Military members not currently enrolled - exempt until they re-enlist, are appointed as an officer, accept a regular commission or retire;

Military members in basic training or follow-on skill training of six months or less - exempt until they arrive at their first permanent duty station; and

Nonappropriated fund personnel, summer hires and student workers.

Finance officials said "appropriate authorities" may grant individuals direct-deposit waivers if they decide that it is in the best interests of the individuals and the government. They said waivers will be reviewed annually.

Problems are infrequent in the direct-deposit program, officials said. Those which occur usually relate to inaccurate information furnished by the employee or financial institution when the account is opened, they noted.

If a government deposit error triggers an overdraft, the individual should contact the local finance office. The servicing office will contact the financial institution to explain the error and request overdraft charges be reversed, said officials. If the institution refuses, the government will reimburse the individual for certain specified charges. In addition, letters will be sent to dishonored check recipients.

DoD now spends 40 to 81 cents to print, mail and process each paycheck. In contrast, electronic transfers cost one to six cents each. For more information or to enroll in the direct-deposit program, check with the accounting division, payroll branch at extension 3666.

Security Reminder: Check the safe

All employees should ensure their security containers are locked at the end of each work day. Turn the butterfly in the center of the lock so the dial will spin free and rotate the dial past zero four times in the same direction.

A co-worker should check to ensure the container is locked and sign the SF-702. When you work after normal working hours or weekends, you may call Security Central at extension 2097, and ask to have a guard check the container and sign as the second person before you leave.

VA drops interest rate to 7.5 percent

The Department of Veterans Affairs (VA) reduced its maximum home loan interest rate from 8 to 7.5 percent, effective Aug. 12. This is the lowest VA rate in 19 years, and it is the second time in less than two months that the rate has been lowered.

"The drop in the rate will mean more veterans will qualify for home loans, which will have the practical effect of stimulating the economy and boosting the housing industry. It also means that many veterans can take advantage of the lower rate and refinance their existing loans at a great savings," said VA Secretary Edward J. Derwinski.

One year ago, the interest rate on VA-guaranteed home loans was 9.5 percent. The decline to 7.5 percent means the monthly payment on a typical VA loan of $86,000 has decreased by $121.25 -- from $732.26 to $602.00.

Also effective Aug. 12, VA decreased by one-half percentage the maximum rates for graduated payment mortgages to 7.75 percent; home improvement loans to 9 percent; manufactured home loans to 10 percent; manufactured home lot-only loans to 9.5 percent; and manufactured home and lot loans to 9.5 percent.

The lower rate is also good news for veterans interested in refinancing their existing mortgage loans -- more than 33,000 veterans have recently refinanced their loans to take advantage of lower interest rates. Veterans are encouraged to contact a private lending agency for more information on refinancing VA loans.

Voters can get candidate's views

Voters can now hear what candidates have to say about the issues directly from the candidates themselves by calling the Department of Defense Voting Information Center (VIC).

The VIC, operated by the federal voting assistance program in cooperation with the non-commissioned officers association, gives voters access to the candidates or leaves messages for them.

When leaving messages, give your name, address, telephone number and legal residence. Make your message short and to the point. If you do not know who your candidate is , wait on the line and an operator will assist you.

To access VIC, call (DSN) call 223-6500 or (703) 693-6500.

Accounting Division singled out for teamwork

The following employees were awarded Letters of Appreciation from the commanding officer.

John M. Kichula and Cmdr. Paul E. Young (Antisubmarine Warfare Systems Dept.): For the excellent and thorough presentation you made on our P-3 Update IV Program to representatives of the Canadian Maritime Aircraft Engineering and Maintenance staff and the Aurora Update Project Management Office staff.

Seth Moyer (Air Vehicle and Crew Systems Technology Dept.): Your professionalism, technical expertise, responsiveness, and enthusiasm had a significant and positive impact on the BQM-145A program.

Michael Mocenter (Mission Avionics Technology Dept.): For your dedicated technical support of the Special Operations Command South with the Laptop Imagery Transmission Equipment.

AMS2 Alan Marvin (Test and Evaluation Group): For the assistance you provided on behalf of an ill neighbor. Your willingness to get involved in this matter reflects very favorably on yourself and this site.

Fire Chief Donald Meadows (Test and Evaluation Group): Your contribution to Rear Adm. Donald Boecker's tour of this site was very well received.

John Scott (Small Business Office): Your interest and support of Sabre Systems, Inc. in meeting the challenges of small business today typify Navy professionalism and cooperation.

Accounting Division: For the support provided by our accounting staff to the visitors from the Naval Coastal Systems Station. Such efforts foster a team approach so necessary for successful implementation of a common financial system.

Kurt Braeunle, Vincent Crusco, Richard Gerhard, Michael Goldberg, Alfred Keiss, John Kulick, Wesley H. Maughans, Jr., Fire Chief Don Meadows, Charles Steinbach, Michael Tenaglia, Glenn Watson (Test and Evaluation Group): Your assistance and quick response to a fire in an industrial building in Upper Moreland Township recently kept a potentially tragic incident from occurring.

Charles Ballaro, Lawrence Bowen, Mark Breidenthall, Michael Doncevic, Jr., Philip Kaufman, Richard Lancaster, William Myers (Test and Evaluation Group): For your support during the outfitting of a fleet aircraft with special equipment from the Electromagnetic Noise Reduction and Characterization Program.

AE1 Edward Blatt, AD1 Johnna Cerge, ADCS(AW) Robin Cooker, AE2 Kenneth Duncan, AT1 Jeffrey Eden, AD2 Carroll Hamilton, AD2 Bryan Johnson, ADC Edward Krasnansky, AZ2 Matthew Lesisko, AE2 Keith Medley, AD3 Daniel Murphy, AD2 Michael Portner, PR1(AW) Patrick Rafferty, ATC(AW) Michael O'Rourke, AD3 William Ramey, AD2 Kerry Sherman, AE2 Joseph Skender, AE2 Douglas Smith, AE1 William Stirling, AE2 Paul Sonberg, AE3 Herb Willis (Test and Evaluation Group): For your participation and support of an engine change to a visiting PATRON FOUR NINE aircraft. The professionalism and cooperative spirit you showed in performing your duties reflect very favorably on yourself, your department and this site.

Dr. Kenneth Gish, Dr. James Sheehy (Air Vehicle and Crew Systems Technology Dept.): For your support in making a Marine Corps Laser awareness training film for the Director, Amphibious Warfare Technology Directorate.

Michael Caddy, David Kobus (Air Vehicle and Crew Systems Technology Dept.): For your outstanding support of the A-6E Program.

Richard James, Larry Johnston, Maureen V. McGuire (Antisubmarine Warfare Systems Dept.): For your superb performance in support of the ALFS Program source selection effort.

Charles Booth, Laura Huber, Cmdr. Paul M. Novak, Richard Pariseau, Richard Thomas (Antisubmarine Warfare Systems Dept.) and Thomas Polaneczky (Mission Avionics Technology Dept.): For your superb efforts in support of the H-60 Helicopter Programs.

Joseph Kelly and Alfred Piranian (Air Vehicle and Crew Systems Technology Dept.): Your participation at the NATO Air Armament Working Party meeting in Ottawa, Canada was outstanding.

Shawn Donley and Fred Kuster (Air Vehicle and Crew Systems Technology Dept.): For the outstanding support you and the Aero Engineering Division provided in the fomulation of the COCOM International Industrial List and the preparation of the Militarily Critical Technologies List in the area of Avionics and Navigation.

Jacquelyn Benner, Rita Brownlee, Richard Chern, Marianne DeCicco, Joanne Ferrara, Kristin Henry, Sherry Kabin, Mary Kearns, Geraldine Keenan, Tracy Kopper, John Markow, Maureen Marron, Joanne Owen, Lois Savage, Judith Scott, Barbara Ward (Civilian Personnel Dept.); YN3 Hisert, MS2 Danny Kelly, Lt.j.g. Lisa Truesdale (Command Administration); Carolyn Riemer (General Counsel); Sheila Elser, Lt. William Headley, AT1 Scott Pelo, Sheldon Weisman (Antisubmarine Warfare Systems Dept.); Paul Benner, Robert Greenwood, Kenneth Lee, Marie McPartland (Tactical Air Systems Dept.); Jeannie McCain, Debbie Sztubinski, Maureen Talley (Warfare Systems Analysis Dept.); Joseph Kaszupski (Mission Avionics Technology Dept.); Julieta Booz, Lt.j.g. Meghan Carmody, David Cohen, Richard Gergar, Michael Hendri, Barbara Kempf, PRC David Kunkel, Fred Kuster, Margaret Russo, Lt. Cmdr. John Schmidt (Air Vehicle and Crew Systems Technology Dept.); Ross Barcklow, Richard Michi (Technical Services Dept.); ADC John Benning, ATC Anthony Ford, Cmdr. William Saye (Test and Evaluation Group): For your outstanding contributions to our recent Prevention of Sexual Harassment Training Stand Down. This was a massive undertaking, with over 2,800 employees and visitors being trained in 19 auditorium presentations and 98 break-out sessions.

Meet Dr. Jine Tseng of Code 70

Photo by Cathy Burian

Name: Jine S. Tseng
Hometown: Taipei, Taiwan, Republic of China
Birthday: April 15, 19--
Position: Deputy, Systems and Software Technology Dept.
Years of government service: 15
Previous assignments: Branch Head, Advanced Processor Branch, Signal processor and Computer System Technology Division, MATD; System Engineer, Naval Airship Program; System and Software Engineer, Integrated Tactical Decision Aids Program; Independent Research Principal Investigator, Automated Code Generation.
Preferred entertainment: Reading, art, music, theater, gathering with friends
Last book read: Selected poems of Li-Pei (Chinese)
Strongest attribute: Dedication to my family and my work
Worst flaw: Naive, too gullable
Work philosophy: Always give the best one can
Favorite foods: Numerous, I am a food lover, there are very few foods that I dislike
Unfulfilled dream: To be a world class architect; to be a best-seller writer
Goal in life: To be the best I can as a daughter, wife, mother and friend
How your tombstone should read: "Here is a person who worked and enjoyed life."
If stranded on a deserted island, other than the basics, what three things would you like to have: My husband, my house and a number of good books

NAWC Naval Air Warfare Center

Reflector

NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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Commanding Officer . . . . . CAPT William L.McCracken
Technical Director . . . . . Guy C. Dilworth, Jr.
Public Affairs Officer . . . . . Maryellen Jadick
Editor . . . . . JO2 Michael Delledonne

The Reflector is published for people like Bill Roadfuss, Code 8133.

NAWC Aircraft Division NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

1992 CO/ED Awards

Photo by Drew Schmith

And the winners are:

Front row:

Davene Sheppard, Administrative Support Award

Victor Colon, Equal Employment Opportunity Award (Accepted by Hasan El Musa)

Gabriel Pilla, Technical Support Achievement Award

Joseph Laska, Project Leadership Award

Barbara Kempf, Equal Employment Opportunity Award

Albert Knobloch, Analysis/Analytical Achievement Award

Rose Goodman, Administrative Support Award

Mike Mocenter, Engineering Achievement Award

Guy Dilworth, Executive Director

Capt. William L. McCracken, Commanding Officer

Sherry Kabin, Administrative Support Award

William Barclay, Junior Professional Achievement Award

AT1 Macheath Stueklen, Aviation Support Award

Ignacio Perez, Junior Professional Achievement Award

Kenneth Foulke, Engineering Achievement Award

Kenneth Clark, Engineering Support Award (Accepted by Art Fletcher)

Charles Hegedus, Scientific Achievement Award

Peter Santi, Project Leadership Award

Tom Shopple, Associate Technical Director

A time to say goodbye to NADC

Capt. William L. McCracken
Commanding Officer

This year at the Commanding Officer /Executive Director awards we recognized the accomplishments of our laboratory over the last year and some of the individuals that made it happen.

A major change this year was the disestablishment of the Naval Air Development Center and our realignment to become the Naval Air Warfare Center Aircraft Division Warminster.

As part of our ceremony to recognize our accomplishments over the last year, I added a time to recognize the great accomplishments of this laboratory for the past 48 years, 43 of which we were NADC. Since NADC has always been about people, we awarded NADC certificates to everyone of our employees who were with us as of January 2nd, 1992. Then, to recognize the new organization, every employee also received a NAWC Aircraft Division pin. Lastly, to recognize those who have contributed to this laboratory the longest, we awarded NADC plaques to those with over 35 years of service to NADC at the CO/ED awards ceremony. That was followed by a separate ceremony and plaques for everyone with over 20 years service to NADC. Ever since the realignment, I have felt the need to somehow say goodbye to NADC.

After all, NADC has had an illustrious history making significant contributions to the Navy, the space program, and the Department of Defense just to name a few.

The center was established during World War II to meet the growing needs of a nation at war.

In 1944, the Navy acquired the Brewster Aeronautical Corporation with its one million square feet of production and administration space, an adjoining airfield, and aircraft hangar. The plant was designated the Naval Aircraft Modification Unit (NAMU). The mission involved conversion and modification of Navy aircraft prior to delivery to combat units in the fleet.

With the war's end, increased emphasis was placed on research and development activity. On August 1, 1947, NAMU was redesignated the Naval Air Development Station (NADS), an independent and self-sufficient activity. By August 1, 1949, the NADS expansion reached a significant point after several activities from other parts of the country had been transferred here and was designated the Naval Air Development Center.

The laboratories originally comprising NADC were the Pilotless Aircraft Development Laboratory, the Aeronautical Electronics and Electrical Laboratory, and the Aircraft Armament Laboratory. These laboratories functioned in the research and development of pilotless aircraft, electronic systems and components, and aviation armament.

"I made the decision to come back here because what stood out most from my first tour here was the great people. Our name may change but our people remain truly the best. That will never change."

The Aviation Medical Acceleration Laboratory became part of NADC on June 17, 1952, when the world's largest human centrifuge was dedicated. It was here, the Project Mercury astronauts received an important part of their training.

The Aeronautical Instruments Laboratory and the Aeronautical Photographic Experimental Laboratory were transferred to NADC in December 1953 from the Naval Air Material Center, Philadelphia.

Another important function arrived here with the establishment of the Antisubmarine Warfare Laboratory in 1958.

On July 11, 1967, three laboratories of the Naval Air Engineering Center, Philadelphia became departments under the administration control of NADC: the Aero Materials Department, Aero Structures Department, and Aerospace Crew Equipment Department.

The relocation of personnel from the Naval Strategic System Navigation Facility in Brooklyn, N.Y. to NADC began on Nov. 25, 1973. This group combined with the navigation tasks formerly assigned to the Air Vehicle Technology Department and the Aero Electronic Technology Department to form the Naval Navigation Laboratory.

NADC itself was the product of many realignments and relocations. Now, having been created to meet the needs of a nation at war and after finally winning the Cold War, we are being realigned to better meet the new challenges of our nation. I made the decision to come back here because what stood out most from my first tour here was the great people. Our name may change but our people remain truly the best. That will never change.

Gettysburg seminar faces tough future issues

In 1863, Gettysburg was a quiet Pennsylvania town that very few people even knew existed. However, a three-day visit by the Confederate and Union armies forever changed the course of history. The Union victory at Gettysburg, their first major win in a conflict that was already two years old, was the turning point of the Civil War.

The three-day Management Seminar held in Gettysburg may very well be a turning point for the Naval Air War-

Tough and/or unpopular issues were brought up for discussion and review. And everyone, from branch head to the commanding officer, had equal say and would have an equal vote when the time came.

fare Center Aircraft Division Warminster (NAWCADWAR). Unlike General Lee's armies, whose caravan of casualties was 17 miles long, we suffered no bloodshed. But we did come together to fight for a cause we believe in. Officially we were chartered "to address maintaining the integrity and viability of NAWCADWAR by establishing a vision/plan for the next four years to drive business base, personnel resources, and organization." What we were really responsible for was trying to ensure that we survive the most challenging time in our center's history.

It wasn't a place for anyone to safely run and hide. The proverbial cards were put on the table for all to see. Tough and/or unpopular issues were brought up for discussion and review. And everyone, from branch head to the commanding officer, had equal say and would have an equal vote when the time came. Through it all the atmosphere was one of openness, genuine concern, frank discussion ... a real desire to come up with the right solutions with the least amount of casualties.

Day one began with a "data dump", providing attendees with an update on key personnel issues, the budget, new business, and various impediments cited by branch heads in an informal survey conducted by the center.

This was followed by the introduction of the retreat facilitators, Fred Kuster (Code 601) and Cmdr. Pete Kallin (50A) who were responsible for ensuring that the group remained balanced, with everyone being given the opportunity to contribute, and that the group as a whole stuck to the issues.

Laying the cards out on the table came during the first day's afternoon session, with each participant having a chance to voice concerns in the four areas to be addressed: people, business, organization, and miscellaneous. And

NAWC
Aircraft Division
NAVAL AIR WARFARE CENTER
WARMINSTER

voice them we did. These concerns included: people distrust management concerning the move... ("the real plan must be classified.") -False!, lack of clear communication, implementing the aircraft division vision organization now, how to lift morale in spite of the move and hiring/promotion freezes, how to best utilize the years before having to move, too much isolation between departments, our sponsors' incorrect perception that we are going out of business, support people not feeling a part of the team, and how to help people control their future. Although there was a certain amount of overlap, a total of 147 concerns were voiced After the issues were listed, all the participants voted on what they felt were the top five areas of concern in each of the four categories. Each person had one vote and one vote only.

On day two, the 32 participants were asked to review the problems receiving the most votes. To do this, the attendees were divided into three groups: the Lions, Tigers, and Bears. (You can tell by the names of our groups that both of our facilitators had a great sense of humor.) No one was teamed up with their department head, making freedom of speech even easier. The commanding officer and the executive director, Capt. William McCracken and Mr Guy Dilworth respectively, were not in any of the groups and they were referred to as the "Oh my's!". The entire day consisted of the Lions, Tigers, and Bears tackling the people, business, and organizational issues, making recommendations and proposed actions to the "Oh my's!"

The results were reviewed on day three. Three ideas were recommended for immediate action with the results being forwarded to the 32 participants of this retreat for review in early December.

A "People" team, consisting of five or six members, was to be established within five days. Their function would be three-fold. First, they would be tasked to develop a two-way communication strategy for effective information transfer to all people, helping to reduce the mistrust between management and employees.

A "People" team ...would be tasked to develop a two-way communication strategy for effective information transfer ... helping to reduce the mistrust between management and employees.

Second, they will establish a long term people development plan to maintain morale, help people make informed decisions and prepare for the future. Third, they will develop a plan to recommended the best way to handle the

(continued on next page)

Seminar tasks action teams

(continued from previous page)

people side of the move to Pax River. This team will work full-time for 45-days.

The second immediate action to be taken would be the establishment of a "Functional Skills" team , again consisting of about five to six people, working part time until March 1993. They would be tasked to develop a function/skills matrix, identify skills shortfalls, and to develop a strategy to mitigate those shortfalls.

The third immediate action is the establishment of a "Corporate Business Plan Development" team. This group will be the same size as the other two and will be assigned to the group full-time for the same 45 day duration. They will be responsible for identifying corporate business goals and developing a business plan for 1994 and 1995. They are to emphasize a "corporate view", as opposed to the fragmented approach (individual branch, division, and department plans) without losing the entrepreneurial spirit that makes NAWCADWAR successful.

The teams, in fact have been established and are currently working on their assigned tasks. They are made up of a cross-section of employees. However, they have been instructed to seek out ideas and inputs from throughout the center. So feel free to walk up to any of them and give them your ideas.

The "People" team consists of Dr. Dick Bromberger (Code 30D), Barbara Ward (Code AD05), John Bowes (Code 103), Vince Morelli (Code 607), Sue Smith (Code 601), Bob Dolceamore (Code 709), and Lissette Fortuno (Code 2012). Barbara Turner (Code 104) , Sue Reeps (Code 603), MJ Jadick (Code 041), and Ron Young (Code AD05) are serving as advisors.

The "Functional Skills" team consists of John Heap (Code 20E), Anthony Mickus (Code 30B), Joseph Laska (Code 5022), Samuel Delserro (Code 60B), Marvin Walters (Code 6051), Ken Clegg (Code 607), and Michael Kiernan (Code 7011). The advisors to the business team are Dick Mitchell (Code 70), Tom Castaldi (Code 50), and Bob Becker (Code 30).

The Corporate Advisory Board (CAB) ...will be empowered to streamline operations, reduce impediments and disseminate center information weekly.

The Corporate Business team consists of Steven McComas (Code 101C1), Michael Saitta (Code 103A), CDR Joe Poole (Code 20A), Vincent Sieracki (Code 3032), Gregory Catrambone (Code 50B), Alan Hellman (Code 60B), Alexander Kuhn (Code 7012) with Bill Halpern (Code 02B), Stu Simon (Code 01A1) Mo DeVillier (Code 202T) and Ken Green (Code 01B) serving as advisors.

Organizational changes were recommended and have gone into effect as well. For internal operations, the Corporate Management Group (CMG) (which consists of the CO, ED, and department heads) will get away from focusing on the day to day operations, and will focus on business strategy, meeting biweekly.

The Corporate Advisory Board (CAB) (which consists of Capt. Tom Broadhurst, executive officer, Tom Shopple, acting associate technical director, and deputy department heads) will be empowered to streamline operations, reduce impediments and disseminate center information weekly. Additionally, to ensure that people are prepared to handle the increased responsibility that lie ahead as a result of the move to Patuxent River, career development opportunities will be established to cover selected branch, division and department heads, both military and civilian.

As for the other 100-plus concerns that won't get answered this first go round, many should be positively influenced if we can take care of the top priorities. Per conversation with Captain McCracken, this is only the beginning and the other concerns will be taken into account, once we make a dent in the ones which were voted to be of the highest priority.

The results of the seminar were briefed to all employees by the department heads on Oct. 20. As I walk around the center, I've heard good and bad comments from fellow employees. Some are pleased to see both senior and middle management taking an aggressive approach to solve some problems that have plagued us for a while and have been exacerbated by the announcement of our move to Pax River. Others think this will be like going on a diet...it will be good for a little while and then we will return to our old ways..

I don't know ... but Captain McCracken has committed to be a lean and mean role model and I don't see any chance of that changing. I think it's a real good sign. I am very confident that this second invasion of Gettysburg is going to prove to be a positive turning point in the way we do things around here.

MJ Jadick
Public Affairs Office

NAWC commander addresses Pax River

Rear Adm. George H. Strohsahl Jr., commander of the Naval Air Warfare Center, addressed a crowd of 150 people at the Patuxent River Naval Air Station's Cedar Point Officers' Club about current and future changes surrounding the NAWC.

Strohsahl's presentation, entitled, "Fully Engaged in the Change Process", outlined the reasons for the change, what will be changed and the course of action taken to accomplish those changes with a special emphasis on working together as a team.

"NAWC is in the middle of various forces and environmental pressures," said Strohsahl. "There are things going on around us that are causing us to re-think the way we do business and the way we serve our customers."

Strohsahl cited congressional interests, hiring freezes, high pay-grade freezes, infrastructure reductions and a need for teamwork as some of the surrounding factors having an impact on the NAWC.

There are several major drivers of the recent realignment. The most influential is the collapse of the Soviet Union. This incident has initiated the restructuring of international relationships and as a result, has changed the focus of the United States' defense position. A weak economy, reduced budgets and downsizing are also forces in the changing environment acting on the NAWC, Strohsahl said.

The NAWC is divided into an aircraft division and a weapons division. The first change occurred on Jan. 1 of this year which consolidated nine commands under the two divisions. There are five individual commands under the Aircraft Division and four commands under the Weapons Division.

"Man's job is to govern the future, not simply be a victim of the wind blowing this way and that way. I know, the best plans are upset. But, without a plan there is no chance."

It is under consideration to realign the four commands under the Weapons Division to two, one in Pt. Mugu, Calif. and the other in China Lake, Calif. Also under consideration is reorganizing the five commands under the Aircraft Division into three: Pax River, Md., Lakehurst, N.J. and Indianapolis, Ind. NAWCAD Trenton, N.J. will become part of the Lakehurst, N.J. complex.

Through communication and teamwork between the two divisions, the transition will be a smooth one, Strohsahl said.

During his speech, Strohsahl borrowed a quote from Dr. W. Edwards Deming to emphasize the need for a plan. "Man's job is to govern the future, not simply be a victim of the wind blowing this way and that way. I know, the best plans are upset. But without a plan, there is no chance.

"In this world of change, you are never going to get there without a plan," Strohsahl continued. "That is what we are about -- coming up with a plan and bringing that plan to fruition."

Photo by Patuxent River Public Affairs

Rear Adm. George H. Strohsahl Jr. speaks to Naval Air Warfare employees on changes that face the NAWC.

To deal with the changes, executive and corporate boards were established at headquarters and division levels to help "chart the course." Transition teams were also put together in order to work out details of specific changes at each command.

The concept of electronic communications has played a key role in dealing with the NAWC changes. The use of fax machines, video-tele-conferencing, electronic mail and portable computers with modems have contributed to the effective communication between the agencies.

Strohsahl also emphasized the need to continue the efficient exchange of information internally as well as externally, such as command papers. Visits like this one are important, Strohsahl said, because people need to get to know each other and become confident the boss knows what is important at their site.

The luncheon was sponsored by the Patuxent River chapters of the Society of Flight Test Engineers, Society of Engineers and Scientists, Association of Naval Aviation, International Test and Evaluation Association and the American Institute of Aeronautics and Astronauts.

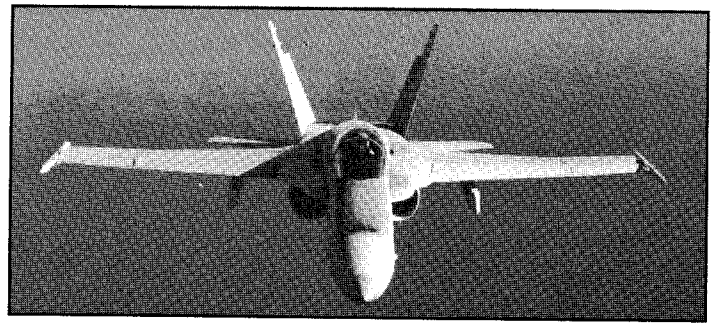
Video tape recording system designed here

Television brought operation Desert Storm into your home. One of the more memorable scenes was footage showing missiles and bombs flying through doors, windows, and down smokestacks, clearly demonstrating the critical need for accurate bomb damage assessment (BDA), and its use in post-mission analysis. As a result of Desert Storm, the Navy determined the current F/A-18 video tape recording system (VTRS) was limited and had to be upgraded to meet the needs of the fleet. The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) is spearheading an effort to do just that.

The current F/A-18 VTRS consists of a single black and white camera mounted on the top of the pilot's instrument panel. The camera looks through the Heads Up Display (HUD) and records vital aircraft information such as airspeed and altitude while simultaneously recording the mission as it unfolds in front of the aircraft. Images are recorded by a bulky video recorder which weighs approximately 23 pounds located behind the pilot's seat. The recorder is limited to a half an hour record time. The current system does not include video coverage of the digital display indicators (DDI) which is required to evaluate, critique and refine certain mission tactics.

In February 1991, the F/A Class Desk contacted the laboratory and asked Warminster to prepare a study on how to best upgrade the current system. The study looked at more than 30 system options including multiplexing the video signals. Ted Kopp, project engineer for the F/A-18 and John McIntyre, the laboratory's system engineer for the F/A-18, guided the overall effort through three phases of the study leading to the new VTRS design.

Kopp organized a team of engineers who established a new VTRS design which employs newer miniature video camera technologies. The new system includes a modified HUD camera which is now colorized, and most importantly, two additional cameras will be mounted on the cockpit canopy rails to record the left and right DDI displays. In addition, the bulky recorder has been replaced by two new smaller recorders weighing less than seven pounds each and have a two-hour record capability.



Official U.S. Navy photo

This F/A-18, like many others, will be receiving an upgraded video tape recording system designed here.

Once the requirements were established, NAWCADWAR systems engineers developed a system specification and a statement of work to be solicited in a competitive procurement for two prototype/flight demonstration camera systems. Initial flight tests of the prototype systems are scheduled in the near future at Cecil Field in Florida to evaluate the camera performance.

By John McIntyre
Tactical Air Systems Dept.

Stop order issued on P-3C Update IV system

The Navy has announced it will issue a stop work order on the P-3C Update IV system to the Boeing Defense and Space Group.

This will require the company to cease all work connected with the development of the P-3C Update IV system. The order, which is effective immediately, is being issued in anticipation that the Navy and Boeing will execute a bilateral termination agreement on the project within the next few weeks.

The P-3C Update system was developed to counter an emerging Soviet surface and submarine threat, and was to have provided increased antisubmarine warfare and antisurface warfare capability beyond the year 2000. In addition, the system also increased Navy command, control, communications and intelligence collection capabilities.

In closing down the Update IV program, Navy officials cited the decreased Soviet threat and the estimated overall cost of procuring the system.

By Navy News Service

Change in tax law may cost federal employees

The Unemployment Compensation Act of 1992 signed by the President on July 3, 1992 goes into effect Jan. 1, 1993.

A change in the tax law could cost unwary federal civilian employees money when they leave the government before retirement. The law affects people who take their Thrift Savings Plan earnings as a lump sum, or as a series of equal payments for a period of 10 years or less.

Under current law, people saving money in 401(K) plans, like the Thrift Savings Plan, may withdraw their funds upon separation. They have 60 days to redeposit the money into an individual retirement account to avoid current taxation. But under the recent law change, the government withholds 20 percent of the money for taxes if the employee asks for it in a lump-sum check or short-term equal payments.

For example, Sally Saver leaves the government for a private sector job and withdraws her $50,000 from the Thrift Savings Plan - she receives a check for only $40,000. To avoid paying current taxes on any of the money, she must reinvest a full $50,000 within 60 days. If she doesn't have $10,000 to replace the withheld money, she would have to borrow it.

If Sally doesn't come up with the $10,000, she will have to pay taxes on it for the current year. So if she is in the 28 percent tax bracket, she'll pay $2,800 in ordinary taxes. Furthermore, if she is under 59-and-a-half, she may have to pay an additional $1,000 early withdrawal penalty.

For most savers, the simple solution to this dilemma is a "trustee-to-trustee transfer," said plan spokesman Tom Trabucco. Persons choosing this option instruct the plan to transfer their money into either an IRA or into a company 401(K) plan - if that plan will accept the transfer.

A company may have a waiting period before new employees can join the plan. In that case, Trabucco suggests setting up a conduit IRA, a segregated, separate account set up by a credit union or bank to receive the transferred funds. Conduit IRAs are also useful for people who need more time to decide on an IRA.

Trabucco said trustee-to-trustee transfers account for about 60 percent of the funds withdrawn from the plan. Those who decline transfers have relatively small balances in the plan and less than five years of service. While private plans may let short-term employees leave their money in the plan when they quit, the Thrift Savings Plan does not. People who leave before they are eligible for immediate or deferred retirement must withdraw or transfer their savings.

Many of these people employed only a few years have $3,500 or less in the plan, Trabucco said. They are eligible for an automatic cashout, but the payment will be subject to withholding. A trustee-to-trustee transfer is the only way to avoid this.

Thrift Savings Plan officials have asked Congress to delay the effective date of the change to Jan. 1, 1994, to give them time to notify employees about the potential tax problem and to make other administrative changes, Trabucco said.

If Congress grants the delay, plan officials will have more time to make arrangements allowing direct transfers by two other groups of workers. The first includes people who elected to receive their money in equal payments over periods of less than 10 years. Currently, they can't exercise the trustee-to-trustee transfer option.

The second group includes former spouses receiving plan money by court order and beneficiaries receiving money due to death of the participant. For more information, contact Dottie Kirkpatrick at extension 2367.

By Evelyn D. Harris
American Forces Information Service

Photo by John Campoli

Navy Ball...

Capt. William L. McCracken, Sam Psoras, Petty Officer Second Class Michael Green, and Master Chief Petty Officer Edward Smith prepare to cut the cake for the Navy's birthday.

National Disability Employment Awareness Month

People with disabilities seek acceptance

The Naval Air Warfare Center Aircraft Division Warminster is currently commemorating National Disability Employment Awareness Month (NDEAM) from Oct. 15 through Nov. 15.

The guest speaker was Jean Mahoney, former Program Manager for the President's Committee on Employment of People with Disabilities, discussed the activities that each person can do to improve opportunities for people with disabilities.

People with disabilities, like other minority groups, are actively seeking full civil rights. They want to be accepted in their communities as equals. The President's Committee on Employment of People with Disabilities is asking individuals to use this month to work together for a change that will result in full equality for people with disabilities.

How can you make a difference? Change can be anything from a change in attitude to a job accommodation change, and the best part is that neither is necessarily costly. The job accommodation network reports that 31 percent of accommodations cost nothing; 50 percent cost less than $50; 69 percent cost less than $500; and 88 percent cost less than $1,000. A few of the accommodations that the laboratory has implemented in the past year includes:

- Reorganized work spaces to accommodate for disability equipment;
- Implemented a device which distinguishes each speaker's voice during a conference;
- Widened handicap parking spaces;
- Leveled doorway thresholds for easy wheelchair access;
- Added keyboard wrist rests for people with Carpal Tunnel Syndrome;
- Added an additional chair lift and access ramps to facility buildings.

As for attitude changes, your portrayal of individuals with handicapping conditions can greatly affect the public's perception of their worth. What you say can enhance the dignity of people with disabilities and can promote positive attitudes about their abilities. Let descriptive words emphasize the person's worth and abilities, not the disabling condition. The phrase "people with disabilities" is preferred, for instance, over "the disabled" which tends to emphasize disability and creates the image of an unusual and homogeneous group.

Photo by Jason Craig

Jean Mahoney, former program manager for the President's Committee on Employment of People with Disabilities, discussed the activities each person can do to improve opportunities for people with disabilities.

In recognition of NDEAM, the Equal Employment Opportunity office is sponsoring a ten-week course in Basic American Sign Language taught by the Pennsylvania School for the Deaf. This course is designed for individuals who interact with employees who are deaf, and in addition to learning a new language, the participants will encounter the culture of those who are deaf or hearing impaired. In response to the tremendous level of interest, future beginner and advanced courses will be offered.

NDEAM may be emphasized for only one month, but the changes you incorporate can last a lifetime.

For more information, contact the Equal Employment Opportunity office at extension 3061.

By Joanne Ferrara
Equal Employment Opportunity Office

Small business office host business fair

The Naval Air Warfare Center Aircraft Division Warminster's Small Business Office, in conjunction with the Small Business Administration, recently hosted a women-owned business fair.

According to John Scott, deputy for small business, this type of fair provides the engineers and contracting people a chance to become familiar with companies that otherwise might take them months to hear about. "Our people can spend an hour or two with the representative from the company and come away with a really good feel for what that company, is capable of doing," said Scott. "If it were not for these types of fairs, the only way they would find out about them is through the mail."

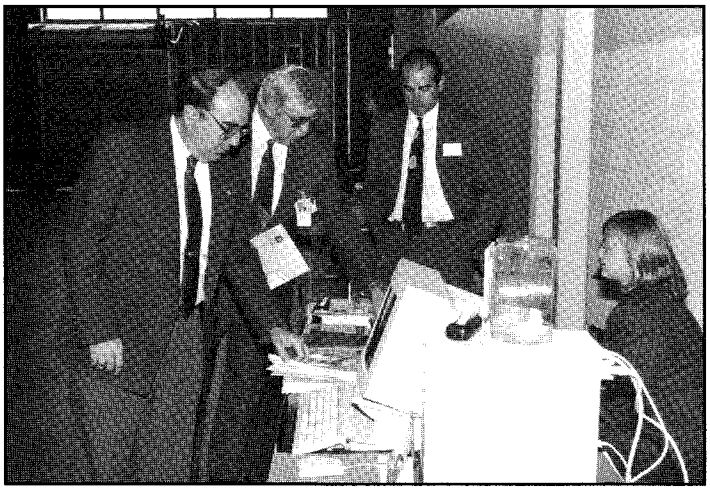


Photo by Jason Craig

Dr. Donald McErlean and Bob Becker look at information during the Women Owned Business fair host by the Small Business Office.

It also assists the women-owned businesses. "It helps them learn what our requirements are," said Scott. "We want to be able to give them every opportunity to come in and meet our engineers," explained Scott. "We've begun to look at ways to help women-owned businesses because we currently don't have any specific programs for them right now."

The fair brought in eight companies and 16 representatives who were kept busy for the entire day answering questions and showing their displays. A similar small business fair was held in October 1991 which brought in more than 30 companies and more than 90 representatives. "The difference in the numbers is because there simply isn't that many women-owned business," noted Scott.

Scott said the transition to Patuxent River will open many opportunities for small businesses. "We must do what we can to provide access to information so they can continue to do business with us," he said. "I envision having joint procurement opportunity conferences with the other sites. Our plans are to continue this type of format with the fairs. We will have another large fair in the spring of 1993."

JO2 Michael Delledonne
Public Affairs Office

Disposing old equipment properly is essential

Would you be upset if I told you the laboratory paid $3,300 for something that should have cost us $25? As a taxpayer I know I would, but recently that is exactly what happened. An employee improperly discarded an old mercury-filled manometer in a scrap metal bin. Unfortunately, the manometer's glass tubing shattered releasing approximately two fluid ounces of liquid mercury. Liquid mercury is highly volatile and is readily absorbed into the body through inhalation. Once it enters the system it may cause lung damage, renal failure and dementia.

An observant employee noticed the tell-tale silver beads scattered throughout the dumpster and called the safety office. Our readings showed a mercury vapor level about 18 times higher than the allowable safe level. Immediately after, a hazardous spill incident was declared, the Emergency Response Team went into action, the area was cordoned off, the dumpster was moved outside and sealed, and the area was treated with a mercury vapor absorbant. The following day a hazardous waste contractor came to clean the dumpster and its contents and to remove any contaminated material. The total cost included mercury absorbant: $720; cleanup contractor: $1,800; waste disposal: $180; special medical tests for potential personnel exposures: $500; and miscellaneous supplies: $100. This, of course, does not include the 100 or so work-hours expended by various departments specifically to abate the problem.

The reason this incident is being brought to your attention is the fact that as downsizing approaches, several decades worth of accumulated equipment, material, etc. is going to be disposed of. Some of these items may be inherently dangerous, and in other cases, may contain hazardous material.

There are a few simple guidelines to follow. Anything with a radiation, explosive or hazardous material warning label must be treated as dangerous. An item containing any powder, gas or liquid (even something as apparently innocuous as oil or hydraulic fluid) should be considered potentially hazardous and disposed of through the Hazardous Material Control Center. Along the same lines, this laboratory's chemical inventory has remained relatively stable over the past year. When it comes time to relocate, you are likely to be too busy to devote the time that proper chemical disposal requires. Are you planning to just leave your chemicals behind or dump them somewhere? Since both choices are not only immoral but illegal, they are not viable options. Hopefully, you will heed the message of the episode I've related here and begin planning your material disposal now. This relatively minor incident was little more than an expensive inconvenience, but a minute change in any of the variables in this equation could have created a disaster. Take the time to follow the rules. Do it to protect yourself, your co-workers, and your environment. For more information on the proper disposal of equipment, contact Mike Masington at extension 2167.

By Mike Masington
Safety Officer

Svecz solves problems with F-14 aircraft

When a problem arises during flight tests or software development in the F-14 Tomcat, chances are Mike Svecz will get an opportunity to develop a solution.

Svecz, of the Tactical Air Systems Department, works with the Tactical Air Development Facility F-14D Simulator. "When a situation like a heads-up-display (HUD), new control and display configurations or multifunctional display formats are not working like they were meant to, we come back to the lab and put a working group together of fleet people," said Svecz. "They tell us how they think something ought to work and they want us to adapt their suggestions into our simulator and we do. We are able to show them in the simulator, in real-time, and in a flying mode, their suggestions at work. The pilots then get into the simulator and see which of their ideas are acceptable and which are not. We take those findings and can write detailed specifications based on that."

Svecz, a graduate of the New Jersey Institute of Technology, came to Warminster a little more than three years ago from VX-4 in Point Magu, Calif. As an operational test and evaluation analyst, Svecz did engineering analysis after test flights. When the chance to come to Warminster opened up, he jumped. "I knew a little bit about the center through reports I had read at VX-4. I didn't really have a good knowledge of the magnitude of their work. I particularly liked the work they did in Naval aviation."

The biggest surprise for this engineer after arriving at Warminster was the amount of aircraft the laboratory had. "At first I thought it was a detriment to have only 10 aircraft, but in retrospect, that wasn't a good call on my part because what we do here is front-end research and development."

The feedback from the fleet, according to Svecz, has been positive. "We really got into this business about two years ago when we did our first evaluation of the HUD updates," explained Svecz. "A number of problems have come up through the technical evaluation of the aircraft. Those problems needed to be solved and this was the place chosen to evaluate the proposed solution. We did such a good job, we've had steady business ever since."

For Svecz the satisfaction of his work is when it becomes part of the fleet. "It makes you feel good," he said. "To be able to work on something that shows up in an airplane, gives you a sense of accomplishment."

Photo by Jason Craig

Mike Svecz, of the Tactical Air Systems Department stands next to the F-14D simulator.

He also sees Warminster getting more work. "This kind of setup would be applicable to any new platform. You can't solve these problems in a real aircraft because the software development takes too long and is too costly. The working group can come in and within a month or two we'll have written simulated software for the airplane which can be analyzed in the simulator. Any changes can be made here before sending it to the software support activity. You're getting more bang for your buck."

By JO2 Michael Delledonne
Public Affairs Office

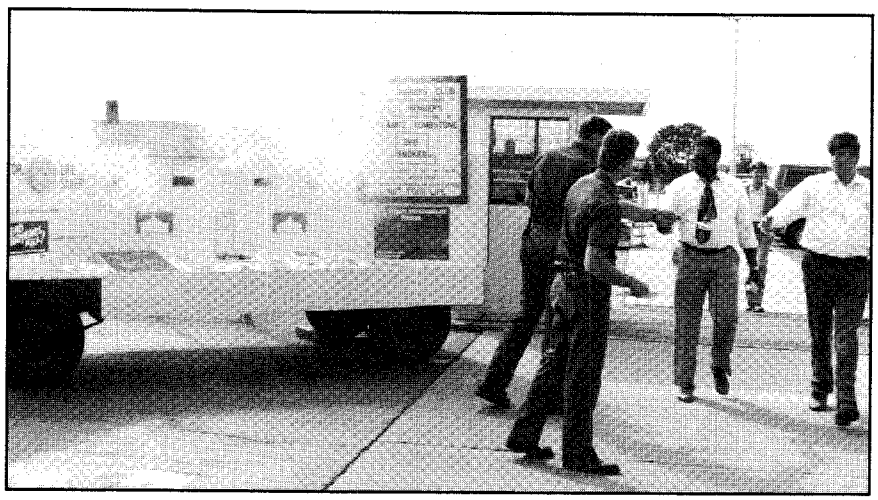


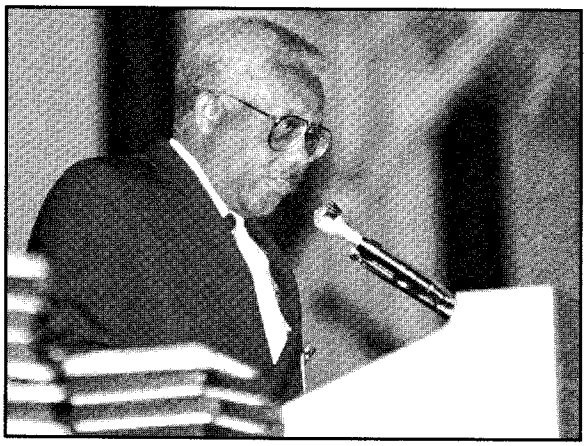
Photo by Jason Craig

Fire Prevention Week

Naval Air Warfare Center Aircraft Division Warminster firefighters pass out pamphlets to help make people aware of the dangers of fire in the home.

CO/ED Awards recognizes 16 winners

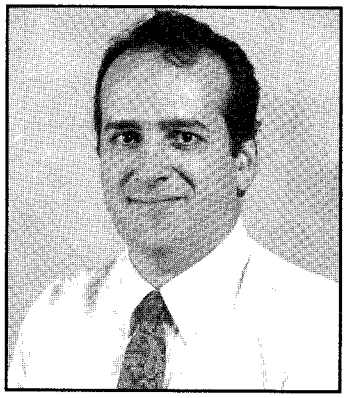
The Naval Air Warfare Center Aircraft Division Warminster recently held their 15 Annual Commanding Officer/Executive Director Awards. The awards are presented in Scientific Achievement, Analysis/Analytical Achievement, Engineering Achievement, Project Leadership, Administrative Support, Technical Support, Aviation Support, Equal Employment Opportunity, and Junior Professional. This year there were 16 recipients of the awards. According to Capt. William L. McCracken, NAWCADWAR commanding officer, this year's nominations were the toughest to judge ever. Each package was scrutinized from top to bottom to select the best possible candidates. Because of the number of quality nominations, some awards were presented to two people in the same category.



Naval Air Warfare Center Aircraft Division Warminster Executive Director, Guy Dilworth, addresses the crowd during the CO/ED Awards.

Photos by Drew Schmith

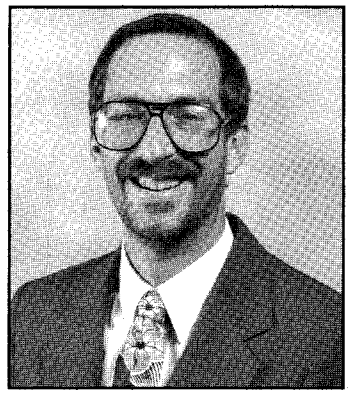
Commanding Officer, Capt. William L. McCracken, speaks prior to the award presentation ceremony.



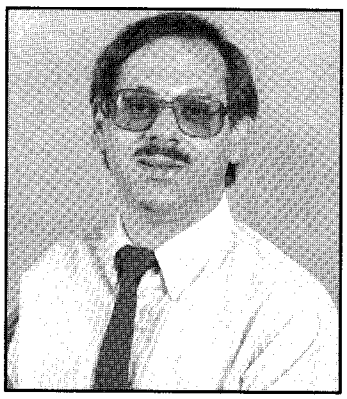
The Junior Professional Achievement Award was presented to Ignacio Perez for contributions in the fields of superconductivity and infrared window materials. Specifically, his work has resulted in significant advances in Josephson Junction formation in high temperature superconductors and in infrared windows rain erosion resistance monitoring and control. He developed and filed a patent for a totally unique approach for the fabrication of high temperature superconductor Josephson Junctions. He is using this technique to develop a very sensitive magnetic sensor which has the potential for improving the sensitivity and reliability of the current sensors used in the fleet. Based on this research, he recently received the Office of Naval Research's Young Navy Scientist Program Award to conduct research on the development of such a device. He was also the first scientist to show that a thin diamond coating on Germanium infrared windows increased the fracture threshold velocity of the windows to rain drop impacts by almost a factor of two. Such toughened windows will allow aircraft to fly through severe weather conditions at almost twice the current recommended speed. He has also developed a light scattering model which will be used to determine the expected life of infrared windows after being exposed to rainy environments at high velocities. It is expected that from his research, the decision to replace an infrared window in an aircraft will be able to be made in a very efficient and effective manner. While firmly establishing himself as a technical expert and outstanding junior professional, his dedication, can do attitude and motivation have enhanced the image of this laboratory in the areas of superconductivity and infrared window materials.

1992 CO/ED Award Winners

The Equal Employment Opportunity Award was presented to Barbara Kempf for being actively involved in EEO since coming to this site in 1973. She initially served as the recording secretary for the center EEO Committee and EEO Management Committee. In 1977, she became a "Big Buddy" for an underprivileged summer student while still active in the Federally Employed Women's Committee. In 1982, she was selected as the Woman of the Year. In 1983, she became the Avionics and Systems Technology Department (AVCSTD) EEO chairperson, and since that time, has been an active and enthusiastic supporter of EEO related programs which has resulted in numerous EEO awards for both her and the department. She took the initiative to establish a Mentor Program which served as a model for the rest of the laboratory; gave presentations to other departments on setting up EEO/mentor committees; wrote the AVCSTD Affirmative Action Plan; expanded the department's work with the Philadelphia Region Introduction of Minorities to Engineering Program and the Minority in Space Program at Northeast High School; set up the Granville Academy/Naval Air Warfare Center Aircraft Division Warminster summer workshop for minorities; and helped to organize and host the laboratory's first science fair.

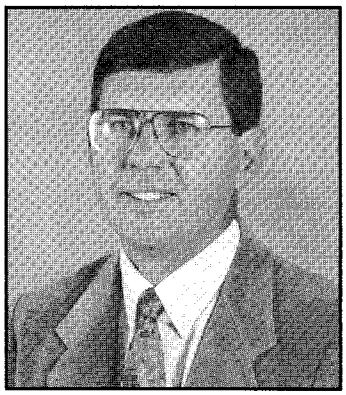


The Scientific Achievement Award was presented to Charles Hegedus in recognition of his many technically innovative and cost-saving contributions to the field of coatings science. His efforts have provided significant scientific advancements in the areas of statistical formulation design and analysis, surface chemistry and physics, material and equipment processing, detection/weapon countermeasures, corrosion prevention and control. These contributions are illustrated by widely acclaimed technical publications and by the transition of coatings, countermeasure materials, and corrosion prevention technology to the fleet. One specific example is the development of UNICOAT, a self-priming topcoat. This achievement entailed fundamental studies on corrosion inhibition, polymer chemistry, and formulation analysis. The result is a material which will save the Navy and Air Force an estimated $25 million annually based on labor and material reductions. In addition, this development has already demonstrated a huge potential for transition to other Department of Defense and industrial applications. The UNICOAT development in the Airborne Materials Block Program won the Office of Naval Technology Award for Extraordinary Accomplishment in the Navy's FY 1989 Exploratory Development Program and the 1992 Environmental Protection Agency Administrator's Award for pollution prevention.



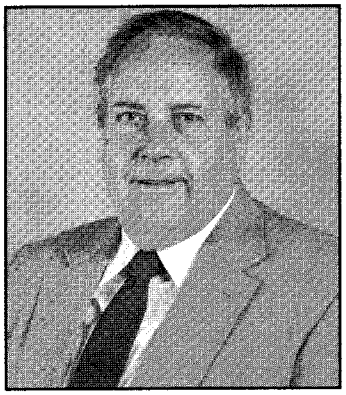
The Engineering Achievement Award was presented to Michael Mocenter for his accomplishments in the area of providing the Navy and the intelligence community with an enhanced capability for imagery dissemination and transmission. A specific example is the development of the Laptop Imagery Transmission Equipment (LITE) and its variants. Sending video information to command centers is a critical element in performing effective near real-time reconnaissance and surveillance operations. The time delay involved with the use of film photography has often resulted in out-of-date, stale intelligence, especially in operations such as Desert Storm. New technological developments in computer hardware/software have changed this situation by allowing for the gathering, dissemination, and transfer of near real-time information to various intelligence audiences at any location. He recognized the potential for capitalizing on these developments and integrating their technology bases by developing the LITE system. This portable, high-resolution, SATCOM/STU III/HF transmitting system provides near real-time tactical imagery. It consists of various imagery sensors, unique computer hardware/software, full bit error correction, as well as mass storage for imagery. It has potential applications in areas such as identification of target, i.e., drug interdiction, reconnaissance/surveillance, and special battlefield assessment. Additionally, LITE was employed in Desert Shield/Storm in a variety of roles including tactical hand-held imagery collection and dissemination by the Marines.

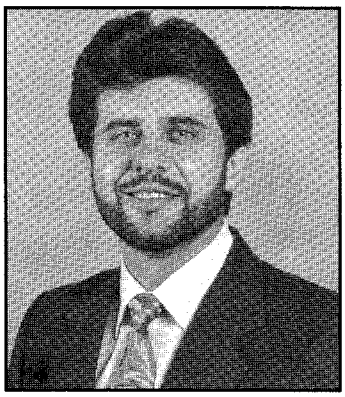
1992 CO/ED Award Winners



The Engineering Support Award was presented to Kenneth Clark for his many technically innovative and cost-saving contributions to the field of aerospace materials. Clark's efforts provided products for aircraft maintenance and resulted in patent applications for and the transition to fleet demonstration of three new maintenance products within one year. The new products are AMLGUARD II, an improved water displacing corrosion preventive compound; TEC 20, a water based turbine engine cleaner; and TACSHIELD, a spray-on compound to improve the cleanability of the Navy's aircraft tactical paint scheme. The TEC 20 engine cleaner will allow quicker, more thorough engine cleaning with the elimination of all pollutants. The Naval Air Systems Command (NAVAIR) has now mandated the use of TEC 20 in California where it is the only engine cleaner to meet environmental regulations. It is estimated that labor savings for engine cleaning alone will amount to $3,500 per year. The operational advantage will be greatly improved aircraft readiness with engine washing time cut by one-third. This number does not include reduced costs due to the more environmentally compatible cleaning compound that eliminates hazardous material disposal costs. Additionally, he is a nationally recognized expert in ozone depleting compounds, and is currently managing a NAVAIR chlorofluorocarbon reduction effort that includes eight projects and 11 separate Navy activities. Clark is the principal investigator for two of these projects. He is an acknowledged expert in maintenance materials and processes both in the Navy and throughout the Department of Defense, as well as in the aerospace industry.

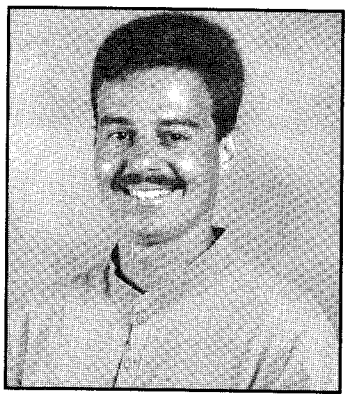
The Engineering Achievement Award was presented to Kenneth Foulke in recognition of his accomplishments in the area of stealth technology development and the application of this technology to Naval air vehicles. After the ATA Program became the A-12 Program he was made deputy chairman of the Navy Radar Cross Section (RCS) team. Through his efforts the signature portion of this program was a success. The RCS of the aircraft met specification levels for 80 percent of the frequencies and aspect angles. Foulke was appointed chairman of the Navy RCS team for the ATF/NATF Program. He wrote the RCS specification for the NATF variant of the aircraft. He led the Navy's radar signature effort on the F-18E/F aircraft, wrote the RCS specification, and developed the radar signature requirements. He was appointed deputy chairman of the Navy RCS team for the A-X Program. As part of his technology briefing to the operational requirements committee, Foulke included achievable signature levels on the A-X, the technology required to meet these levels, as well as the cost in weight and dollars. Through his contributions he has gained national recognition in the Navy, the Department of Defense and industry.





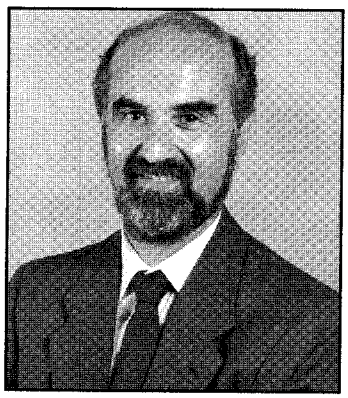
The Project Leadership Award was presented to Joseph Laska for his unique blend of direct involvement, dedication and imaginative leadership has resulted in significant contributions to the Navy and to the Warminster site. He has personally led programs that have made outstanding contributions to the improvement of the Navy's Off Board Electronic Warfare Systems. He has repeatedly demonstrated his ability to apply the latest in technology to solving Navy problems. The progression of the Generic Expendable (GEN-X) program into initial production is the most outstanding example. His project management and leadership resulted in the award of the largest contract ever by the Naval Air Warfare Center Aircraft Division Warminster, and national attention. GEN-X meets a crucial need for aircraft survivability by decoying RF guided missiles away from U.S. aircraft. Defeating a wide range of missiles was possible only through the use of GaAs micro-circuitry, and its GEN-X application was one of the first production uses of the MIMIC program technology.

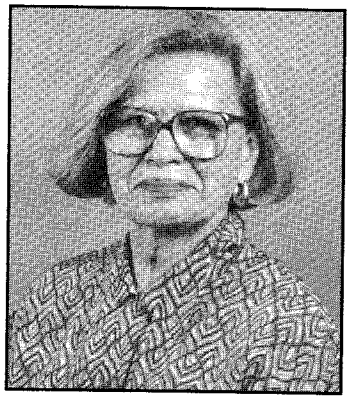
1992 CO/ED Award Winners



The Equal Employment Opportunity Award was presented to Victor Colon for having excelled in improving our EEO objectives by his participation in this site's and the department's EEO committees. He was awarded the 1991 EEO Award for personal achievement. His outstanding contributions have had a positive impact on minority recruitment efforts. His current efforts as chairperson of the Hispanic Interest Group and his involvement in minority recruiting activities have extended far beyond the norm. After recruiting at the University of Puerto Rico, he helped coordinate travel arrangements for the students who were to receive further interviews. On his own time, along with other members of the Hispanic Interest Group, he met these students at the airport, got them settled at their hotel and served as a weekend tour guide. After six students accepted offers of employment, he assisted them in their new residences by picking up and delivering donated furniture to their apartments. He even volunteered to share his own apartment with one student until appropriate living quarters could be found. His extraordinary and unselfish efforts have strongly contributed to the fact that the number of Hispanic scientists and engineers at this site has more than doubled in the past few years.

The Project Leadership Award was presented to Peter Santi for his unique blend of technical and leadership skills, together with his dedication to excellence and willingness to personally engage in the resolution of all variety of system engineering and programmatic issues, has resulted in significant contributions to the Navy as well as to this command. Since his reassignment as the Technical Direction Agent (TDA) for the Naval Sea Systems Command PMS-412 AN/UYS-2 Program, the AN/UYS-2 program has gone from the brink of cancellation to its present state as the Navy standard signal processor of choice and has achieved full Navy and Department of Defense support with approval for initial full scale production. To meet target platform program need dates, the AN/UYS-2 hardware and software releases had to be made prior to completion of full scale engineering development. The technical, programmatic and contractual difficulties were extremely complex and involved multiple sponsors, Navy laboratories and contractors. Visibility was at the highest levels of the Navy, DoD, and Congress, and multiple audits and investigations were ongoing. Both as a consequence of his technical and managerial participation, the intricacies of the situation were analyzed and understood, and a sound plan of action was developed and executed while satisfying customer critical needs. Today the product has fully satisfied all high level inquiries and has achieved favorable acceptance by the platforms. His efforts were paramount in turning the program around and continue toward the final completion of the AN/UYS-2 Acoustic Integration Program and supporting platform signal processing applications developments. He serves as a role model for all our personnel aspiring to enter the project leadership arena. His professional attitude, management qualities, and personal standards contributed to an increased antisubmarine capability for the Navy and cultivated and maintained an excellent relationship with sponsors.



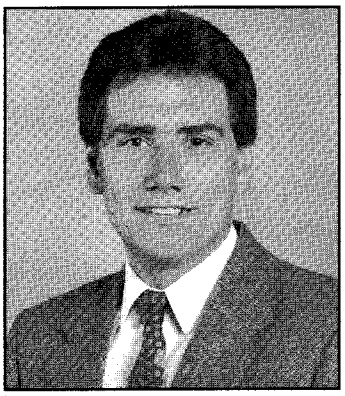


The Administrative Support Award was presented to Rose Goodman for a sustained level of outstanding work performance during her tenure as the Antisubmarine Warfare (ASW) Department lead secretary. While serving under many Navy captains, she has been the stalwart in department administrative matters and this year was no exception. Her deep sense of pride and devotion to her job, her positive attitude, and her unique ability to handle delicate sensitive situations in a professional, courteous and confidential manner are greatly appreciated. Her ability to organize, coordinate, and communicate, as well as her attention to detail, has led to an efficiently run ASW department. Her professional manner and work habits are an asset to the department in particular and the Naval Air Warfare Center Aircraft Division Warminster in general.

1992 CO/ED Award Winners

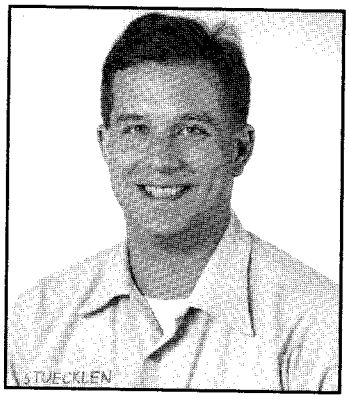
The Administrative Support Award was presented to Sherry Kabin for her contributions in developing and automating personnel systems and practices, and in providing useful personnel handbooks and guides for managers. Especially significant has been her leadership role in developing the site's Automated Position Description and Performance Standard System, the Automated Modular Crediting Plan System which has been shared with over 40 other activities, the Automated Merit Promotion System, and the MTP Automated Promotion Transaction Record. She also led the development of the Interviewing/Reference Checking Training for Managers and co-authored "Winning the Hiring Game" handbook for managers. She recently led the effort in developing a proposed single Merit Staffing Program for the entire Aircraft Division of the Naval Air Warfare Center. She has made presentations and demonstrations of the newly developed systems at both Philadelphia Staffing Society meetings and the Navy's Worldwide Staffing Conference. She is also a departmental representative on the site's Equal Employment Opportunity Committee.

The Junior Professional Achievement Award was presented to William Barclay for establishing himself as a technical expert in Slotted Cylinder Projector (SCP) technology. For the past three years, he led the design, development, test, and evaluation of the SCP transducer under the Exploratory Development Air USW Surveillance Block. He directed the construction of hardware units and coordinated the testing of these units at the Naval Air Warfare Center Aircraft Division Warminster Open Water Test Facility and the Naval Undersea Warfare Center, Seneca Lake barge. Findings from these tests have certified the feasibility on an air autonomous active search sonobuoy system which can be packaged in an "A" size for factor employing SCP transducers. In 1990, the SCP was recognized as a significant accomplishment in the Navy's FY 1989 Exploratory Development Program. For this, he received a Certificate of Commendation from the Chief of Naval Research. His contributions to the advancement of SCP technology have led to the early transition of the SCP transducer to the Navy Underwater Active Multiple Ping (NUAMP) sonobuoy. The transducer is a candidate for the Airborne Active Adjunct (AAA) projector. His knowledge and expertise of the SCP, his willingness to accept responsibilities beyond what is expected, and his contributions to the advancement of this transducer technology have brought continued recognition to this site and enhanced its posture in the USA research and development community.



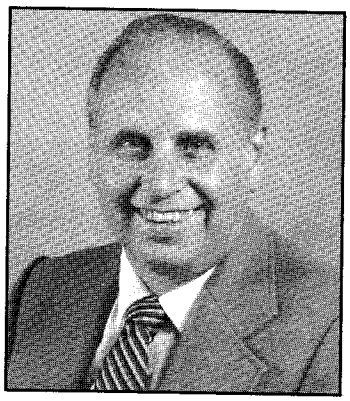
The Administrative Support Award was presented to Davene Sheppard for developing and formulating the laboratory's first Facilities Management Plan. This plan is particularly crucial in today's economic downsizing since the Public Works Department (PWD) is appropriated approximately one-third of this site's overhead budget. Sheppard took the initiative to develop a realistic and workable budget plan, redefine the department's job order numbering system and tailor the system to track PWD costs in a meaningful format by element of expense. This entailed reviewing hundreds of job order numbers, determining which ones should be eliminated or consolidated and inputting required changes into the financial system. She also developed new procedures to obligate, cost and track housing contract delivery orders on maintenance contracts. These procedures negate the chance of contract overruns and save considerable time for both the Financial Management and Planning Department and the PWD in tracking numerous obligations and costs on large numbers of delivery orders for multi-year contracts.

1992 CO/ED Award Winners



The Aviation Support Award was presented to Petty Officer First Class Macheath Stuecklen for aviation support for the command. Our tremendous success in completing our research and development mission is mainly dependent upon the ability to test the research and development equipment in operational aircraft. This could not be accomplished without ready availability of "Full Mission Capable" aircraft. In this area, he has truly excelled by directly contributing to the modification and installation of a dual radar configuration for the P-3C aircraft. He performed numerous inspections and audits of the maintenance workcenters in the capacity of Quality Assurance Representative and acted as liaison with the NADEP Field Team during SATCOMM modifications of three P-3C's. He also provided technical guidance in the installation of an ILS NAVAID system on two early model P-3A aircraft. His superior technical expertise, leadership, and performance have made a major contribution to our research and development mission and played a leading role in the development of technologies which will be utilized well into the next century.

The Analysis/Analytical Achievement Award was presented to Albert Knobloch for his analytical expertise. He has made significant contributions in the development of analysis methodologies and has developed approaches to the resolution of complex analysis problems related to airborne tactical communications, command and control. He has freely shared his knowledge within the naval community and has mentored junior personnel in developing their capabilities in preparation for the future. He has pioneered the Navy's efforts in quantitative evaluation of the effective contributions of tactical communications on air warfare. In this landmark effort he developed the mathematical models of the communications system, defined the tactical procedures and operations capabilities to be included in the model, and applied the model to determine Battle Force anti-air warfare effectiveness. He has also participated in and led a number of studies of performance requirements and effectiveness for the sensors and control systems used in airborne early warning. He is an expert in advanced tactical data systems including their use of sensor information and related C3 procedures to effectively control airborne resources. As the lead analyst on the Advanced Airborne AAW Engagement System, he has emerged as a Navy-wide expert in networking of combat systems to effectively conduct shared weapon system operation. These capabilities will be required to effectively counter threat improvements and implement cooperative warfare/engagement activities.



The Technical Support Achievement Award was presented to Gabriel Pilla for his contributions which played a crucial role in the transitioning of successful materials and processes to the fleet, as well as solving critical field problems concerning corrosion and material systems performance. Additionally, he has authored or co-authored ten Naval Air Warfare Center Aircraft Division Warminster technical reports and three technical papers. He was also the sole inventor of AMLGUARD, the material which has accounted for more cost savings in the fleet than any other development in the Aerospace Materials Division. This material, and its successful field transition, has had a profound impact on the recognition and reputation of this site. As an expert in organic materials, adhesives and surface treatments from initial experimentation to final utilization, he has provided a key contribution to the full gamut approach of organic materials technology at this site.

Therrien helps R&D get off the ground

At the Naval Air Warfare Center Aircraft Division Warminster, ideas that are years ahead of their time are put into NAWCADWAR aircraft. The research and development that goes into those ideas would be slowed considerably if not for the pilots who fly those aircraft. Pilots like Lt. Richard Therrien.

"That's the best part about the Navy," said the P-3 pilot from Crete, Ill. "Being up in the sky, feeling free, is the best way to be. You don't have to follow any roads. Finding submarines is very exciting. It's good business."

Becoming a Navy pilot was not a routine process for Therrien. Instead of a four-year college, he decided to go to a two-year technical school. "I went to the Spartan School of Aeronautics to become an aircraft mechanic. The regular four year school just wasn't what I wanted to do," he said.

After graduating from the Tulsa, Okla. school, Therrien began working for Rockwell International. "I was working on the B-1 contract when I saw an ad in the newspaper for future Navy pilots with two year degrees," explained Therrien. "It seemed like the right thing to do."

For the 28-year-old, becoming a pilot was always something he wanted to do. "My father had a plane and he would take my brother and I up all the time. I loved it," he said. "I had pretty much given up on flying when I saw the ad in the paper. Things work in strange ways."

After applying and being accepted, it was off to flight school in Pensacola, Fla., Therrien received his first major shock. "I received a 16-page pamphlet on what I could expect while at school. From the way it looked, I thought I was going to have a good time down there," he said. "But it didn't turn out that way. The instructors worked us very hard. It was tough. The hardest part was trying to retain everything because there was so much to learn."

After receiving orders to Warminster from VP-5 in Jacksonville, Fla., the five-year Navy veteran began trying to find out about the laboratory. "I heard there was a lot of good flying. I guess I didn't understand the full spectrum of what went on. To see things ten years ahead of their time in the aircraft now and working is impressive."

As impressive as they are, it doesn't mean he wouldn't mind changing a few things. "I would like to be able to purchase all new P-3's to replace the old ones," he said. "Most of those planes were built in the 1960s. The P-7 would have been nice, but with all the defense cuts, we're going to see more programs go away."

The laboratory and its people has made an impression on the lieutenant. "I would like to see the people be able to stay here. I hate to think they have to pack up and move after all this time. I've really enjoyed my time so far and I don't expect that to change."

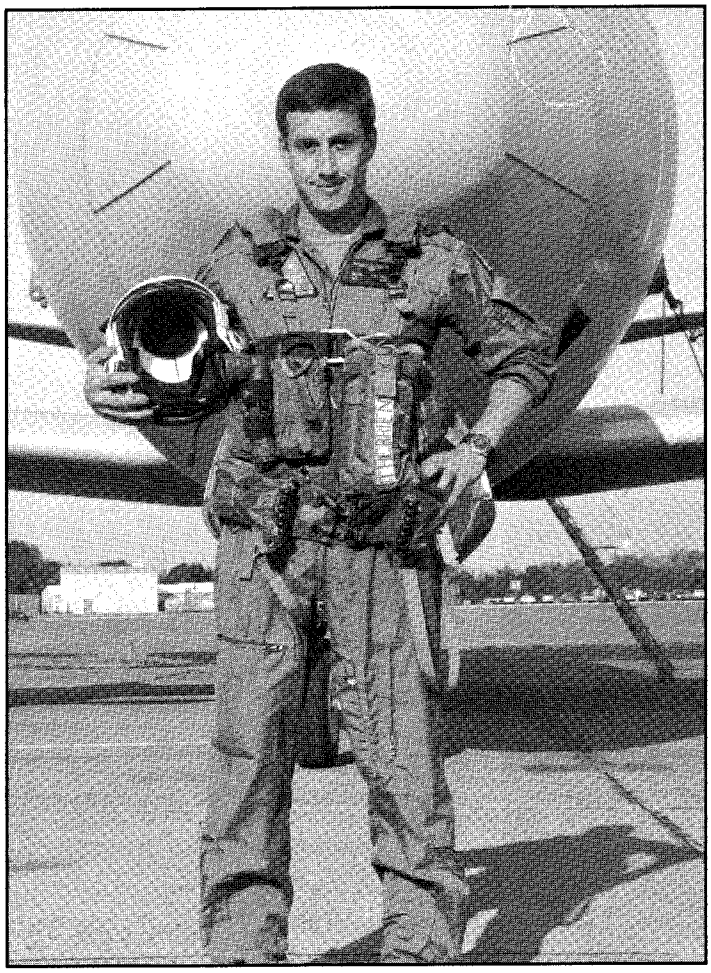


Photo by James Moore

If not for pilots like Lt. Richard Therrien, the laboratory's research and development could never take off.

By JO2 Michael Delledonne

Coordinated care medical program begins

The Coordinated Care Program, the Department of Defense Health Affairs' name for the process of changing the way DoD provides health care for its people, is growing and evolving. Health officials have fine-tuned it as they learned from demonstration projects throughout the military medical system.

Generally, the program will integrate care in military facilities with care purchased from the civilian sector. For high-tech, high-risk procedures such as heart surgery, and kidney and bone marrow transplants, DoD will designate specialized treatment facilities. These facilities may be military or civilian, but they will always have the equipment, personnel and track record to provide the best possible care, said officials.

Coordinated care will be phased in over the next three years. Already, many building blocks of coordinated care are in place as features of the CHAMPUS Reform Initiative and Catchment Area Management demonstration projects. A catchment area is a zone within about a 40 mile radius of a military treatment facility -- the commander of the facility is responsible for ensuring area beneficiaries get care through the most appropriate mix of military and civilian care.

The first implementation of coordinated care in an area with more than one military hospital -- called an overlapping catchment area -- began phasing in October, one in Virginia's Tidewater area. Called Tricare, it marries resources of the military services in the area. The Navy, with the largest representation, is the lead agency. Some bases covered under Tricare include Norfolk Naval Base, Langley Air Force Base and the Army's Forts Eustis and Monroe. Throughout the United States, many other installations are beginning to implement coordinated care.

Tricare offers beneficiaries three health care options. The first, Coordinated Care Plus, is similar to a health maintenance organization. The second is Coordinated Care Extra. The third is Coordinated Care Basic.

Coordinated Care Basic and Coordinated Care Extra went into effect Oct. 1.

On Apr. 1, Coordinated Care Plus goes into effect. Eligible beneficiaries may choose to enroll and select or be assigned a primary-care provider based at a military treatment facility or from the preferred provider network. The network is a group of local providers screened by DoD health officials for experience, quality care and price. When using network providers, enrolled patients pay only a nominal fee. Patients will not have to meet a deductible or file any paperwork.

Beneficiaries who choose not to enroll in the Plus program have two options.

When beneficiaries use the preferred provider network, they are in Coordinated Care Extra. They pay a discounted CHAMPUS cost share. Enrollment is not necessary to use the Coordinated Care Extra option.

Beneficiaries for whom choice is most important can remain with Coordinated Care Basic, the term for standard CHAMPUS. They can choose services from among all CHAMPUS-authorized providers.

Beneficiaries in both extra and basic options must meet CHAMPUS deductibles. Both groups, however, remain entitled to be entitled to care from the military treatment facility on a space-available basis.

Active duty service members will enroll in Coordinated Care Plus. Medicare-eligible beneficiaries may enroll in Coordinated Care Plus when offered or use Extra. Care provided by civilian providers to Medicare-eligible beneficiaries, however, must comply with Medicare rules and reimbursement rates.

By Armed Forces Information Service

Youth Christmas party in December

Many of you might say, "What posters?" During the fall each year, a poster depicting a Christmas scene appears in every division. It should be there now.

Some of us may remember seeing Corey Brown on the Evening News. For the last ten years, you may have helped buy Corey a Christmas gift. It's true, if you have been a member of the Naval Air Warfare Center Aircraft Division Warminster Welfare and Recreation Department. Corey has spent the last ten years at Bethanna Home in Southampton, an organization which provides shelter for abused and neglected children. This will be the 37th year that NAWCADWAR will hold a Christmas party for the children of Bethanna Home and Christ's Home, a similar organization in Warminster.

The party, to be held on Saturday Dec. 5 in the cafeteria, provides a short escape for these children at a time of year when the harsh realities of their lives become very evident. The children are treated to entertainment, lunch, and a gift of their choosing delivered by Santa.

Here's how the posters mentioned above give each of us a chance to contribute a little extra to give these children a reason to smile. The posters are delivered to each division and displayed in the area. The people of the division color/decorate and sign the posters providing a donation in lieu of sending holiday greeting cards to their fellow employees. The money collected helps offset the cost of the Christmas party. The posters are judged by a W&R committee and the winning division receives free coffee and danish.

Times are hard, but we all want to help when we can. This is a chance for each of us to help bring a little light into the lives of people from our own community who really need it.

If your division has not received a poster yet, contact Betty Price at extension 1393. If you are interested in becoming more involved with the Christmas party committee, contact John Whalon at extension 3980.

Total Quality Leadership active in AVCSTD

The following is the second of a two-part series on Total Quality Leadership in the Air Vehicle and Crew Systems Technology Department.

The Personnel Recognition Process Action Team (PAT), the largest team of the group, is led by Bill Becker and consists of Phu An, Jack Burns, Carl Calianno, Ranae Contarino, ETC David Daugherty, Ed Deska, Corinne Dockstader, John Dorff, Leo Hoffman, Sheila Lavin, HMC Dwayne Murray, Dave Myres, Arlene O'Donnell, and Dan Schmidt. Becker said his team represents all branches of Department 60 and has focused on the award system. Through a management survey, they found that a significant portion of the award funds were not being allocated due to complicated procedures. Since their recommendations, award spending has about doubled, turnaround time has been reduced, and award documentation has been simplified. The team is presently working on a non-monetary award program to augment the system in place. Becker said, "The enthusiasm, dedication, and perseverance of our team members was unexpected. It's an energetic group."

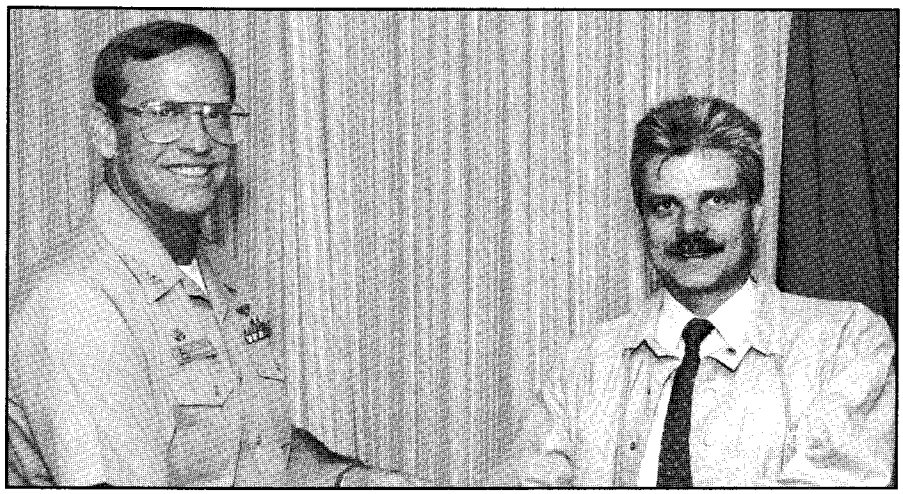
Bob Loewenstern of the Space Allocation PAT describes its objectives as "... the equitable distribution of space while here at Warminster and making areas that are short on space more livable." His team of Art Fletcher, Lou Lippel, Jim Macaulay, Tom Milhous, Marie Schwartz, and Stan Winsko, also intend to establish methods of properly adjusting space allocation regarding the needs at Pax River. Loewenstern said, "It's been tough, but I think our objectives are being met. These objectives have changed completely since the decision to move to Maryland." He said the team would welcome additional volunteers so all department organizations can be represented.

The Clean-up Fix-up PAT, under George Weller, aims to "... obtain a comfortable, pleasing, and safe work environment, identify safety, appearance, and functional problems, and prioritize, devise, revise, and advise the fixing process." Weller said his team of Jim Bethke, Bill Breitmaier, Marie Coyle, Joe Cutuli, Bob Griet, Dave Keyser, Virginia Page and James Wright, sent the supervisors of Department 60 a survey and followed that with their own inspection tour of the Department. The conclusions were, that significant funds must be spent on Building 70, which is "falling apart," but most of the other problems are due to lack of, or poor dissemination of, information. New procedures supplant old, but don't get fully implemented. Presently the team is working with Public Works to change trouble call procedures and this revision should be ready for implementation this Fall.

The paperwork PAT has been lead by Flo Grochowski over the last five months, during the team leader Donna Aragon's absence. Other team members are Dick Dalrymple, Maria DiPasquantonio, Dave Herbine, Joe McFadden, Vince Palagruto and Dan Wells. The PAT's mission statement is the reduction and streamlining of paperwork processes within the AVCSTD. Their first task was to analyze the department's credit card purchase approval process. They have delegated, via the department head, the signature authority on credit card purchases to the card holder. Additionally, the PAT, with approval from the computer department, is a pilot group for the laboratory in using a one page hard copy "CORPS" form (similar to the form used at Patuxent River) for credit card purchases in lieu of the current computer-generated form. According to Aragon, the computer-generated form is confusing, frustrating, and tedious. The new form is easy to cmplete and provides all the information required by ADP, thus eliminating the need for corrections and reducing the processing time.

What can you do? To quote the TQL-60 Newsletter, "... assist the teams by taking the time to fill out and return survey questionnaires." The Newsletter adds, if there is a problem, better idea, or information you feel is of importance, let someone know. Try a Team Leader or coordinator, Maria DiPasquantonio. TQL depends on you.

By Dave Gauntt
Air Vehicle and Crew Systems Technology Dept.



Naval Air Warfare Center Aircraft Division Warminster comanding Officer Capt. William L. McCracken receives a donation of $1,000 from Bruce Waldron of the Corvette Club.

Photo by Jason Craig

Document unlocks DoD development plans

The Defense Research and Engineering Office recently released a plan that identifies 11 research, manufacturing and acquisition areas affecting Department of Defense's most pressing military requirements for the next 12 years.

The office's 1992 Strategy and DoD Key Technologies Plan, published together, emphasize the central role science and technology now play in DoD's acquisition program, said Victor Reis, Director of Defense Research and Engineering. "I believe they will provide the weapon systems our forces need for operations, readiness and training in the uncertain global environment we face," he said.

Reis said users must be involved, DoD must use information technology advances and the value of prospective systems must be clearly demonstrated. The 11 areas targeted are computers, software, sensors, communications networking, electronic devices, environmental effects, materials and processes, energy storage, propulsion and energy conversion, design automation, and human-system interfaces.

For each area, the blueprint describes the scope and subareas and assesses technology needs. It sets goals for the years 1995, 2000 and 2005.

The blueprint shows the relationship of the technology area to each of the seven most pressing military requirements: global surveillance and communications, precision strike, air superiority and defense, sea control and underseas superiority advanced land combat, synthetic environments, and technology for affordability. Reis' plan further discusses research and development being conducted elsewhere in the federal government, by industry and by foreign nations. Finally, DoD funding is given.

For example, the blueprint assigns highest priority to sensors development to support air superiority and defense and for sea control and undersea suepriority. Software development is given the highest priority for precision strikes. DoD must develop communications networking technologies to support global surveillance and communications.

Materials and processes are most needed for advanced land combat. A large part of this program, for instance, is directed ad developing organic, metallic, ceramic and carbon matrix composite materials. These are needed for aircraft, ships, submarines, land vehicles, missiles and gas turbines. Other portions of the program are dedicated to protection of personnel and structures against hostile threats, such as laser weaponry.

By Navy News Service

F-14 to arrive at Warminster

Salty Dog 205 recently flew for the first time in more than four years, at the Patuxent River Naval Air Warfare Center Aircraft Division's Flight Test and Engineering Group.

The F-14 had preveiously been used as a chase airplane for the F-14D full scale development and M61A1 gun mount testing.

Personnel from the DynCorp Maintenance Department of the Strike Aircraft Test Directorate worked numerous hours to return the aircraft to a flying status. The aircraft is scheduled to be transferred to the Naval Air Warfare Center Aircraft Division Warminster for testing.

The aircrew for the flight were Cmdr. Robert Thompson and Lt. Cmdr. Dean Worthingstun of the Strike Aircraft Test Directorate.

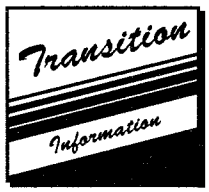
By Patuxent River Public Affairs Office

F-14D to arrive...

Salty Dog 205 recently flew for the first time at NAWCAD Patuxent River. The F-14D is scheduled to come to Warminster for further testing.

Photo by Patuxent River Public Affairs

Protecting Maryland's history important



Southern Maryland's history is a treasure which has been protected in spite of the considerable growth which has occurred during the last 50 years. St. Mary's City, the birthplace of religious toleration in the new world and the first settlement in the Maryland colony, has begun to receive national prominence due to the discovery of three lead coffins dating back to the early 17th century. If the archaeologists' hunches prove correct, the coffins will be found to contain the remains of several of the founding Calvert family who spearheaded the colonization of Maryland.

The local zoning ordinances and comprehensive land use plans respect the historic heritage through various protective measures which ensure that important historic or cultural structures and artifacts will be preserved for posterity. These protective measures are reflected in the policy of the Patuxent River Navy complex. Patuxent River has a proud tradition of historic preservation and archaeological discovery. A number of residences for military personnel, notably Mattapany manor house, home of Rear Admiral and Mrs. Barton Strong, and the Matt Trimble/Sommerville house residence of Captain and Mrs. Roger Hill. These homes, while serving as private residences, are maintained as part of the Southern Maryland heritage and occasionally are open to the public during house and garden tours.

Patuxent River will be honored on November 6 in Annapolis when the Maryland Historical Trust presents the Naval Air Station with the 1992 Preservation Service Award. This recognition stems from the Navy's efforts over the last several years to support archaeology and historic preservation on the base and to assist community efforts off base at areas such as St. Mary's City lead coffin project. The Historical Trust Board of Trustees chose the Naval Air Station for its "exemplary initiative in the preservation of cultural resources at its facility and its commitment to research, compliance and education. Also noted is its success in securing funding for significant archaeological projects including Mattapany." These funds have been obtained from special accounts and have thus not competed for the normal station operating funds, nor have they interfered with the important business of the base. Some recent projects which have brought the Navy at Patuxent River to the forefront in historic preservation are outlined below.

When Maryland was first founded as a colony in 1634, it was the intention of Lord Baltimore, Cecil Calvert, to sail to this province at the earliest opportunity. Political troubles in England, however, kept Calvert from ever seeing the shores of his beloved Maryland.

Calvert's son Charles eventually became the only Lord Proprietor to actually live in the province. He came to the colony in 1662 as governor. After marrying the widowed Lady Jane Sewell, he moved into her residence at Mattapany in 1663.

With the death of Cecil Calvert in 1675, Charles became the Third Lord Baltimore. Mattapany became the regular meeting place for the Proprietary Court and the Upper House of the General Assembly in the latter part of the 17th Century. In 1678, an arsenal was constructed there, where arms and ammunitions were stored for the colony's defense. Four years later, pirates began plying the waters and shores of the Chesapeake Bay looking for plunder. This prompted Calvert to fortify the arsenal, providing a guard and may have constructed a flat-bottomed ditch to protect the weaponry. In 1684, Charles Calvert was forced to return to England to defend his family's claim to the Maryland colony. Five years later, the 1689 Protestant Rebellion erupted in the province. The revolution ended the Calvert claim to Maryland, which became a Royal Colony.

Lord Baltimore's brick home stood on the shores of the Patuxent River well into the 18th century and during the 19th century, according to surviving documents, parts of the foundation could still be seen.

(Continued on next page)

Photo by PH2 Markus White

Dr. Julie King, Sourthern Maryland Regional archaeologist at Jefferson Patterson Park and Museum, holds a gun barrel filled with lead that was unearthed by Dennis Pogue in 1981.

(Continued from previous page)

In the summer of 1981, archaeologist Dennis Pogue conducted research at Mattapany, which today is the site of the admiral's quarters. What he found was of interest to Maryland historians, for archaeologists unearthed a great deal of lead shot and a rather unusual artifact: a steel gun barrel filled with lead.

Last year, archaeologists from the Jefferson Patterson Park and Museum at St. Leonard returned to Mattapany in search of a Jesuit Mission located there during the 1640s. They found very little, if any, evidence of the mission, which was only in use for a short period of six to seven years. What they may have found instead, are the archaeological remains of the home of Charles Calvert, Third Lord Baltimore.

"After we did the survey last year, we spent the winter and spring washing, cataloging and analyzing the artifacts," explained Julie King, Southern Maryland Regional Archaeologist recently. "Ed Chaney, our site director, was plotting out where everything was, and he was also integrating Dennis Pogue's 1981 results, because we wanted to be able to put Dennis' results into some kind of perspective. Dennis had found a lot of material, but he also found some strange things, pits and flat bottoms, which are really unusual because people don't take the time to make a flat bottomed-pit unless they're making it for a purpose."

Pogue's discovery of 17th century military items were intriguing, because they indicated that he may have unearthed physical evidence of the military arsenal, while King's and Chaney's survey, 300 feet from where Pogue's excavation took place, found only domestic items: pottery, ceramics, clay pipe stem and a great deal of brick and clay roof tile.

When Chaney started looking at the documentary evidence, which hadn't been explored completely, he found claims that at Mattapany there existed the Mattapany-Sewell House, a fort and a magazine.

"Dennis' site and the site we dug are 500 feet apart. When you have the documentary evidence, plus the fact that the military items were found closer to the river than the material that we found, and the bricks were found farther from the river 300 feet away, it doesn't prove, but it suggests - very strongly - that Dennis' site was the magazine/fort, and the site we discovered last summer is the Mattapany-Sewell house. Dennis was hot on the trail and he knew it," King added, "but now we're really trying to nail it down."

King explained that if they have indeed found the home of the Third Lord Baltimore, it could be of national, if not international significance. The site is on the National Register of Historic Places.

"The site is very significant, because this particular site is the location where Lord Baltimore lived," she stated "Charles Calvert came to Maryland as governor of the colony in 1661. His father was Lord Baltimore, Cecil Calvert, and he died in 1675. Upon his father's death, Charles automatically became the Third Lord Baltimore. He's the only Lord Baltimore who came to Maryland in the 17th century, and that is very significant, because Lord Baltimore owned the colony. He had powers that were second only to the King of England. He granted land to the colonists that came.

"The fact that they were keeping the magazine here shows that this was the place where they were keeping the colony's military equipment to defend the province," King continued. "Lord Baltimore returned to England in 1684 to defend his claim to the colony. In 1689, the colonial government was overthrown by John Coode and what are called Protestant dissidents in the Protestant Rebellion. It's very important to point out that it wasn't a Catholic-Protestant debate. In fact, there were a lot of Protestants who remained loyal to Lord Baltimore and they were imprisoned at Mattapany.

"So, this is the site of Lord Baltimore's home, and it's the site of a major uprising in the colony in 1689 which links it very closely with what's going on in St. Mary's City. It has tremendous political significance for the Maryland colony in the 17th century," King stated.

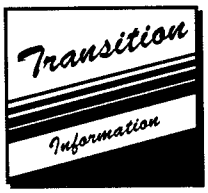
"Now that additional funding has been secured by the Navy for the 1992 and 1993 digging seasons, further study and excavations at the site are underway," King says. They won't give up on the mission site, but they are ecstatic over possibly finding Lord Baltimore's residence.

By Patuxent River Public Affairs

Mattapany was designated as the official quarters of the Commander, Naval Air Test Center in 1943 by the Secretarty of the Navy.

Archaeologist turns to Navy

Help sought in extracting, moving lead coffins



Dr. Henry Miller, chief archaeologist at Historic St. Mary's City, clearly remembers when the discovery was made under what had once been the foundation of the Great Brick Chapel of 1667. As Miller explained at a meeting of the Society of Engineers and Scientists at Cedar Point Officer's Club, what they found was an archaeologist's dream come true: three lead coffins dating to the 17th century, the first ever unearthed by archaeologists in the United States and three of five that are known to exist in America. Miller appeared before the SES with an unusual request, appealing for their engineering help in figuring out how to extract and transport the coffins without damaging what is inside.

"What we think we have found is the crypt of Maryland's founding family," Miller told them.

"It's possible one of them may be Philip Calvert."

A form of experimental archaeology which involved ground-penetrating radar indicated that under one wing of the chapel there was a large, mysterious anomaly, signalling that something significant lay buried under what would have been the floor of the church. In November of 1991, when the summer's work was complete, archaeologists took one last look at the site, digging under the wing to see what lay buried there and uncovered the three coffins lined with lead.

Miller assembled a team of internationally recognized experts to plan out and extract the remains in the three lead coffins which were reburied shortly after their discovery.

Since that appeal to the Navy for help a little more than one year ago, "Project Lead Coffin," the search for Maryland's founders at Historic St. Mary's City, has rapidly evolved and changed as historians begin to get further into the project.

As the mysteries of the 300 year old tomb begin to reveal themselves, one aspect of this unusual project is becoming resoundingly clear: the level of involvement from Patuxent River Naval Air Station will be a crucial element in the eventual extraction of the historic coffins.

Originally, engineers discussed the possibility of using a 40-ton crane to lift the coffins from the grave. That proposal, according to Joe Matthews, a Dyncorp mechanical design drafter for the Mechanical Design and Fabrication Section of the Flight Test and Engineering Group's Range Directorate, was tossed out because of the weight of such a heavy piece of equipment on the sensitive and delicate archaeological site. The environment has to be controlled. They have to have the tent around the site in case of snow or rain. So right after the first meeting the concept of using the crane was thrown out."

The 40 by 60 foot tent with a 16 foot peak ceiling and seven foot high walls was placed at the site in early October in preparation for the work to be done. With only a seven to 16 foot tent ceiling to work with, Matthews and Mark Moore, head of the Radiations Source Department at the Armed Forces Radio-Biology Institute, began thinking of alternatives.

"A lot of people want to know, 'well, why can't you put a crane over top of the pit, put some straps around the coffins and lift them up' ? But it's a whole lot more complicated than that," Matthews explained.

Matthews has been helping Moore design and build an apparatus which will force a steel plate four inches under the coffin with hydraulic jacks. Then sides will be attached to the plate that will extend vertically above the top of the coffins, before the entire works is hoisted with dirt and coffin to the tent for further tests and examination. This process will take place in the latter stages of the six-week project, and has largely involved the efforts of Matthews and Andrew Amber of the Naval Electronics Systems Engineering Activity at St. Inigoes as well as Moore.

One of the more fascinating aspects of the project is the sampling of the air inside the coffins that began in late October.

"NASA has tried over 500 different attempts to get air samples older than 1940 and they haven't succeeded," Matthews explained. "Hopefully, with the knowledge of Mark Moore, we can do it this time."

Matthews notes that if NASA is successful in their attempts to obtain a sample of 17th century air, it could represent a 20-year leap in terms of atmospheric research.

At press time for the Reflector, gamma ray imaging has disclosed the presence of a skull in one of the coffins, and has raised hopes even further for dramatic new results.

By Patuxent River Public Affairs

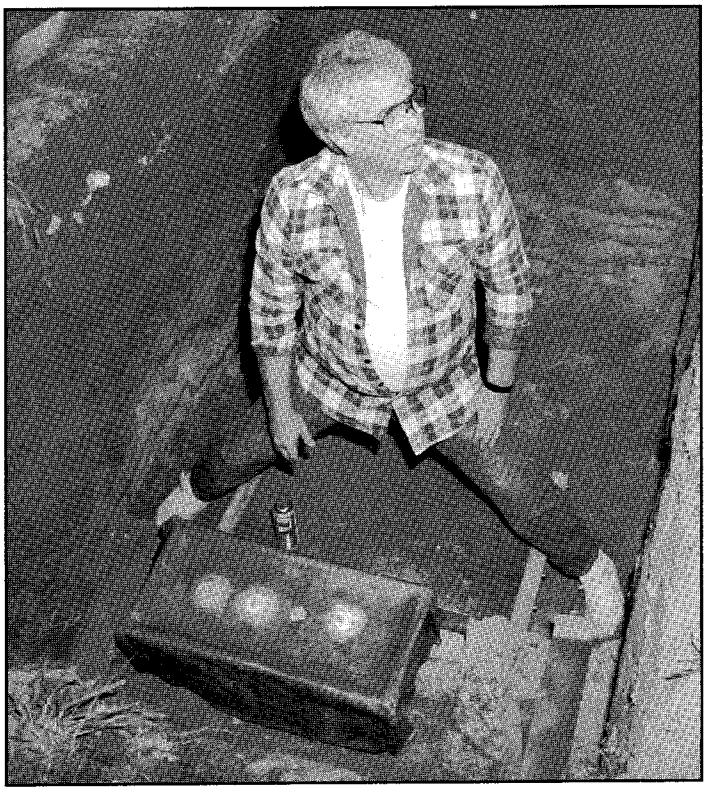


Photo by PH2 Markus White

Engineer Mark Moore prepares a facsimile of the smallest coffin for an extraction test run.

Meet Cmdr. Scott Bianchi of Code 83

Name: D. Scott Bianchi
Hometown: Newtown, Mass.
Birthday: July 1, 1954
Position: Director for Public Works
Years of service: 15
Previous assignments: Graduate School (Old Dominion University); Amphibious Construction Battalion Two; Deputy Director for Public Works, NETC Newport, R.I.; Assistant Resident Officer in Charge of Construction, Northern Division Narragansett Bay Area, Newport, RI.; Assistant Professor of Naval Science, University of Missouri; Helicopter Pilot, HC-16; Flight School, NAS Pensacola.
Preferred entertainment: English fox hunting, polo, upland gunning, fly and game fishing, opera, symphony, jazz and any kind of dancing.
Last book read: The Brotherhood of War Series
Strongest attribute: I take care of my people
Worst flaw: I am a Type A/driven person (sometimes to the point of obsession)
Favorite foods: Anything exciting/Everything my wife cooks
Unfulfilled dream: Fox hunting in Ireland, Grouse shooting on the English Moors and going on walk-about in the outback of Australia.
Goal in life: To do my best; to make a difference; and to be there for my family
How your tombstone should read: "He lived life to its fullest"
If stranded on a deserted island, other than the basics, what three things would you like to have: My wife, a cellular phone and a good transceiver

Reflector
NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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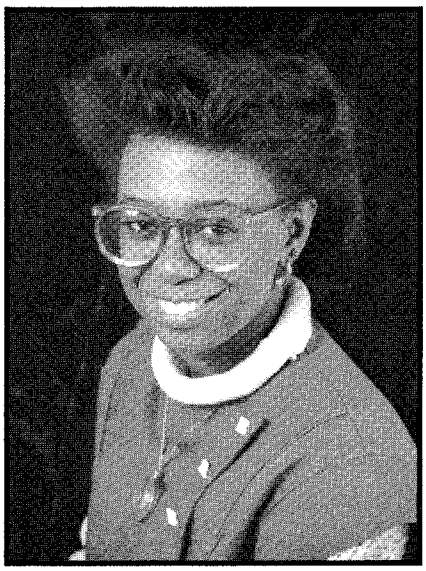

The Reflector is published for people like Athena Morgan, Code 0472.

NAWC Aircraft Division NAVAL AIR WARFARE CENTER

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

Civilian personnel departments reorganize

The Civilian Personnel Department (CPD) at the Naval Air Warfare Center Aircraft Division Warminster, along with all other CPDs in the Naval Air Warfare Center Aircraft Division, have been reorganized into the Human Resources Office (HRO). The resulting division is a combination of the CPD functions and the Equal Employment Opportunity Services Division (EEO).

CPD was the first support group to be centralized NAWCAD-wide in an ongoing effort to operate as one activity as opposed to five separate sites. This change was also initiated in response to a Navy-wide effort to combine the two functions to implement a leaner, more efficient organization. According to Ron Young, associate director of the NAWCADWAR HRO, "We were the first support group to be realigned to the aircraft division headquarters. However, it is my understnading this will eventually happen."

As a result of this change, there is now one HRO for the aircraft division serving employees and managers at Patuxent River, Warminster, Trenton, Lakehurst and Indianapolis. Bill Wagoner is the Director of Human Resources and the Deputy EEO for the aircraft division, located at Patuxent River. Associate HRO directors at each site are tasked with providing local services and information.

Photo by Jason Craig

The name has changed but the people, such as (from left) Eileen Craig, Helen Scavilla and Tracey Kopper, remain the same.

Under the new structure, the NAWCADWAR HRO (new Code ADO51) consists of two service teams and a Site Wide Action Team (SWAT). The first Service team handles the duties previously assigned to the Employment and Class Division (old Code 033). The second service team equates to the Personnel Services Division (old Code 034). The functional division, SWAT, is divided into three areas: Employee and Labor Management Relations (old Code 031), Employee Development (old Code 032) and the EEO office (old Code 03E). Young stressed that while the codes may have changed, the people and their services remain the same. "Warminster employees will still go to the same people for assistance and services. That has not changed." he said.

"...Warminster employees will still go to the same people for assistance and services. That has not changed."

In addition to the organization being realigned, all NAWC HROs are using standard NAWCAD Patuxent River systems. "Payroll for the HRO office at Warminster is now done at Pax," Young explained. " A major part of our budget has been centralized there as well. We are also using their travel, training, plant/property inventory and material aquisition system via a modem."

As time goes on and NAWCAD-wide personnel policies, practices and procedures are put in place, changes will have to be made, as much a result of the consolidation as the Navy-wide downsizing effort. This realignment is just the first in an effort to develop policies that cut across the entire aircraft division to begin working on common goals while allowing for site variations.

"We're not tenants," Young stated emphatically, "We're a part of the NAWCADWAR team even though we no longer, organizationally, belong to this specific site. We're all a part of the larger aircraft division with larger more unified goals and objectives."

Heather Myllenbeck
Public Affairs Office

All Hands meeting provides info on change

Capt. William L. McCracken
Commanding Officer

As I explained in my latest All Hands meeting, changes are in the air and people want to know how it's going to affect them.

The environment in the world has definitely changed over the past few years. That's not to say there isn't a threat. For years, we pointed at the Soviet Union as our major concern. That has changed and with that comes a need to do business differently in the Department of Defense.

One of the things being done is the Joint Chiefs of Staff roles and mission study. This is the first of its kind since WWII. They are getting together and looking at the roles of each service and how those roles will be changed to meet the requirements of the next half century.

Another concern that could have an impact on us is the fiscal year 1994 budget. We know there's going to be a drastic decline from what we are use to. Major cutbacks will be occurring that will require us to conduct our day-to-day business more efficiently. In an era of reduced defense funding, we must operate at peak efficiency if we are to be capable of meeting our nation's future contengencies.

A new administration will take over in January after 12 years of basically the same philosophy. There is an uncertainty about what the Navy will look like in the future, but the bottom line is there is a major role for naval aviation and we will lead in the research and development of our future naval aircraft and crew systems.

This leads us to the Secretary of the Navy's "...From the Sea". This is how the Navy will do business in the future. It shifts the focus from a global threat to a focus on regional challenges and opportunities and concentrates on warfare near land and meneuver from the sea.

The mission areas the Navy has focused on over the past ten or 20 years, such as antisubmarine warfare as an example, has also changed. Now its Joint Strike, Joint Littoral Warfare, Joint Theater Surveillance and Joint Space and Electronic Warfare/Command, Control, Communications, Computers, Intelligence, and Information.

This effects everybody including naval aviation. The Naval Aviation Systems Team (NAST) is currently at 4,653 military and 47,623 civilian personnel. Those numbers have to go down by at least 20 percent to meet with the drawdown requirements. We must get away from individual entities trying to work independently and become focused on a team concept throughout the NAST. The program managers (PMAs) will have "cradle-to-grave" responsibility for all aspects of their weapon systems.

A team is what we are here at Warminster. That was the concept behind our trip to Gettysburg. We wanted to go off-site and take a sould searching look at what we are doing here and how we are going to continue to be a viable organization for the next four years.

One of the ideas that came from this meeting, was to give the Center Advisory Board (CAB) more authority to make decisions. Mr. Dilworth and I will be away from here more and more to address the naval aviation research and development needs of the new Navy, NAST, NAWC, and aircraft division. I've empowered the CAB to deal with the operational and quality of life issues of the laboratory while we are away.

"Any new information I get on anything that could have an impact on you, I will get to you as soon as possible."

We have also set up study teams who will look at generating ideas and develop plans to be reported back to me by early December. People Team I will come up with ways of improving communications and help people prepare for the future. They will be your sounding board. People Team II will develop a work function/skill matrix which will identify skill shortfalls and develop a strategy to mitigate those shortfalls. The third team will develop corporate business goals for this laboratory and also develop a corporate business plan to reach those goals. The key is we will proactively manage the change. The people development plan will address the training required by each person to remain marketable. The work function/skill matrix plan will ensure we have the right5 skills critical to naval aviation and those skills and functions move intact with the realignment.

This leads us to the realignment to Patuxent River and the question of jobs for our employees. As of Nov. 1, 1992 we had 2,234 employees. We will be downsizing to 1,867 by fiscal year 1995. We believe we can downsize to this number through attrition. In fiscal year 1995, we will be looking at realigning 1,656 billets to Southern Maryland with 30 to remain to maintain with the centrifuge for a total of 1,686 positions. Our challenge is ensure the skills of those employees of the 1,867 who will be moving to Patuxent River fit the 1,686 billets that are available.

Any new information I get on anything that could have an impact on you, I will get to you as soon as possible.

Straight Talk

Teamwork is key

Rear Adm. George Strohsahl
Commander, NAWC

Henry Ford said of Teamwork, "Coming together is a beginning; keeping together is progress; working together is success."

In the Naval Air Warfare Center we have had our beginning, we've made great progress, and we're striving for success. I'd like to talk about teamwork in a broader perspective than perhaps any of us have really thought about in the past. It is human nature to form teams with fellow workers. Much of the literature in the areas of management skills and leadership involves fostering these natural relationships in a way that is a positive contribution to the objectives of the work group. We are challenged in the Naval Aviation Systems team, of which the NAWC is a key member, to teams with other co-workers whom we seldom see, who work in remote geographical locations, and with whom you may have previously had a competitive, non-cooperative relationship.

The basic organization of the emerging work groups within the NAWC is around defined programs. It may be a giant program like the F/A-18 or a minor commodity program requiring only a part time effort by a handful of people. One of the four strategies of the Naval Aviations System team, recently published by NAVAIR, is Team Integration. This strategy calls for the establishment of effective teaming relationships between the program managers, the NAVAIR technical matrix, the NAWC and the Depot Corporation. To form effective teams many of our traditional and natural workplace alignments must be modified and reoriented in larger dimensions. I envision a NAWC where a small group of workers at a site will consider their larger work group to be a team of people at other sites of the NAWC and in NAVAIR. There are very natural affiliations with other workers at the same site (it's hard to have an after hours softball team or golf league with workers on the other side of the country). Deep pride in a location or base is as encouraged now as it ever was. But in the course of doing work the extended team takes on primary importance. This is a difficult concept for all of us and it will take time and patience to achieve. But we shall not waiver in our determination to make it work and achieve the success of which Henry Ford spoke. We won't ask what is good for Lakehurst or White Sands (for example), but what is good for the program which people at both locations serve.

To form highly effective teams between the NAVAIR program offices and the NAWC operating divisions at various sites is what the Naval Aviation Systems team strategy for team integration is all about. I'll discuss that in a lot more detail in the text installment of "Straight Talk".

NAWC News Briefs

Command activities

Editor's Note: The Naval Air Warfare Center is a Corporation comprised of 25,000 employees at 10 locations throughout the United States. Our mission is to be the Navy's full-spectrum research, development, test and evaluation; engineering-support; and fleet-support center for air platforms, autonomous air vehicles, missiles and missile subsystems, weapon systems associated with air warfare, and sensor systems used to conduct antisubmarine warfare from air platforms. Our people are the most important asset of the corporation. In an effort to keep you informed of corporate happenings selected news briefs from throughout the command will be published regularly in the Reflector.

Tomcat upgrade on horizon

Patuxent River, Md. ---A digital flight control system may be in sight for the F-14 Tomcat. That's the word from the Flight Test and Engineering Group's Strike Aircraft Test Directorate at Patuxent River, Md.

The project, to provide the fighter with a digital, state-of-the-art flight control computer, is a foreign cooperative technology program, funded largely through the Nunn-Quayle initiative. The joint effort, spearheaded by Strike, with support from two other FTEG directorates, Systems Engineering Test and Range. The NAWCAD Warminster, Grumman Aircraft Corporation, NASA Langley, Va. and General Electric Corporation (UK) also are involved in the project.

Technology for the upgraded flight control systems comes from the European fighter aircraft program. Control law validation has begun in the aircraft division's Manned flight Simulator. Laboratory and ground testing will follow. The digital flight control computer could be flight tested as early as 1994.

The digital flight control computer will be installed in all F-14's for "improved reliability, increased departure resistance and better power approach handling qualities."

Ground breaking at China Lake

China Lake, Calif.---Two major military construction projects broke ground early this month at the China Lake site of the Naval Air Warfare Center Weapons Division; the Missile Engagement Simulation Arena and the Integrated Navy Air Defense System facility.

John S. Unpingco, deputy counsel for the NAWCWPNS, was appointed a federal district court judge for the Territory of Guam by President Bush and confirmed by the U.S. Senate.

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Engagement and Rehearsal Aids assist Navy

Five years ago, the Naval Air Systems Command (NAVAIR) approached Tactical Air Systems Department's (TASD) Integration, Simulation and Demonstration Branch with an opportunity to enhance the Navy and Marine Corps training for the laser guided version of the Maverick missile by developing a computer based training aid.

With the growing sophistication and expense of air-launched weaponry, live firing opportunities were becoming rare. In addition, classroom training provided the necessary knowledge but degraded quickly with the passage of time. The Naval Air Warfare Center Aircraft Division Warminster, with relevant experience in the Integrated Tactical Decision Aids (ITDA) program, possessed the know how in developing related tactical training tools.

NAWCADWAR, under the sponsorship of NAVAIR PMA 205, has been developing training devices for air-launched weapons since 1987. The principal NAVAIR goal is to provide an affordable means of training aircrews, instructors, and civilian technical specialists with the skills and knowledge to understand the factors affecting the weapon, thus leading to improved weapon employment skills.

Known as Engagement and Rehearsal Aids (E&RA), the project has two main training thrusts: desktop trainers (DDT) and part task trainers (PTT). The desktop trainers are PC based systems designed to provide weapon engagement training and augmentation of skills in tactical employment of the Harpoon (AGM-84) and Maverick (AGM-65) missiles. The fielded versions of the Harpoon Engagement Training Aid (HETA) and Maverick Engagement Training Aid (META) are being used to extend traditional classroom training of air-launched weapon employment skills.

The dynamic graphics and engagement replay features have been particularly valuable to the fleet because of their ability to give a pictorially and mathematically correct representation of the combined effects of all engagement variables, including environmental effects. A timing program supplied with the DTT computers has been used to track fleet utilization of these training programs, and the average usage has been several hundred hours per computer. Beth Goldberg , of the Integration , Simulation and Demonstration Branch, has directed the development of four versions of the HETA program and has delivered turnover training at numerous fleet installation sites.

The PTT is a deployable weapon procedures trainer which stresses the motor and cognitive skills required to successfully utilize smart weapons in a specific cockpit environment. NAWCADWAR has just awarded a large contract to CAE-Link Corporation to produce the A-6 Block 1A Part Task Trainer, which introduces new cockpit features such as a Heads Up Display, B/N Multifunction Display, and at least one new missile. This device will be used both on land and on carrier for dual weapon procedures training by A-6 pilots and bombardier/navigators. NAWCADWAR has established the functional requirements for this device, and is leading the development effort, with Gino Lostracco at the helm. E&RA has also been selected by NAVAIR to lead the upgrade of the existing A-6E SWIP Part Task Trainer to be concurrent with the E-260 Operational Flight Program software.

The E&RA has grown from a single task to a multi-million dollar program, and allows NAWCADWAR to share an important role in Naval aviation training

Elliot Sidewater
E&RA project engineer
Tactical Air Systems Dept.

NAWC News Briefs

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Ahead of schedule, under budget

Indianapolis, Ind.---A transition-to-industry contract for the Marine corps' Tactical remote Sensor System (TRSS) was placed for $3.9 million, nearly $1.5 million under the projected budget. The base year contract, won by Sechan Electronics, Lititz, Pa., was awarded ahead of the program's targeted milestone. TRSS, developed at Indianapolis, employs a system of seismic, infrared, magnetic and video sensors to track the movement of enemy troops and equipment.

Finalist in quality competition

Lakehurst, N.J.---The Naval Air Warfare Center Aircraft Division Lakehurst is one of seven government-wide finalists under consideration for the prestigious annual Quality Improvement Prototype (QIP) Award.

The QIP Award recognizes federal organizations that successfully adopt TQM principles and thereby improve quality, timeliness and efficiency of their operations. Organizations selected for the award provide models for the rest of the government, demonstrating that a commitment to quality leads to better service and products and more satisfied customers.

NAWCAD Lakehurst was selected as Navy finalist by a Navy panel of quality experts in Washington, D.C. Then, the Office of the Secretary of Defense endorsed Lakehurst's nomination to the Federal Quality Institute. After on-site visits from public and private representatives who will verify the accomplishments listed in the submission, a panel of judges will make the final selections.

NTSC joins NAWC team

Orlando, Fla.---The Naval Training Systems Center (NTSC), Orlando, Fla., joined the NAWC team effective Oct. 1, at least temporarily. A Quality Management Board at NAVAIR is studying where best to align NTSC and is expected to make its recommendations in early 1993.

NTSC is the Navy's principle center for the development and acquisition of training and simulation systems for the Navy and Marine Corps. The center works closely with the Army and Air Force to share expertise to avoid costly duplication.

Center engineers contribute to AX program

The AX Program will develop the Navy's next new carrier-based, tactical aircraft. It will replace the A-6E as the Navy's all-weather medium attack platform and will be designed with superior range and survivability. The AX will be capable of conducting missions in a number of other naval warfare mission areas, including antisurface warfare, anti-air warfare, amphibious warfare and mine warfare, mobility and reconnaissance.

The AX Program is completing the concept exploration and definition (CE&D) acquisition phase. Five industry teams are under contract to the Navy to explore concepts suitable for performing the strike mission; to perform trade studies to quantify the sensitivity of weight, performance, cost, and other parameters to changes in the tentative operational requirements; to perform an operational utility analysis with the team's preferred aircraft system concept; and to perform initial risk reduction efforts in preparation for the demonstration and validation (D&V) program phase.

The Navy has prepared a draft request for proposals (RFP) and statement of work for the D&V phase. In this phase, the contractor team(s) will design, fabricate, and flight test two prototype air vehicles to demonstrate flying qualities; will perform risk reduction efforts to prepare for an orderly transition to the engineering and manufacturing development phase; and will develop, in conjunction with the Navy, operational system design specifications. The D&V RFP will be released in early to mid 1993, depending upon the resolution of direction from Congress for competition during the D&V phase.

In support of the AX PMA and Class Desk, the Naval Air Warfare Center Aircraft Division Warminster has assembled a full spectrum engineering team under the leadership of Moise DeVillier of the Tactical Air System Department (TASD). This team consists of personnel from two of the warfare department, TASD and Warfare Systems Analysis, and all three of the technology departments: Mission and Avionics Technology; Air Vehicle and Crew Systems; and Systems and Software. With an actual budget of $6,355,500 in fiscal year 1993, the team has been and will continue making substantial technical contributions to the program.

Since the program is in the CE&D phase, the team has been active in reviewing and assessing system and subsystem conceptual designs, trade study analysis, and risk reduction efforts from each of the contractor teams. In addition, the team has been pursuing independent, in-house activities.

The Aircraft Conceptual Design Branch with the assistance from several other on-center groups, has been performing trade studies with Navy generated conceptual designs and has been evaluating the contractor's designs. Because of the importance of materials' design and producibility characteristics, the Aerospace Materials Division has been generating Navy estimates of these properties for a variety of critical metallics, composites, and films, this data base will be used during source selection and during the D&V phase itself.

With a variety of sensors onboard, processor performance is of significant importance. The Signal Processor/Computer Systems Technology Branch has initiated the development of a simulation of advanced processors, using a Hughes breadboard common integrated processor as the starting point. This simulation will be used to investigate the performance of the processor, as well as its suitability to handling certain types of algorithms unique to Navy applications.

Another in-house effort addresses the performance of UHF/VHF antennae. Conventional blade antennae are not compatible with highly survivable aircraft; this effort will develop cavity antenna designs which will provide the same range performance as a blade antenna but with much greater aircraft survivability. In late fiscal year 1992, the Electro-Optics Development Division initiated an assessment of technologies for electro-optical systems. They will be addressing the availability of technology in signal processing, infrared windows, E-O arrays, and non-imaging concepts for target recognition.

Moise DeVillier
Bob Skalamara
Tactical Air Systems Dept.

Neighborhoods of Excellence raises standards

The Navy is introducing a new initiative called "Neighborhoods of Excellence" to help raise the standard of housing and related services.

Part of an intensive "get well" program to increase the quality of life for Navy personnel and their families, this latest housing initiative follows recent decisions to increase funding for housing acquisition, renovation and maintenance, and to revise policies to assign Navy family housing more equitably.

"The Navy must better recognize and articulate the relationship between quality housing, quality of life and operational readiness," said Adm. Frank B. Kelso, II, Chief of Naval Operations, in a recent message on the subject. "Senior Navy leadership is committed to making Navy family housing a positive quality of life and retention decision factor. Navy 'Neighborhoods of Excellence' is a concept which constitutes our vision of quality family housing."

Sharing this vision throughout the Navy, a new "Commanding Officer's Visual Guide to Quality Navy Family Housing" is being distributed to Navy shore stations this fall. The comprehensive guide illustrates the standards for neighborhoods and homes, and visually describes standards for customer services.

In a preface, Kelso wrote, "This commanding officer's guide both describes and depicts quality standards for Navy housing facilities and neighborhoods as well as the supportive customer services that our families deserve. It also provides practical guidelines on how to achieve these standards."

Other initiatives in the "Neighborhoods of Excellence" program include comprehensive information and referral services to incoming and departing service members and their families. Incoming personnel will have services to familiarize them with the local area and to assist them in locating living accommodations that fit their needs. Departing personnel will be offered personalized and detailed relocation counseling, enabling them to arrive at their new duty station with suitable and reliable information on housing.

Navy News Service

Seminar action plans tackle problems

Thirty-two participants from the Naval Air Warfare Center Aircraft Division Warminster attended a three-day management seminar to establish a vision plan for the center's next four years.

As a result of reviewing data, three areas of concern were identified and committees established to tackle these problems. NAWCADWAR employees were informed about the results of this seminar in the Nov. issue of the Reflector. Since that time the committee members have met, identified their mission, and set a course of action. The following is an update of their progress.

Business Planning Team

The critical need to insure a healthy business base was a major concern discussed at the seminar. As a result, a full time team was established to address key business issues. This business planning team, officially known as the "Program Development Team", seeks to retain and expand current efforts with major customers while also recommending new areas for business expansion. In doing so, the team will identify a corporate business strategy while still preserving the entrepreneurial spirit responsible for much of the current business.

...seeks to retain and expand current efforts with major customers while also recommending new areas for business expansion.

Chaired by Greg Catrambone and Mike Saitta, the team is made up of a diverse group of experienced senior managers who have a broad grasp of sponsorship, capabilities and strengths, and the projected business climate. Other team members are Cmdr. Joe Poole, Vince Sieracki, Al Hellman, and Al Kuhn.

The team is currently examining major Navy research and development programs with growth potential in regards to their attractiveness to our site, current market share, and competitive strength. Then marketing strategies will be recommended to pursue them. Additionally, the team will make business policy recommendations to help improve our potential to obtain, retain, and execute increased business in the future.

Using POM data, policy strategies and statements by the Department of Defense and the new administration, and projections and assessments by people at the NAWCADWAR currently executing major programs, the team hopes to identify and target areas for a corporate marketing effort. These efforts would strive to expand our funding and move us into a more key role in major, high visibility programs considered to be critical to naval aviation. A coordinated corporate strategy would focus our efforts instead of many different people approaching the same sponsor.

The team is expected to report its findings in Dec. followed by targeted marketing efforts, implementation of business policy and strategy recommendations.

Functional Skills Team

The Functional/Resource Skill Matrix team has been tasked to develop one of the tools which will assist management in effectively solving the pre-transition, transition, and the post-transition position management issues.

This tool, a functional resource skill matrix information package, will enable NAWCADWAR management to make informed decisions for relocating this laboratory's naval aviation research and development function to the NAWCAD Patuxent River. The team's goals are to identify this laboratory's total work functions and resource skill base, including support functions; identify the possible skill shortfalls that currently exists and could occur in the upcoming years and during the transition; and to develop a strategy to mitigate against these shortfalls. The skill matrix information package is to be available for use by March 1993.

...will assist management in effectively solving the pre-transition, transition, and the post-transition position management issues.

The team, chaired by John Heap, includes Tony Mickus, Joe Laska, Sam Delserro, Marv Walters, Ken Clegg and Mike Kiernan.

People Team

The People team consists of John Bowes, Robert Dolceamore, Lissette Fortuno, Vincent Morelli, Barbara Ward, and Sue Smith. They are looking at ways to improve commu nications up and down the line and address people issues, both pre and post transition.

The team recently attended a meeting with the Naval Air Warfare Center Aircraft Division Equal Opportunity program manager.

Additionally, the team has been meeting regularly with the commanding officer, keeping him abreast of their findings and progress.

The Reflector will continue to keep center employees updated on the progress of these committees in each issue.

Research testing turns into rescue mission

During recent Navy testing in the Gulf of Mexico, members of the Acoustic Development Division encountered an unusual situation more likely to be seen in a television movie, than from the deck of a naval testing vessel. After all, rescuing stranded fisherman who had been adrift in a small boat for days, while fighting off sharks, was not on that day's testing agenda.

Three Navy research vessels were stationed approximately 150 miles north to northwest of Key West, Fla. During the morning of Aug. 21, a crew member spotted two occupants in a small wooden boat with no motor, sail or oar to propel it, adrift in the swift gulf currents.

The Navy vessel approached the boat to welcome the sailors who were fishermen that spoke only Spanish. Fortunately crew members from a second Navy vessel understood Spanish and were able to communicate with the stranded men who explained their plight.

Two weeks earlier the men had been a part of a fishing fleet from a Yucatan Peninsula port. Nightly, many small boats would disperse from one larger boat for several days of fishing. One night, a severe storm separated these two fishermen from the main party. Initially, each man was in his own boat. But as time passed, both boats were attacked by sharks, severely damaging one vessel. The fishermen survived their 11-day ordeal by catching and eating raw fish and drinking rain water collected in a large plastic bag.

Their chance encounter and ensuing rescue took place several hundred miles from their home port. The men reported having seen a passing ship that offered them food, water and cigarettes, but not a rescue. They were thin and tired, but otherwise in good health. Later that day, the two men and their boat were turned over to the Coast Guard.

Ironically, only two days after the rescue, the eye of Hurricane Andrew passed through that very area.

Ed Schmidt
Active Sensors Branch

Courtesy photo

A Navy crew member, flanked by the two rescued Mexican fishermen, encountered more than a routine testing mission in the gulf recently.

Just in time for the holidays

NEX announces new layaway program

Now you can take it with you, thanks to Home Layaway at Navy Exchanges (NEX). Home Layaway allows customers to take home major purchases today and pay for them over six months. By Nov. 15, Home Layaway will be available at NEXs across the country.

Home Layaway at stateside NEXs was established in time for the coming holiday season. This time payment plan should make holiday shopping easier for everyone. Home Layaway provides customers with the opportunity to select merchandise costing $200 or more per item or set of items; pay a minimum 10 percent down payment; pay a one time service fee of 3 percent on the remaining balance; spread payments over 180 days.

As a special introductory offer, NEX is waiving the 3 percent service fee from now until Jan. 2, 1993.

Dollar limitations by pay grade are generally as follows (check with your local NEX for details): E-1: $300; E-2: $500; E-3: $750; E-4 and E-5: $1000; E-6: $1500; above E-6: $2000.

Navy Exchange Service Command

Leonard chosen as Bluejacket of the Quarter

Airman David Leonard, an aviation electronics technician, was selected as the Bluejacket of the Quarter for the third quarter of 1992. This honor is awarded to the outstanding sailor E-4 and below. Competition is always stiff and the sailor chosen must be a consistent standout performer in all phases of the military.

Leonard, a Lansing, Mich. native, originally joined the Navy as a means to an end. "I was working full time during the day and trying to go to school at night. I had to choose between the two; there was not enough time to do both. I had to work to pay for school, but if I worked, it was impossible to do well in school." Leonard explained. " The Navy was attractive to me because of the G. I. bill education benefits."

"If you see something that needs to be done, go ahead and do it before someone asks you to do it--take initiative and deal with a problem before someone tasks you with it. "

After going to boot camp at the Great Lakes Naval Training Center and "A" school in Memphis, Tenn., Leonard took extended training in Jacksonville, Fla., in the Weapons System Trainer Update III for P-3s (WST-Update III). He ended up with orders to the Naval Air Warfare Center Aircraft Divisiom Warminster and is very happy with the command. "This is my first 'real' command. It's hard to judge it against other naval installations, but I really like it here," he commented.

Leonard feels his military bearing was the number one thing that helped him to get the award. According to his section chief Aviation Electronics Technician Chief Mike O'Rourke, "Leonard is a consumate professional. He is talented, hard-charging and demonstrates exceptional initiative on a daily basis. He thinks ahead, anticipates problems and proposes solutions before a problem occurs." O'Rourke's comments sum up the work ethic Leonard follows. "If you see something that needs to be done, go ahead and do it before someone asks you to do it--take initiative and deal with a problem before someone tasks you with it," Leonard explained.

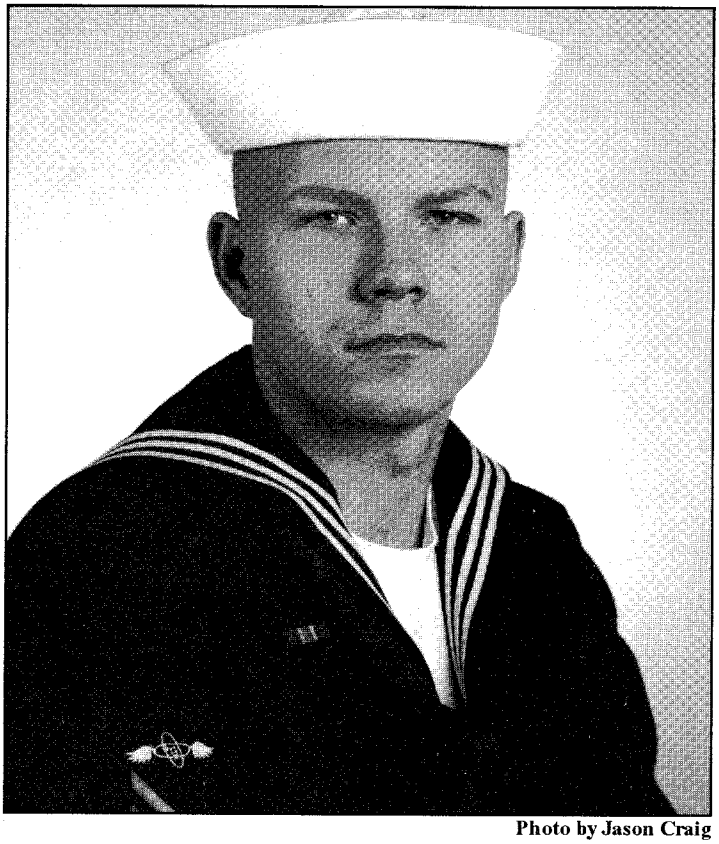


Photo by Jason Craig

Airman David Leonard, Aviation Electronics Technician, was chosen as the Bluejacket of the Quarter for the third quarter

With two years left on his initial enlistment, Leonard is weighing the pros and cons of staying in the military. If Aircraft Maintenance Division Cmdr. William Saye had his way, Leonard would stay in. "He is a super sharp young sailor. I could use several more airman like him," Cmdr. Saye commented.

Heather Myllenbeck
Public Affairs Office

Morvin honored as Sailor of the Quarter

Photo by Jason Craig

AMS2 Alan Morvin was selected as the Sailor of the Quarter for the third quarter of 1992.

"Outstanding in every respect...a team player dedicated to division and command mission accomplishment. One of the finest sailors I have ever had work for me in the last 20 years," is how Aviation Structural Mechanic Hydraulics Chief (AMHC) John Swan describes Sailor of the Quarter Petty Officer 2nd Class Alan J. Morvin.

Morvin, a petty officer in the aviation structural mechanic structures (AMS) rate, had his start early in aircraft mechanics. He attended a one of a kind aviation high school in his hometown of Cleveland. "The school sat at the end of a runway and offered classes in aircraft mechanics, avionics and air traffic control skills," he explained. With this head start in the aircraft maintenance field, joining the Navy seemed a natural progression and a way to gain further experience.

Morvin reported to the Naval Air Warfare Center Aircraft Division Warminster a year and a half ago after having spent three years at Cecil Field in Jacksonville, Fla. Serving as the night duty inspector, he thrives on the atmosphere at NAWCADWAR.

"I like it here. It's a good shore duty command. There is no high pressure aircraft sorties--no real tight flight schedules. As long as the project mission gets out, everything is fine," he commented. Morvin is considered to be one of the technical experts in the airframes field at NAWCADWAR, making sure everything is correct and proper from tires, brakes and hydraulics, to structures throughout the entire aircraft.

"My goals in the Navy? The most. That's my goal--the most...go as far as possible."

Morvin considers his consistent performance and positive attitude as key factors in his selection as Sailor of the Quarter. "General performance gets you the first look. But there are a lot of good performers--you're still in a big crowd and that makes it easy to get overlooked," he said. "One of the things, on top of being a performer, is that I don't complain a lot," he continued. "If I don't have an idea or a solution, I don't bring it up. What sets me apart is keeping a positive attitude and not being a complainer."

Morvin has a definite future goal in mind when it comes to his Navy career. "My goals in the Navy? The most. That's my goal--the most," he remarked. "Get as much school and experience as possible, see as much as possible and go as far as possible," he said simply. Based on this command's input and observations, Petty Officer Morvin should attain those goals.

Heather Myllenbeck
Public Affairs Office

Photo by Jason Craig

Petty Officer James St. Peter presented Capt. William McCracken with the trophy for the first place finish by the Naval Air Warfare Center Aircraft Division Warminster intramural softball team. The NAWCADWAR Yankees dominated the NAS Willow Grove intramural softball league with a 25-1 season record. The performance placed the NAWCADWAR command second in the overall Captain's Cup race for 1992.

Outstanding center employee efforts rewarded

The following employees were awarded Letters of Appreciation from the commanding officer.

Alan Hellman (Air Vehicle and Crew Systems Technology Dept.): For your outstanding Crew Systems presentation during the Warminster/Patuxent River Exchange. Your expertise and professionalism reflect creditably on yourself and certainly enhance our reputation.

Susan Coar (Tactical Air Systems Dept.): For the outstanding support you provided to the Chief of Naval Research as a project engineer on a classified project. Your contributions, technical expertise and enthusiasm have reflected the highest credit upon you and this site.

Laura Huber (Antisubmarine Warfare Systems Dept.): For your superb efforts in support of the LAMPS MK III Block II Upgrade. Your program management skills and technical expertise have contributed greatly to one of the Navy's most vital research and development programs.

Dr. James Sheehy (Air Vehicle and Crew Systems Technology Dept.): For your outstanding contributions during the Aerospace Medical Association. Your professionalism and participation in the panel "Lasers and Aviation" has heightened the creditably and reputation of both yourself and the center.

Moise DeVillier (Tactical Air Systems Dept.): For your presentation on the AX Program which contributed greatly to the success of the Warminster/Patuxent River Exchange. Your work to expedite the integration of Warminster and Patuxent River personnel was greatly appreciated.

Kenneth H. Woodward (Tactical Air Systems Dept.): For the outstanding performance and support you provided as a team leader to the Advanced Tactical Air Reconnaissance System Joint Program Office and to the Navy Deputy Assistant Program Manager for Logistics. Your dedication and your professional expertise have contributed to the accomplishments and success of these programs and have reflected the highest credit upon you and this site.

Photo by Jason Craig

Rosanne Petro (Tactical Air Systems Dept.) was recognized for support provided to the AX and A-12 programs.

Rosanne Petro (Tactical Air Systems Dept.): For the outstanding support you provided to the AX and A-12 programs over the past three years. Your professional expertise and skills were indispensable in preparing and implementing the necessary program plans and budget.

Robert Fay and Lt. Cmdr. Mike Messick (Tactical Air Systems Dept.): For the outstanding cooperation and hospitality you provided to the T-BIRD II team. Your contributions technical expertise and enthusiasm have reflected the highest credit upon you, our site and the Navy.

Carol Taylor (Antisubmarine Warfare Systems Dept.): For your outstanding support of the Great State of Maine Air Show which attests to your personal dedication on behalf of the Navy and this site. The team spirit and enthusiasm you exhibited during this volunteer effort are highly commendable and your endeavors greatly appreciated.

Alan S. Victor (Warfare Systems Analysis Dept.): For your outstanding work on the Tactical Development and Evaluation (TACD&E) project 91-32 in support of the fleet. Your professional capability and understanding of tactical issues resulted in an excellent product which can be immediately incorporated in fleet operations.

John Ohlson (Materials Applications Branch): For your special efforts in coordinating the Lessons Learned symposiums and for sponsoring the subsequent publication.

AT1 David Bailie, AT1 Jeffrey Kuenn, AT2 William Coutu, AD2 Bryan Johnson: For your outstanding support as volunteer members of the Naval Air Warfare Center Aircraft Division Warminster Color Guard at the Change of Command ceremony at the Naval Air Warfare Center Aircraft Division Trenton. You set aside personal plans to represent the command and the Navy, and your performance received many compliments.

John Phillips, Alfred Gramp (Tactical Air Systems Dept.): For your outstanding efforts in obtaining the AIM-9P-4 simulation for Korean ACMI. Your contributions, technical expertise and enthusiasm have reflected the highest credit upon you, this site and the Navy.

Andy Hilbert (Mission Avionics Technology Dept.): For your immediate response in repairing a tactical optical surveillance system at NAS Willow Grove. Your dedication and expertise reflect favorably on the capabilities of our personnel.

Clyde Jackson (Systems and Software Technology Dept.): For your outstanding contribution in support of the FMS Case AT-P-GUF. Your technical support of the RAAF P-3C Software Support Activity in Australia enhances our combined VP capability.

AZ1 Magdalena Case, AE1 Dwayne Nelson, HM1 Beverly Pitcock, AZ3 Matthew Lesisko, AW2 Robert Schrupp, AO2 Michael Rutledge, AO3 Dana Yatta: For your outstanding support at the Change of Command ceremony at the Naval Air Warfare Center Aircraft Division Trenton. You set aside personal plans to represent the command and the Navy, and your performance received many compliments.

Mobile radar system to identify moving targets

An unparalleled radar system, with the technology to prevent "mistaken aircraft" tragedies such as the Iranian Airbus catastrophy in the early 1980's, was recently added to the government inventory. This was accomplished through the combined efforts of the Naval Air Warfare Center Aircraft Division Warminster Microwave Technology Division and Flam & Russell, Inc., of Horsham, Pa.

The Instrumentation Radar System (IRS) project was originally being built to measure glint and scintillation, an electromagnetic phenomena experienced by missile seekers when moving targets are viewed through the atmosphere and the resulting image is distorted. It was cancelled two to three years ago due to Department of Defense funding constraints. Recognizing the potential of the radar, Air to Air Warfare Weapons Systems (NAVAIR 540) approached NAWCADWAR to complete the hardware, find projects, and bring the system to full operational readiness. Frank Plonski, of Microwave Technology Division, was given this task.

"My responsibility was to bring the radar to full operational readiness through full-blown acceptance testing, which I did," said Plonski. "NAWCADWAR saved the radar from going to the scrap heap. The project was at a point where they had no more money. We picked up the reins and said we'd bring it to fruition and we did."

The state of the art IRS is the only existing mobile wideband coherent radar signature data collection system capable of making full polarimetric radar measurements, glint and scintillation measurements, radar signature modulation measurements on moving target. It provides calibrated and spectralized radar signature measurements such as high resolution imaging.

What impact will all this advanced capability make in the field? The radar will enhance the military's ability to determine if moving aircraft is friend or foe by utilizing the return radar signature, "fingerprinting" this return signal, entering it into a computer to be used in building a non-cooperative target recognition data bank. The missile guidance seeker groups will then be able to analyze system data and use it to upgrade and optimize missile seeker guidance heads. This much needed information, currently non-existent, will be shared by all the services. "We will utilize all of the salient features of the radar signatures that are available to identify that aircraft to avoid making a mistake--say it's 'enemy' when it's really an airbus," explained Plonski. "This will now make the present Radio Frequency (RF) system guidance missile work and perform much better," he continued.

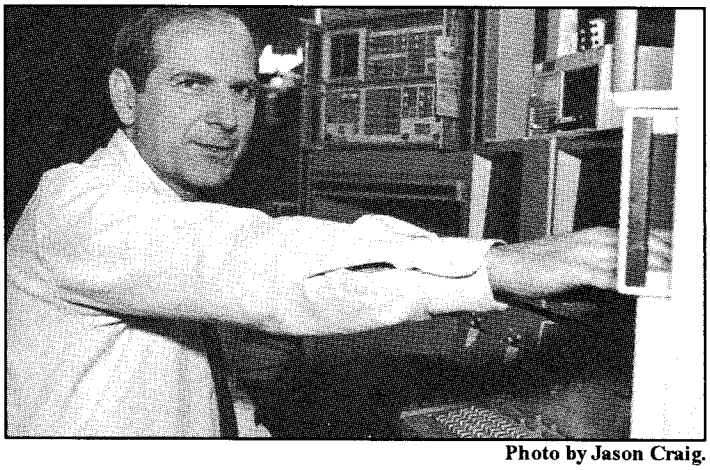
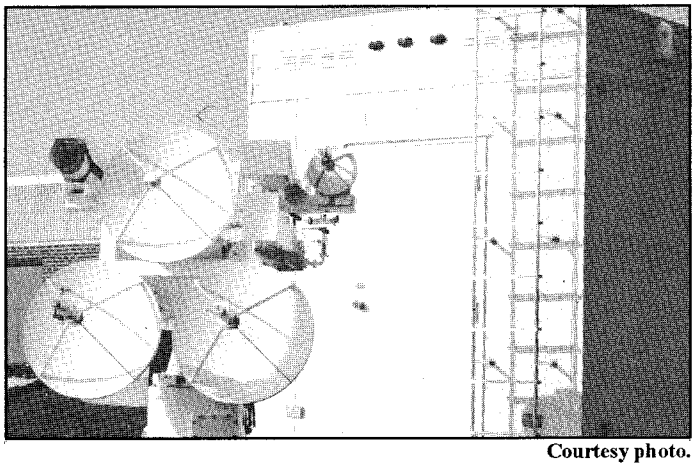


Photo by Jason Craig.

Plonski brought the radar system to operational readiness.

The system can also make "clutter" measurements. These unwanted signals generated by the ground, trees, the ocean, etc. can be utilized by radar designers at the Naval Research Lab in Washington, D.C. to develop new radars and optimize existing ones.

The capability to see small targets at far ranges up to 20 miles away will provide wide-spread civilain applications as well for the IRS including the Drug Enforcement Agency (DEA), and the Federal Aviation Administration (FAA). The United Kingdom Ministry of Defense (UK-MOD) has expressed a strong interest in utilizing the IRS at a future date. It is easy to operate, requiring only two people and has built-in safeguards to prevent operator errors. A self-calibrating system provides continual self-testing preventing erroneous data.



Courtesy photo.

The IRS system is mounted on a flatbed truck for mobility.

Fully operational, the IRS was given to Dave Davis, part of the non-cooperative target recognition group. Initial calibration will be done in-house to standardize the measurements for accuracy. Davis and his team of operators will begin the testing at NAWCADWAR to familiarize themselves with the equipment and targets. "The system will then be transported to other sites to take advantage of existing overhead air traffic to gather data on radar returns to identify the aircraft," Davis explained. "We are looking towards a possible NATO-sponsored exercise in Europe to gather data and share existing data with other systems to build a data-base. However, this has yet to be funded."

The system, installed on a flatbed trailer, can be towed on commercial highways or transported by helicopter using built-in lift points. This mobility gives the IRS the capability to operate from a varierty of remote sites.

Application flexibility, unit mobility and ease of operation coupled with its ability to operate independently of other radar systems ensures widespread military and civilian applications for this dynamic data collection system.

Heather Myllenbeck
Public Affairs Office

Supply urges storage space clean out

Employees at the Naval Air Warfare Center Aircraft Division Warminster should be looking to clean out their areas now and making tough but honest decisions as to what is going to move to Patuxent River. If it isn't going, then dispose of it now. According to Cmdr. Wendell Gift, NAWCADWAR supply officer, the center can anticipate quite a lot of materials, equipment and supplies being hauled south. We can't wait until the last minute to identify excess items because there will just be too much stuff and not enough manpower to complete the move and conduct a disposal operation at the same time. "It's time to quit pidgeon holing all this junk," stated Gift.

Another reason to be cleaning storage space is a financial one. NAWCADWAR will not be renewing a contract for off-site storage which currently contains over 10,000 square feet of center property. When this contract expires in March these items must be stored here. Additionally, items that are turned in to disposal and then resold will put money into the center's overhead account.

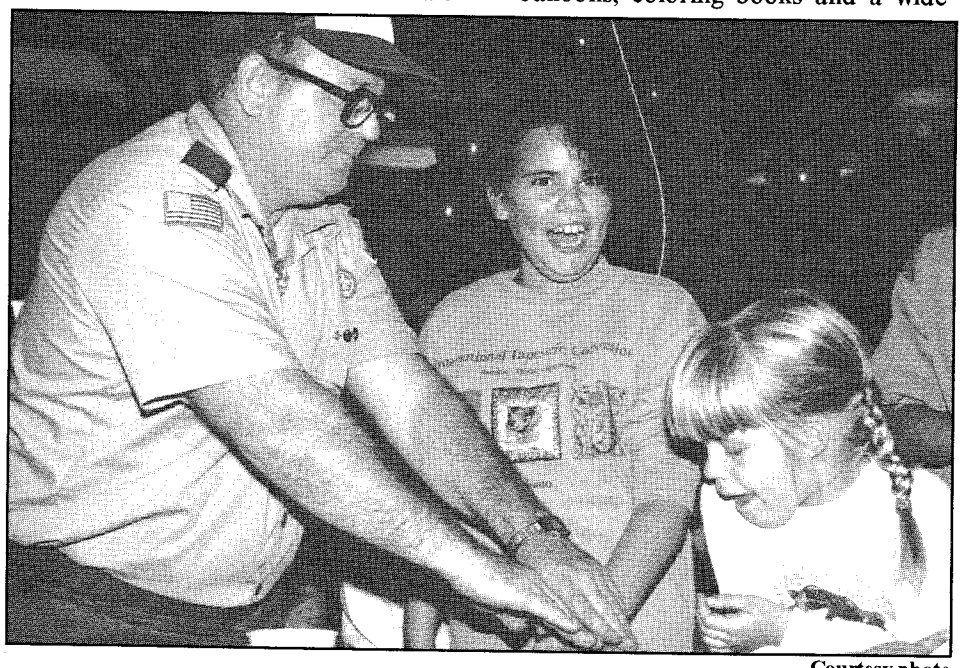
The Supply Department has provided guidance to make disposal as easy as possible by publishing Supply Grams. Most recently, Supply Gram 92-2 dealing with idle, obsolete and excess equipment, was put on center-wide distribution. Employees can call Bob Pullen at extension 2610 for disposal information and Jeff Wright at extension 2122 for disposal assistance.

Heather Myllenbeck
Public Affairs Office

Boy Scouts fingerprint military children

Shenandoah Woods military housing complex hosted "McGruff the Crime Fighting Dog", (alias PRC Dave Kunkel), on Oct. 24 as part of the National Drug Free America Week celebration. This event kicked off the fourth annual "Say No to Drugs Day" at the Naval Air Warfare Center Aircraft Division Warminster.

With lights flashing and sirens screaming, the NAWCADWAR Fire Department wound their way through housing, ending the tour at the Youth Center. McGruff chatted with the children while photos were taken and gifts, balloons, coloring books and a wide variety of informational brochures, courtesy of the Bucks County Drug and Alcohol Commission, were distributed.



Courtesy photo

Scout Leader and 1st Sgt. Howard Worley fingerprinted over 150 military children at the Shenandoah Woods Youth Center.

Approximately 150 children were fingerprinted by Scout Leader and 1st Sgt. Howard Worley and Boy Scout J. R. Ruble, while Boy Scout Howard Worley, Jr. took their photographs. These photos along with the fingerprints were retained by the parents to be used by law enforcement agencies in the event the child becomes a victim of foul play.

This successful program was a coordinated effort between the NAWCADWAR command investigator Dave Ritho, Naval Air Station Willow Grove command investigator MA1 Guy Mervin, NASWG Command Drug and Alcohol Program Assistance representative AT1 D.J. Cassidy and Boy Scout Troop # 66.

Dave Ritho
Security Division

New initiatives to counter sexual harassment

Acting Secretary of the Navy Sean O'Keefe has directed his standing committee on women in the Naval service to evaluate several new initiatives to combat sexual harassment. The Secretary had asked that the committee make their recommendations to him no later than Sept. 30 on the following new measures to change the culture, environment and attitudes that have previously allowed sexual harassment to occur.

- Identifying opportunities to expand involvement of women in fleet and fleet marine forces' training exercises and joint training exercises.
- Developing a Department-wide reporting and tracking system with an integrated data base to track formal sexual harassment complaints and reported incidents of sexual assaults and rape to provide the Navy with a comprehensive, accurate yardstick of its progress in eliminating these types of unacceptable behavior.
- Establishing a toll free advice/counseling telephone line to provide information and advice to all members involved in an incident of sexual harassment regarding their rights and responsibilities; to provide a viable alternative to facilitate informal resolution of sexual harassment complaints at the lowest appropriate level; and to identify other resources available to the caller.
- Assessing the impact of personnel and force structure reductions on opportunities for women, and development of a plan for ensuring women are not disproportionately affected as a result of drawdown decisions.
- Developing and conducting a culture and climate assessment survey of Navy and Marine Corps service members and civilian personnel to assess the effectiveness of sexual harassment training programs and to provide a baseline to evaluate changes in attitudes over time.
- Assessing the adequacy of training and education programs that specifically address core values, standards of conduct and appropriate behavior, prevention of sexual harassment, and command/supervisor/leadership responsibilities in creating a positive command climate and promoting team work.
- Reviewing the status of recommendations contained in the 1990 Updated Report on the Progress of Women in the Navy and the 1988 Report on the Progress of Women in the Marine Corps.
- Assessing the impact of changing demographics of the U.S. labor force and the resultant recruiting pool on recruiting priorities, retention, and personnel assignment and utilization policies.

As part of the lasting leadership commitment necessary to eradicate sexual harassment, the Secretary of the Navy formed the Standing Committee on Military and Civilian Women in the Department of the Navy in July. The committee is charged with advising the Secretary of the Navy on ways to enhance the professional opportunities for women, and will seek to eliminate demeaning behavior and attitudes towards women by promoting mutual respect among men and women.

"We have a duty to the American public and an obligation to those who serve to create a climate conducive to effective integration of all members of the Navy and Marine Corps team," said O'Keefe.

The Department of the Navy is taking a systematic approach to deal effectively with sexual harassment and gender discrimination. These steps are consistent with the three-phase pattern for achieving cultural change identified by Representatives Aspin and Byron, and discussed in the subcommittee report entitled "Women in the Military".

The standing committee will also develop a plan for reviewing the findings, conclusions and recommendations of the president's commission on women in the armed forces. The plan will address evaluating the Navy and Marine Corps plan of actions and milestones to implement approved commission recommendations as directed by the Secretary of Defense. Additionally, the standing committee will be responsible for overseeing implementation actions and assessing implementation results.

Naval Air Systems Command

Navy convenes selective retirement boards

The Navy is notifying 720 senior enlisted personnel that they were selected for early retirement in 1993 to help the services meet congressionally-mandated ceilings on percentages of senior enlisted personnel as the Navy reduces in size..

Two selective early retirement (SER) boards met in September for the difficult task of evaluating the records of nearly 6,500 retirement-eligible chief petty officers, senior chiefs and master chiefs, and selecting 720 to retire by next summer. Previously, the Navy convened SER boards in 1990 and 1991 only to consider retirement-eligible officers in the ranks of commander and captain.

This year, the Navy's reduction requirements, along with fewer than expected voluntary retirements, led to a decision that enlisted SER boards were the only way to avoid a freeze on CPO advancements or reductions in force (RIFs) of senior enlisted personnel not eligible to retire. Still, the decision was difficult. "All wish that it were possible to retain every qualified sailor who wants to remain on active duty," said Vice Adm. R. J. Zlatoper, Chief of Naval Personnel.

"SER boards were the only way to avoid a freeze on CPO advancements or reductions in force."

"SER boards were not created to shed low quality individuals," Zlatoper added. "They are necessary to meet imposed end strength limits during downsizing while maintaining our committment to provide a full career, including retirement eligibility to other sailors. We must retire some good people earlier than they might personally desire."

(continued on page 14)

Senior enlisted SER boards meet

(continued from page 13)

The master chief SER board commenced work Aug. 31 and considered the records of 2,238 master chief petty officers, finally identifying 160 for early retirement. A second board to consider senior chief petty officers and chief petty officers followed, recommending 360 E-8s (out of 1,926) and 200 E-7s (out of 2,249) for retirement.

After a review of board results and approval by the chief of Naval Personnel, the Bureau of Personnel (BUPERS) began a notification process with special emphasis on confidentiality and concern for those affected. In the first step, BUPERS sent special, limited-distribution messages to commanding officers, directing them to personally and privately inform those selected for early retirement. These messages have been sent to the commanding officers of everyone selected by the E-7, E-8 and E-9 boards.

As soon as BUPERS is informed that individuals have been notified, a second communication goes out -- this time, a letter from the chief of Naval Personnel to individuals selected. In it, Zlatoper explains that selections were "a result of long hours of deliberation, with direct fleet input." He acknowledges that "this is a difficult letter to receive after your many years of dedicated and honorable service to your nation, the Navy, and your shipmates," and he pledges the Navy's full support in helping the individuals transition to new careers.

Individuals selected for early retirement are given until June 30, 1993 to retire or transfer to the fleet reserve, providing at least eight full months to take advantage of transition assistance programs and make plans to leave active service. The letter from Zlatoper includes a checklist of information and points of contact to help begin transition planning.

Transition assistance management programs (TAMP) are now offered to single and married service members and their spouses through Navy Family Service Centers worldwide, supported with $10.9 million in funding and 268 civilian staff positions. New resources include 290 computers at TAMP sites to assist separating members and spouses with resume writing, automated employment assistance and other needs.

Zlatoper emphasized "there should be no stigma associated with those selected for early retirement. The SER boards have been forced to make extremely difficult decisions to select those who must retire from among a talented and dedicated population of senior officers and enlisted personnel who have succeeded in their profession."

Navy News Service

Smoking...A dying habit

Unless you have been a recluse in the Himalayas or under heavy sedation for the past 25 years, you must not only be aware of the hazards of smoking but also of the dangers of passive or second-hand smoke.

Until now the center has attempted to protect the nonsmokers from this threat while accommodating the smokers by providing numerous smoking areas and relying upon their cooperation to make the system work. Unfortunately, a percentage of smokers have chosen to take advantage of this tolerant attitude, and feel they are entitled to light up wherever they please. The key issue to remember is that nonsmokers have the right to a smoke-free environment, and that this right exceeds a smoker's right to smoke.

In light of this, a new center smoking instruction will be published shortly that not only significantly reduces the number of areas in which smoking is permitted, but calls upon every supervisor and manager to ensure that these are the only locations where smoking occurs.

Essentially, smoking will be limited to a handful of well marked areas scattered throughout center buildings. If it isn't marked--don't smoke. Smoking is totally prohibited in every work area, restroom, hallway, corridor, eating facility, etc. While most of these restrictions are not new, the increased emphasis on enforcement will be.

So if you are a smoker, take the hint. Now is the time to quit. Your habit is not only getting more expensive, but will become considerably more inconvenient to practice as well as potentially damaging to your career if you violate the new rules. Is it really worth it?

Mike Massington
Safety Office

Stop for a day

The American Cancer Society's "Great American Smokeout", held on Nov. 19, tried to help smokers quit for just 24 hours. Thousands of people across the United States participated in the event, realizing that a decision to quit smoking for just 24 hours can lead to a decision to give up the habit permanently. The American Cancer Society offers the following "quit" tips:

- Hide all ashtrays, matches, etc.
- Lay in a supply of sugarless gum, carrot sticks, etc.
- Drink lots of liquids, but pass up coffee and alcohol.
- When the urge to smoke hits, take a deep breath, hold it for 10 seconds, and release it.
- Exercise to release the tension.
- Try the "buddy system" and ask a friend to quit, too.

The Naval Air Warfare Center Aircraft Division Warminster Wellness Program will be offering "Smokenders" smoking cessation courses in the future for smokers needing a structured program. For further details call Mike Markle at 441-3607.

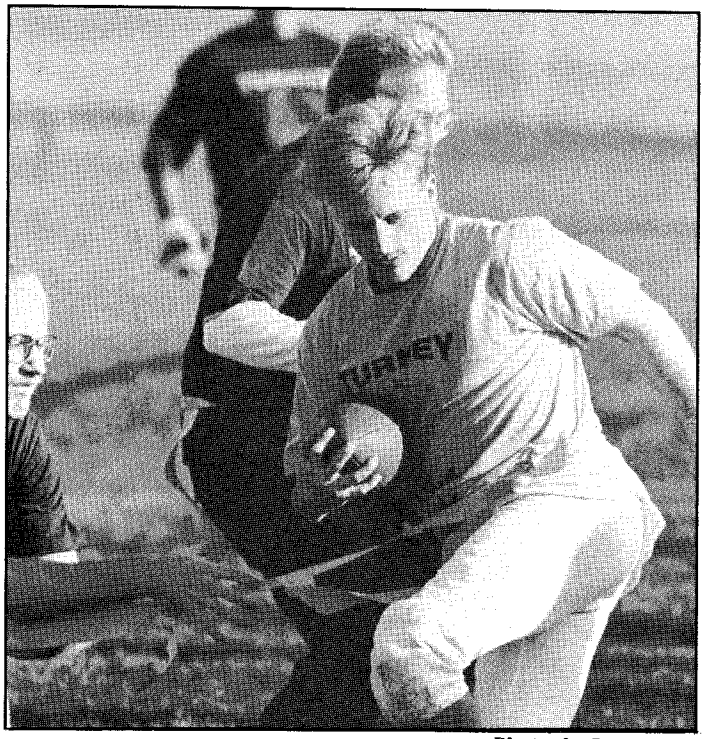
VP defeats VS in annual Turkey Bowl Game

VS versus VP...it's a rivalry that exists Navy-wide: fleet, shore and, in the case of the Naval Air Warfare Center Aircraft Division Warminster, on the football field! Rumor has it that the Antisubmarine Warfare Systems Department (ASW) at NAWCADWAR fuels this rivalry into a full-blown blaze only able to be brought under control by the annual Turkey Bowl football game.

...this contest gives the VS and the VP sailors and civilians an opportunity to settle the question of "who reigns supreme in ASW"...

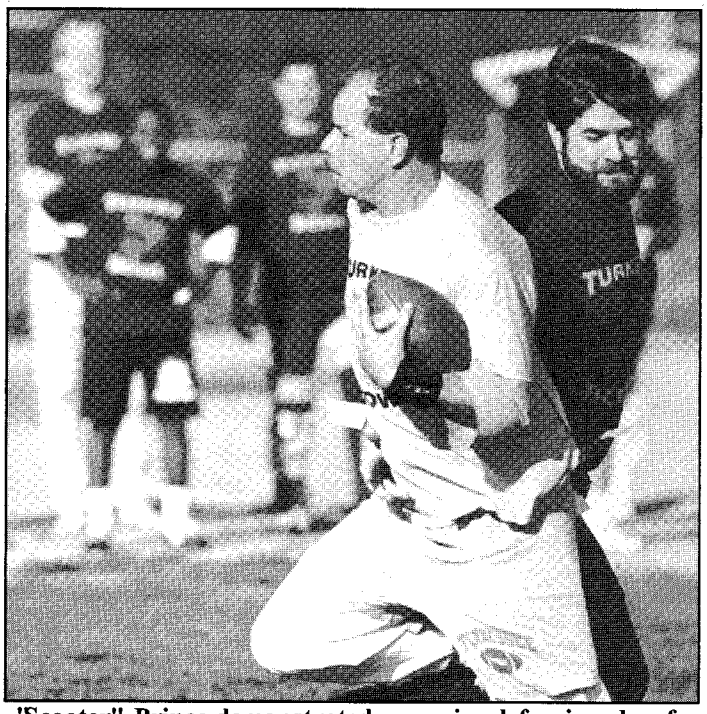
Sponsored by Boeing and Lockheed, this contest gives the VS and VP sailors and civilians an opportunity to settle the question of "who reigns supreme in ASW"...at least for twelve months. Once again, VP proudly wears the crown defeating VS, 21-14, in a very physical 1992 Turkey Bowl played Oct. 23 on the Lady Luck field.

VS thought they had the game under control, jumping out to a 14-7 lead by late in the second quarter. However, VP made some adjustments resulting in a drive-ending interception by VP coach Scott "Scooter" Prince. This proved to be the momentum VP needed to go on to a 21-14 victory. The stingy



Photos by Jason Craig

VP's Joe McFadden presented a strong offensive threat, eluding the VS defense all day.



'Scooter" Prince demonstrated agressive defensive play for VP, including a critical drive-ending interception in the first half.

VP defense never allowed VS past mid-field during the entire second half.

"VS moved the ball real well early in the game and we dropped two interceptions. But the interception before the half was the turning point--VS just shut down." said VP coach Prince.

"VP's Joe McFadden ran the ball real well posing a big offensive threat." remarked Rich Hiltz, VS team member. "He was a bruiser!"

"...the Turkey Bowl trophy remains with the VP contingency."

Craig Harmon, playing both ways at defensive back and wide receiver, did an outstanding job as well. VS tallied 14 points on a Scott Livey quarterback keeper and a reception by Iman Mayes. VP racked up their winning 21 points on a touchdown toss by quarterback Tom McGovern to John Jackson and Wes Gleason in addition to a "QB" keeper for a score.

With this win, VP has compiled a 4-2-2 record over VS in the last eight years. And so for, another year the Turkey Bowl trophy will remain with the VP contingency as a reflection of the group's morale, team spirit and dedication to being the best in the NAWCADWAR ASW...at least for another 12 months!

Heather Myllenbeck
Public Affairs Office

Renegades can't repeat

Granfalloon victorious in Pumpkin Bowl XIII

PUMPKIN BOWL XIII! The 1992 Naval Air Warfare Center Aircraft Division Warminster touch football league championship game, played by the Granfalloon and the Renegades, was a match up of an eleven year league dominator (Granfalloon) and the league champion from 1990 and 1991. The Granfalloon entered the game with a 7-1 record with their only loss being to the Renegades, 12-6, in regular season play. As defending Pumpkin Bowl champs, the Renegades came into the match in first place, also with a 7-1 record.

The Granfalloon took first possession of the ball but it was short lived as Renegade Steve Hynes intercepted quarterback Tom Weiss on the first play of the game. With the Renegades pressing for first blood, the Granfalloon's Doug Bancroft intercepted a Hynes pass in his own end zone. Two blocked passes by Renegade rusher Scott Holloway and a slip by Weiss near the end zone forced the Granfalloon to end their second series with a punt. The Renegade offense failed to capitalize and for the rest of the first half the Granfalloon owned the field.

An eight yard touchdown pass to Granfalloon Mike Warren capped an impressive drive that covered the entire field. Two more interceptions by Bancroft cut short Renegade offensive series, keeping the ball bottled up in Renegade territory. A second touchdown pass to Rick Werrell, and an extra point to Matty Brown, gave the Granfalloon a 13-0 lead.

In spite of replacing a struggling Hynes with Jeff Price at quarterback, the Renegades were unable to come up with anything before the half ended.

Hynes returned to the quarterback slot in the second half, but was quickly frustrated by the Granfalloon defense. Weiss blocked passes on third and fourth down to end the Renegades opening drive at the Granfalloon 10 yard line. Jerry Costanzo provided the Renegades with two more opportunities by intercepting passes in Granfalloon territory, but the team came up short. A pass from Weiss to Mike Bubb in the corner of the end zone put the Granfalloon on top 19-0. The extra point attempt failed.

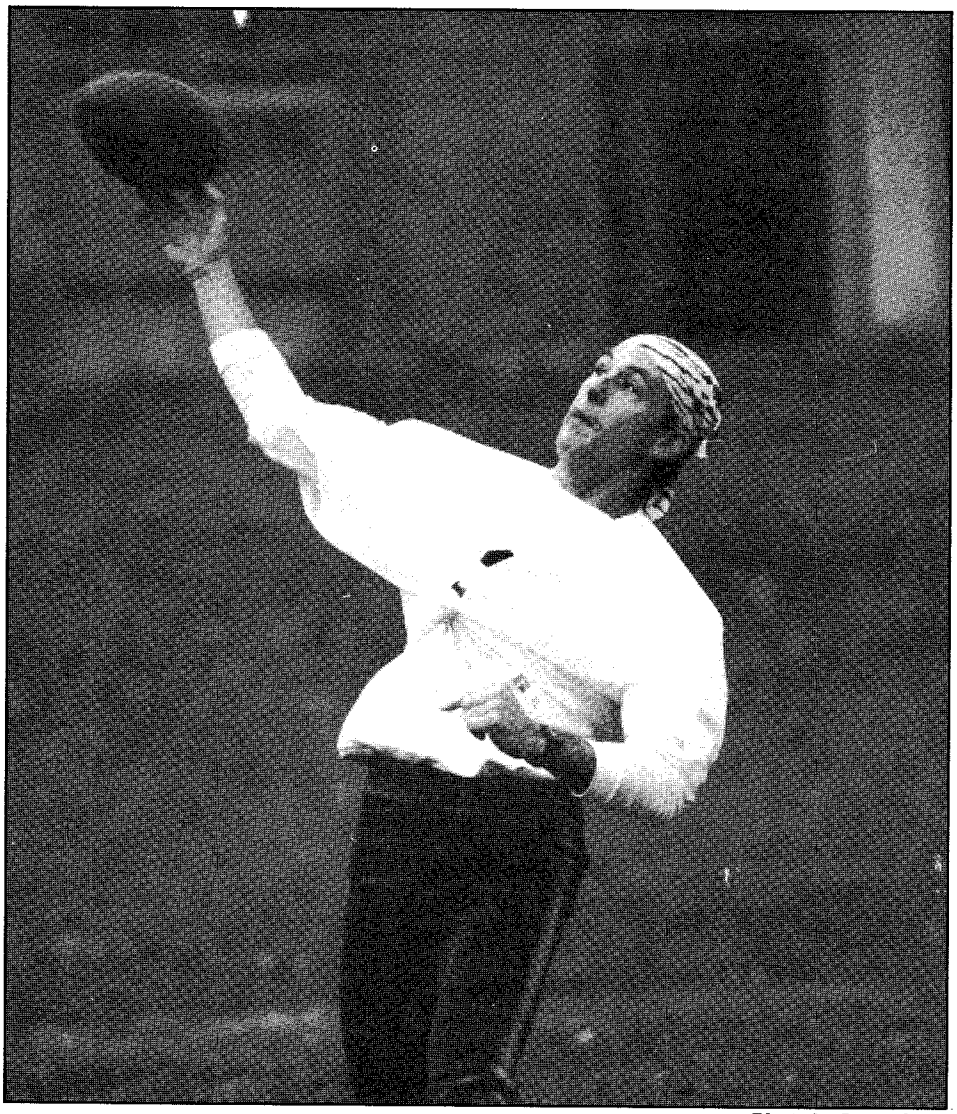


Photo by Jason Craig

Quarterback Tom Weiss led the Granfalloon to a win in the NAWCADWAR civilian touch football championship.

The Renegades did manage to score with Price engineering an impressive drive, collecting two first downs on passes to Mike Elser, Ed Swiski, Bill Shork and Jerry Costanzo. Despite a pressing rush by Weiss, the determined Renegades got their first and only points on a pass to Shork just inside the end zone. Costanzo scored the extra point.

The Granfallon recaptured the Pumpkin Bowl trophy after a two year interlude, winning 19-7. A 50 lb. pumpkin, complete with PUMPKIN BOWL XIII logo, team names and the game score, was also awarded to the winning team.

Bob Geyer
Sensors/Systems Analysis Branch

Transition Information

Meet the Southern Maryland Congressional delegation

Paul S. Sarbanes

- Elected to the United States Senate in 1976; re-elected in 1982 and 1988.
- Serves as Chairman of the Joint Economic Committee; member of the Senate Foreign Relations Committee; Member of the Senate Committee on Banking; Housing and Urban Affairs; Vice-Chairman of the Democratic Policy Committee; and Chairman of the Maryland Congressional delegation.
- Served for three terms in the United States House of Representatives from 1970 to 1976.
- Served four years in the Maryland House of Delegates from 1966 to 1970.

Barbara A. Mikulski

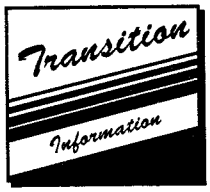
- Elected to her first term in the United States Senate in 1986, becoming the sixteenth woman in history to serve in the Senate.
- Re-elected to a second term in 1992.
- First Democratic woman to hold a U.S. Senate seat not previously held by her husband.
- First Democratic woman ever to have served in both Houses of Congress.
- First woman ever to win a statewide election in Maryland.

Courtesy photos

Steny H. Hoyer

- Elected to the House of Representatives in a special election in May, 1981.
- Re-elected in 1982, 1984, 1988 , 1990 and in 1992.
- Elected in 1989 as the Chairman of the House Democratic Caucus, the fourth-ranking position in the House Democratic leadership.
- Member of the House Appropriations Committee.
- Member of the Steering and Policy Committees.
- Chairman of the Commission on Security and Cooperation in Europe.

Courtesy of the
Tri-County Council for
Southern Maryland



Naval Facilities in Southern Maryland

Editor's Note : The following installations, located in Southern Maryland, provide varied and specialized services in support of each other and the overall mission of the Navy.

Naval Surface Warfare Center - Indian Head Division, Indian Head, Maryland

The Naval Surface Warfare Center - Indian Head Division occupies a 3,500-acre peninsula 30 miles south of Washington, D.C., where the Navy has assembled the nation's pre-eminent facility for developmental and low-volume production of ordnance and constituent materials for propellants and explosives. In addition, this fully government-owned and operated base has a diverse manufacturing capability that can perform full-scale ordnance production and final assembly of weapons systems.

Indian Head began in 1890 as a naval gun test facility and has evolved from a "powder factory" into a critical source serving the tri-services with thousands of specialized ordnance devices and components.

Today, the station has nearly 4,000 civilian and military personnel working in more than 1,600 dedicated buildings. During Desert Storm, warheads, rockets, and fuels were produced by personnel at Indian Head working three shifts a day, seven days a week - demonstrating the value of a government base to meet critical surge requirements.

With its broad array of manufacturing equipment, dedicated facilities, and technical expertise, Indian Head has the only capability, either in government or in private industry, to perform scale-up operations at one site, from laboratory research to production sizes of all families of propellants and explosives. This effort is supported by a chemical analysis laboratory and an expert staff to perform materials characterization at all stages of development.

The station was integrally involved in the development of the low vulnerability tank ammunition--LOVA gun propellant--that was used so effectively during Desert Storm, and NOS now operates a major LOVA manufacturing facility.

But it is not enough to produce high quality ordnance products. It also must be done in an environmentally acceptable and safe manner. NOS has been designated as the Ordnance Environmental Support Office for the Navy and has pioneered environmentally safe production precesses. In addition, Indian Head's exemplary safety record serves as a model for ordnance production operations throughout the world.

While Indian Head has significant production capabilities, the station also transitions many products and processes to private industry, providing both start-up and trouble-shooting support.

Production, development, and support are the mainstays of the operations at Indian Head Naval Ordnance Station today. Fully integrated with chemical manufacturing facilities, pilot plant operations, and environmental and safety controls the station's most unique and valuable attribute is its flexibility. By having diverse skills and multiple facilities on a warm base, a vital synergism is created with enables Indian Head to respond quickly to tri-service needs, to expedite ordnance development and testing for a limitless variety of new products, and to transfer production skills to industry.

Naval Explosive Ordnance Disposal Technology Center, Indian Head, Maryland

The mission of the Naval Explosive Ordnance Disposal Technology Center (NAVEODTECHCEN), Indian Head, Md., is to provide explosive ordnance disposal technology and logistics management for the joint services; and develop war essential elements of intelligence, equipment and procedures to counter munitions both U.S. and foreign, as required, to support Department of Defense components and the peace time security needs of other agencies, as assigned by Commander, Naval Sea Systems Command.

The NAVEODTECHCEN is responsible for the research and development and logistic support of specialized equipment, tools, techniques, and procedures required to support operational explosive ordnances disposal (EOD) units in the location, identification, render safe, removal exploitation and/or disposal of surface and underwater explosive ordnance.

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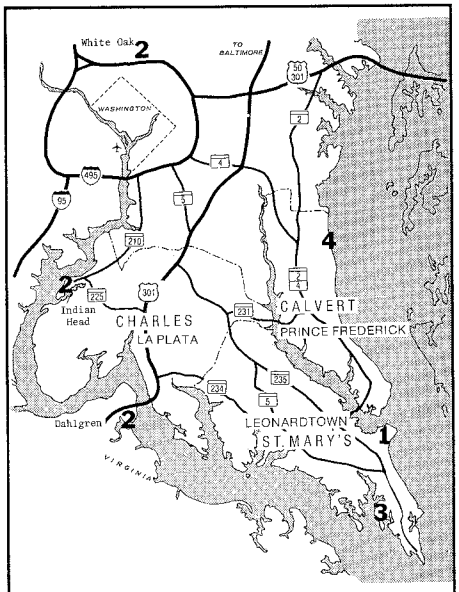

KEY

1 - Naval Air Warfare Center Aircraft Division
Patuxent Naval Air Station,
Patuxent River, Md.
2 - Naval Surface Warfare Center
Indian Head Division, Indian Head, Md.
Dahlgren Division, White Oak
Detachment, Silver Spring, Md.
Dahlgren Division, Dahlgren, Va.
3 - Naval Electronic Systems Engineering Activity
St. Inigoes, Md.
4- Naval Research Laboratory
Chesapeake Bay
Detachment, Chesapeake Beach, Md.

(continued from page 18)

The joint services program encompasses all current and obsolete, domestic and foreign explosive ordnance, including improvised explosive and nuclear devices that may be employed by dissident and terrorist groups. NAVEODTECHCEN also provides significant support to activities concerned with the reclamation of ordnance-support contaminated land and water areas. Special support is provided to the Federal Bureau of Investigation, the Secret Service, civilian law enforcement agencies, and other government departments. Current arrangements allow for information exchange with 13 allied nations.

Naval Research Laboratory - Chesapeake Bay Detachment, Chesapeake Beach, Maryland

The Naval Research Laboratory's (NRL) Chesapeake Bay Detachment (CBD) operates a 168-acre complex that contains office space, laboratories, test ranges, and specialized equipment to support a wide variety of research and development projects for NRL and other Department of Defense tenant activities.

The detachment's main site is located two miles south of Chesapeake Beach in an area known as Randle Cliff. Used by the NRL since 1941, the site was initially selected because it was free of electronic interference, fronted on a navigable waterway and close enough to the main laboratory in Washington, D.C. to permit commuting and testing the same day.

An unobstructed range stretching 10 nautical miles across the bay to the Tilghman Island site provides opportunities for many types of research. The range is currently being used for radar, tactical electronic warfare, and optical research.

The mission of the detachment is to provide unique facilities in support of research and development projects. The detachment maintains three separate facilities: the main facility at Randle Cliff; a dock facility in Chesapeake Beach where four research vessels, ranging in size from 22 to 74 feet, are moored; a two-acre site on Tilghman Island approximately ten miles directly across the Bay from the main facility. Restricted zones for both air and water testing operations are located between the island and the main facility.

Research activities at CBD are conducted by government employees and contractors. The number fluctuates greatly with the particular projects, but approximately 50 government research personnel and 45 contractors are permanently assigned at CBD.

CBD also administers and maintains 24 Navy family housing units occupied by about 75 Navy and Marine Corps personnel and dependents. These military personnel are not assigned to CBD, but work at other installations in the area.

Current research activities involve the fields of radar, optics, tactical electronic warfare, hypervelocity ballistics, fire protection systems, extinguishment agent research and laser propagation. In the next year projects sponsored by the Acoustics Division and the Space Systems Development Department are expected to begin.

Naval Electronic Systems Engineering Activity (NESEA), St. Inigoes, Maryland

The Naval Electronic Systems Engineering Activity (NESEA) is part of the East Coast In-Service Engineering Directorate under the command of the Naval command, Control and Ocean Surveillance Center (NCCOSC) in San Diego. Located in St. Inigoes, Md., approximately 12 miles south of the Patuxent River complex, NESEA occupies 852 acres on the St. Mary's River. Including contractor-occupied buildings, the activity has almost 970,000 square feet of office, laboratory, and warehouse space. As of Sept. 30, 1992, NESEA employed 40 military, 390 civilians (including 257 engineers, computer scientists, and technicians), and 2,100 contractor personnel. New funds received for the Fiscal Year 1992 workload totaled $345 million.

NESEA employees are responsible for identification systems, such as the Identification Friend or Foe (IFF) systems used on ships and the Direct Altitude and Identity Readout system used both on ships and at shore stations. Some employees are members of tri-service and NATO boards that govern the use and functions of identification systems across the services and in allied countries, respectively. Other NESEA employees provide development through life-cycle support functions for the precision air traffic control and landing systems used by both the Navy and Marine Corps. One such system, the Automatic Carrier Landing System, is capable of bringing aircraft aboard carriers automatically without any pilot control. NESEA also develops, tests and evaluates, and provides life-cycle support for Naval command and control systems such as the Antisubmarine Warfare Operations Centers (ASWOCs).

NESEA takes care of the radio communications systems for AEGIS ships, some special mission ships, and some foreign navy ships. This support ranges from designing, integrating, and installing the equipment through providing crew training. They provide the same functions for the communications systems used by Naval Special Warfare, Joint Special Operations Forces, the White House Communications Agency, the various inter-agency counternarcotics units. They also survey automatic data processing systems throughout the Navy to verify that hardware and software have adequate security measures in place. They design and install telecommunication networking systems, and have developed an integrated electronic technical manual that is now being used on the newest AEGIS cruisers to replace all the technical manuals on the ships. This compact disc read-only memory (CD-ROM) technology reduces weight by eliminating tech manuals from the ships and seems to make technicians more enthusiastic about performing their duties properly.

Tri-County Council for Southern Maryland

Meet Rebecca Gray of the Postal Branch

Photo by Jason Craig

Name: Rebecca Ann Gray
Hometown: Conshohocken, Pa.
Birthday: July 22, 19??
Position: Supervisor-Correspondence/Postal Branch (Code 0462); Chairman of the Black Interest Group (BIG)
Years of Government Service: 30 years
Preferred entertainment: reading, gardening, theaters, old movies
Last book read: "The Stars Shine Down" by Sidney Sheldon
Strongest attribute: Caring, compassionate --concerned about the needs of others; planner and organizer
Worst Flaw: I am a procrastinator.
Favorite food: grapes, watermelon--most fruits, and baked goods
Unfulfilled dream: To teach kindergarten up to third grade, a newspaper reporter, or the queen of some rich country
Goal in life: Still striving to reach my greatest potential and leave a better world for my grandchildren
How should your tombstone read? Lived life to the fullest
If stranded on a deserted island, other than the basics, what three things would you like to have: Family, exercise bike and a stack of magazines

Reflector
NAVAL AIR WARFARE CENTER · AIRCRAFT DIVISION · WARMINSTER, PA

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Public Affairs Officer . . . . . Maryellen Jadick
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The Reflector is published for people like Mark and Shirley Tyson.