



Reflector

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Awestruck Bosak meets President Bush at Wall

A personal trip to the Viet Nam Veterans War Memorial ("the Wall") in Washington D.C. turned into the encounter of a lifetime for Naval Air Warfare Center Aircraft Division Warminster employee Mike Bosak when George Bush made an unannounced visit.

Bosak, a Vietnam veteran, organized a Veterans Day trip to the Wall with other fellow veterans to participate in the re-dedication ceremony and other events organized by the Vietnam Veterans Memorial Society. "This was the tenth anniversary of the dedication of the Wall. I was involved in the original Vietnam Veterans Memorial dedication in 1982 and decided I wanted to

volunteer to participate," Bosak said. "I called several of my friends I had served with in 'Nam, along with my brother Patrick, and we decided to get together, go down, have a good time and shed some of the ghosts, I guess. They were going to read all the names off of the wall for the first time as part of the re-dedication and needed people to read."

He was given a time slot for Monday, Nov. 9 at 5 p.m. to read eighty names. The readings began Sunday night and continued around the clock until noon on Veterans Day, Nov. 11. However, once in Washington D.C., Bosak was called upon to read names during additional time slots when other people were unable to

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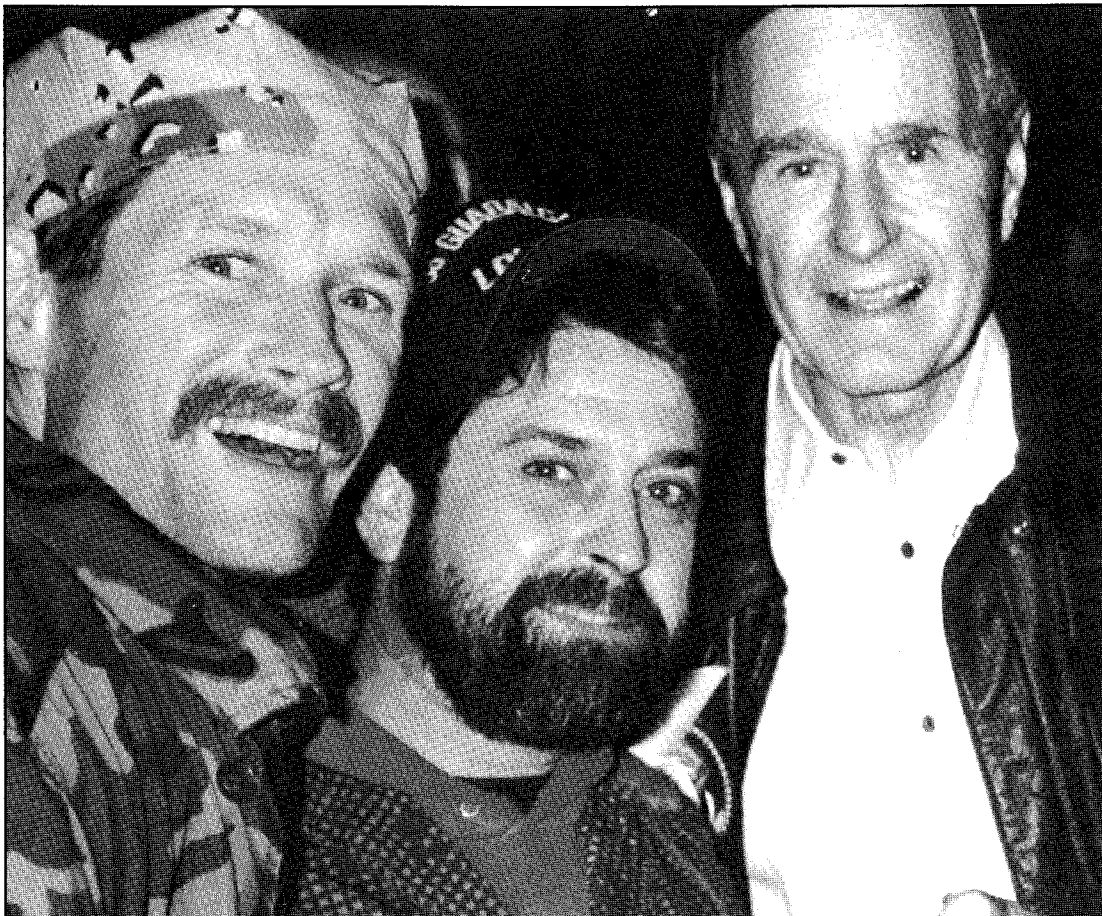


Photo by Patrick Bosak

Mike Bosak (far left), Joe Hogan, Vietnam veteran and government employee at the Philadelphia Naval Shipyard, and President George Bush all paid tribute to the veterans at the

Vietnam Veterans War Memorial in Washington D.C. minutes after midnight on Nov. 11, 1992.

Bird's eye view

Our own individual future depends on our commitment to improving the whole



Capt. William L. McCracken
Commanding Officer

“Since my return to Warminster in 1990, I’ve been impressed with the same special qualities in the people that I had remembered from my previous stint here - a sense of community and belonging, pride in a job well done, and an emphasis on teamwork as well as personal accomplishment.

Employees at all grade levels, in support and technical positions, work to improve themselves through training, continuing education, and outside ac-

tivities. A wonderful variety of special interest groups, clubs, and social organizations support and nurture their members, thereby enriching the center as a whole.

Our little community is being put to the test now, as plans are gradually coming into focus for our transition to Patuxent River. How we deal with the myriad of issues, questions, and genuine concerns will tell a great deal about us. Will we splinter like broken glass into a loose collection of individuals each concerned only for their own future, or will we draw support and strength from fusing together toward a common goal?

This time of year marks two important commemorations that can provide insight and relevant examples for us. The birthday of the Reverend Martin Luther King, Jr. is celebrated as a national holiday on Jan. 18, followed by Black History Month in February. If we look beyond the obvious significance of these events, we can find a deeper meaning for ourselves and draw parallels to our situation here.

The birthday of Dr. King is celebrated not only in America, but also in over 140 foreign countries. His tireless fight for justice

and racial equality is legendary; it was largely through his efforts that the Federal Civil Rights Act of 1964 and the Voting Rights Act of 1965 were passed. But his birthday should not be celebrated as only a “black” holiday. Dr. King believed strongly that people of all races must learn to live and work together, and his dreams for America’s future were woven with a common thread: the realization that our own individual future depends on our commitment to improving the whole.

There are countless other examples in America’s black history of heroes, often unsung, who struggled to improve the lot of their fellow man and woman. Whether through social or legislative action, or quiet personal example, they fought against the horrors of slavery, the seemingly endless years of racial segregation and inequality, poverty, second-rate education, and silent discrimination, to the passage in 1991 of the revised Civil Rights Bill.

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Although we have finally come to recognize the value and richness of a culturally diverse society and workplace, the struggle is not yet over. We must all support and continue the efforts to eradicate poverty, improve education, and ensure equality for all Americans. It is this concept of community and brotherhood that has been so notable in the civil rights movement and so sadly lacking in other aspects of America in the 90’s.

Whether black or white, hispanic or asian, secretary or engineer, we can learn much from the examples set by Dr. King and the other figures in black history. We can learn to consider each person as a contributing individual with their own strengths, weaknesses, history, and dreams. We can learn to ignore superficial suppositions about entire groups of people and consider instead the effect of our actions on individuals. We can, and must, recognize that as we join together we become stronger and healthier, as an organization and as people.

Straight Talk

Process of downsizing is equitable and fair



**Rear Adm. George Strohsahl
Commander, NAWC**

In this uncertain world of military downsizing and a stagnant economy, the stability of our jobs is of paramount importance to each of us.

At the same time that the leadership of the Naval Aviation System Team is trying to find ways to better integrate our workforce along program team lines, the Naval Air Warfare Center leadership is trying to find ways to run our business more efficiently and economically through elimination of duplication and unnecessary redundancy.

I know however that many employees fear that these efforts may result in a reduction of work at their NAWC site and possibly a loss of jobs.

As the NAWC commander I recognize this fear, I hear it expressed in the questions I am asked as I visit our sites, and I see it embodied in the desires of your local leadership to gain an advantageous position in the processes I just mentioned. I can't fix the economy, nor the need to downsize the military establishment, but I can ensure that the processes of downsizing within the NAWC are equitable and fair. In fact, you have my pledge that every aspect of our consolidation and mission purification initiatives will be subjected to the closest impartial review that is humanly possible.

We are intentionally proceeding at a pace that allows our decisions to be based on substantiated data and fact with as little emotion as possible. Our intent is to provide the best possible support for naval aviation while treating our most valuable asset, our employees, with the utmost of respect, compassion, and meticulously fair and impartial processes.

One issue that keeps coming up is the future location of flight test and in-service weapons system support of our tactical aircraft. After careful review of the present arrangement and our future needs, the NAWC Executive Board has confirmed that the present allocation of this effort is sound and that future aircraft will be supported in a similar manner. Specifically, this means that the Aircraft Division at Patuxent River, our aircraft and aircraft systems RDT&E hub with the relocation of the Warminster functions in 1995/6, leads the "front end" work on new tactical

aircraft and major upgrades to these aircraft (such as F/A-18E/F) through the completion of developmental testing. Thereafter the leadership shifts to the Weapons Division's designated Weapons Systems Support Activity for that aircraft.

This policy to shift the leadership when an aircraft is finally introduced to the fleet is driven by the continuing activity in the integration of new and additional weapons on these aircraft and the proximity of the weapons development and testing organizations as well as the weapons testing ranges. Support for non-weapons systems equipment as well as the basic aircraft remains in the Aircraft Division for the life of that aircraft in the fleet. Although one division or the other has the lead of the Systems Engineering

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Support Team/SEST) for that aircraft depending on the point of time in its life cycle, many employees at several sites in both divisions remain very involved in providing unique and necessary support to that program as members of the larger program team.

Many people, wishing to "lock-in" a long-term commitment, want to see confirmation that the AX (or A/FX) program will be handled in just this way. At the present time it is being supported exactly this way. The AX program manager is receiving support from the NAWC at several sites with an Aircraft Division lead. However, the uncertain joint service nature of this program, not to mention lack of firm knowledge of exactly what capabilities that aircraft will possess, precludes definitive assignment of sites for future testing and in-service support at this time.

We are in the process of capturing this policy in formal documentation for each affected tactical aircraft program. Until the paperwork catches up, it is hoped that this information will be helpful in providing all hands with the intent of your NAWC Executive Board. A future Straight Talk article will go into greater detail on the processes of technical team integration of the NAWC into the NAVAIR/Program Executive Office (PEO) program management team.

Center employee meets former president

(continued from page 1)

make it. It was during one of these fill-in reading assignments in the early morning hours of Nov. 10 that President Bush arrived at the Wall, unannounced, to read some names. "The night I saw the president, we had decided to go down there (to the Wall) because I was reading names that night and we wanted to be there at midnight to pay our respects to our friends who were killed in battle in Vietnam," Bosak explained. "We made sure we were there at midnight to start our own memorial service by going to each name on each wall panel and, if we had a friend listed there, say a prayer and take a tracing (of their name) and move on to the next friend's name. Afterwards, I went up to the Wall and read my assigned names, along with a few extra names of my friends.

"It was during this time I felt a hand on my shoulder. Thinking it was my brother, I turned around and here, it was President Bush! It almost knocked me out of my shoes!" Bosak said.

Bosak stood there, in awe, as Bush stuck out his hand and shook hands. "He thanked me for a good job in Vietnam and I was speechless at that point. You feel like you'd have a lot to say, but when you actually meet someone like that, everything seems so small compared to what he deals with in his job. You feel like your problem isn't as big as his," Bosak explained.

After finding his voice, Bosak thanked him for taking away the nuclear threat from both his children's and this generation. "I was totally taken aback by him being there and welcoming us home, to tell you the truth. I've been home for 25 some years and never got that kind of reception—especially from a president," Bosak remarked.

Bush's midnight stop at the Wall, along with four or five Secret Service men and his wife, Barbara, was an unplanned, unexpected visit. There were no media present, and hardly anyone was around. According to Bosak, this made the encounter much more personal because the Secret Service men just stepped back, and let the president do what he wanted. "He was very friendly—a very nice man," Bosak said. "He didn't do it (come to the Wall) for publicity or ego-enhancement. It was after the election and he had nothing to gain. He did it quietly and that meant a lot to the people there—that he would actually take the time off and come down on his own without using it as a media opportunity to pump himself up."

Bosak feels strongly that the president came to the memorial out of respect for the people who died in Vietnam and all veterans. "It was very nice of him to do that and also that his wife came along which was real nice. She thanked us all, too," he added.

They walked along the Wall for a while, and Bush read off some of the names. Bosak decided at that time to approach him for a photo. When the president was leaving, walking towards the waiting limo, Bosak asked him if he would mind having his picture taken with a couple of Marines, being that he was a Navy man. "He said he had no problem with that and I replied 'neither did we.'" So, Bosak, and fellow ex-Marine veteran Joe Hogan posed with President George Bush as Bosak's brother snapped the photo.

When asked, the president was unable to take Bosak and his friends on a private tour of the White House the next day, because he was on his way to go salt water fishing in Florida. However, he did take the time to sign the back of a buddy's jacket and a rededication poster for Bosak before he got into the limo and left.

"I consider meeting the president the highlight of my life," Bosak said. "I can't believe how nice he was—he's a very nice guy. The sincerity of the visit really meant a lot. I could almost feel the power around him—it was unreal. I just stood there with my mouth hanging open," he concluded.

Mike Bosak is a disabled veteran who was drafted into the Marine Corps in 1968. He has worked at NAWCADWAR since 1980, and currently in Code 6043 Aero Structures Division as a composite technician doing structural repair and autoclave work.

Heather Myllenbeck
Public Affairs Office

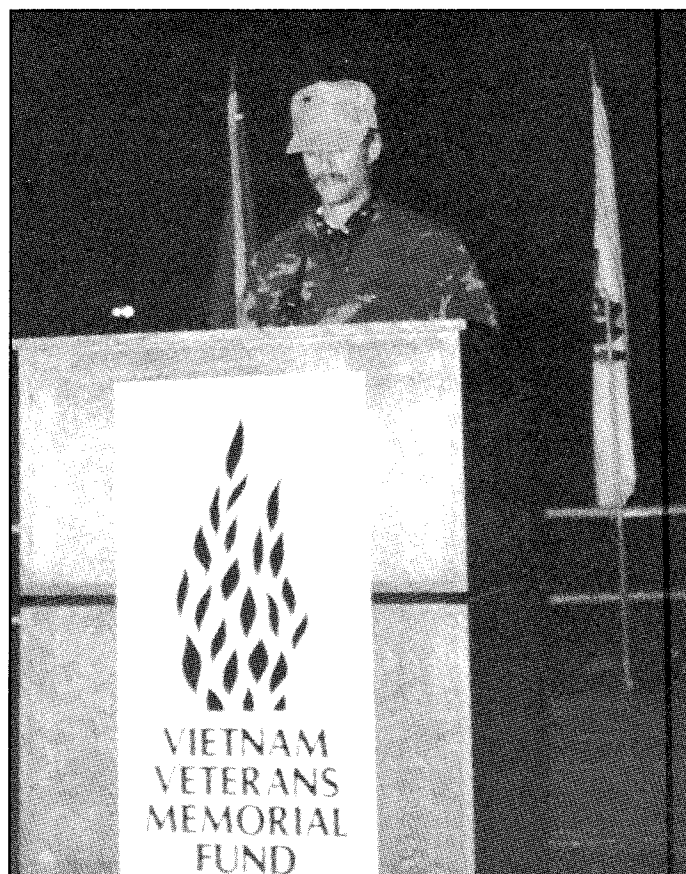


Photo by Patrick Bosak

Mike Bosak took his turn at the podium to read the names from the Vietnam Veterans War memorial.

World class swimmer wins olympic gold

Michael J. Doyle, Electronic and Flight Control Branch, recently showed Captain William L. McCracken two Olympic medals he won in the in the Handicapped Olympics held in Barcelona, Spain following the XXV Olympiad. "Now, I can tell people I have met an Olympian and have actually held a gold medal," said McCracken. "Of course, holding one is not the same as earning one."

Doyle thanked the captain for the support from the laboratory especially Air Vehicle and Crew Systems and Systems and Software departments. He explained how grateful he was to individuals, here, who supported him because he gets no corporate donations.

Doyle won his medals the last two days of the competition and was seen winning and accepting his medals on television across Europe. He won gold in the 4 x 100 meter freestyle swimming the third leg, and helped his team set a new world record time of 4:13.82. His bronze medal came the next day in the 4 x 100 meter medley.

Doyle, swimming the third leg of his gold medal event pushed off the block with his right leg with a slight lead. Swimming without his artificial lower left leg, as required, he increased the lead.

At pool side with the first two swimmers, he could only watch and wait for the last teammate to complete his two laps. "We all knew our swimmer went out too fast and we could see his muscles

tighten. We knew it was taking all he had just to hold on," Doyle explained. "It was only the last 25 meters we knew we'd win the gold."

"At the moment of the win, I was elated. You train so long for one race. You practice and train for months and its memories in a moment. I kept thinking I'm so glad I was able to pass the on the lead," Doyle remembered.

The next day he won an Olympic Bronze, his team barely missed second place. "I started to apologize to the team because I thought I could have swum a half second faster to have made the race closer," Doyle admitted. "The rest of the team was so happy to win any medal, with the strong competition."

The next day, with his achievements secure, he enjoyed relaxing, standing with 4,000 other athletes from 96 countries at the closing ceremonies and saying farewell to new friends. "You make friends of athletes from around the world," he explained. "It was incredible seeing people with all kinds of handicaps dancing and having a great time at the Olympic village disco."

Doyle, admits being twice as old as his next oldest teammate, and knows he was the oldest member of the U. S. swim team. Does the "old man" plan to compete again? Yes, he plans to add another four years to this record, too, as he goes for more gold again in the 1996 Atlanta games. Though each medal he won has the Spanish Queen's personal mark, he would like winning a U.S. Olympic Gold medal.

Doyle said his life revolved around three activities, "the big three." He designed wiring for research and development systems on aircraft, he studied to complete his electrical engineering degree at Temple, and he trained to maintain his world class swimming pace.

He expects to do better at the next Olympics because he says his degree will be behind him. He admits his other commitments prevented him from training as he would have preferred. "I was able to spend two to three hours a day in the Germantown Academy Team Foxcatcher pool but could not maintain the hour and half dry land training (weight training)," Doyle admits.

In spite of it all, he qualified for the finals in three of four individual events. He won sixth place in the 400-meter freestyle and breast stroke, seventh place in the individual medley and seventh in the 100-meter breaststroke.

Not a new comer international competition, Doyle won four individual medals, three silver medals and a bronze, in the 1988 Seoul, Korea Olympiad.

Swimming in other international events, he earned world records in the 400-meter freestyle, the 200-meter individual and the 100-meter breast stroke.

Doyle plans to enter the 1994 World Games, to be held in Madrid, Spain or Tokyo, Japan.

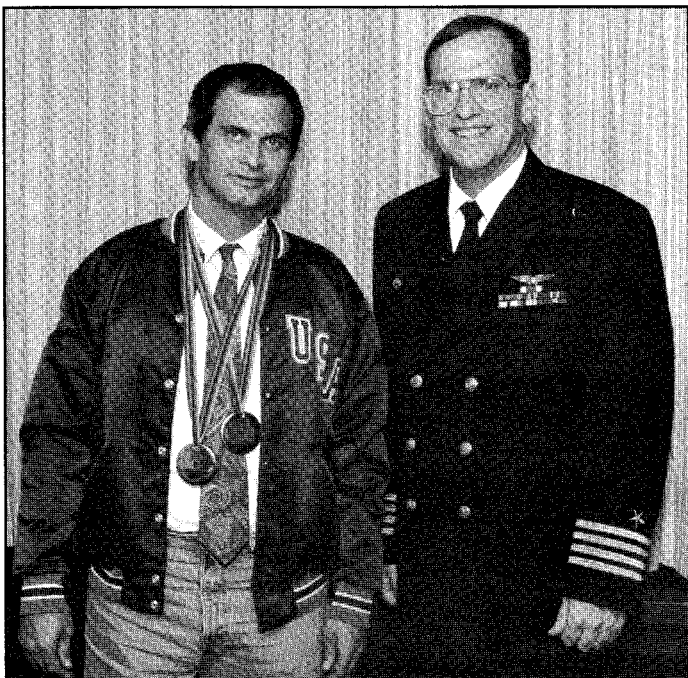


Photo by Jason Craig

Mike Doyle's athletic efforts paid off in "gold" during the Handicapped Olympics in Barcelona, Spain.

Larry Lyford
Public Affairs Office

System design approach focuses on user

Tacked on a wall, crowded with numerous papers, hangs a dog-eared sheet concisely proclaiming what seems to be the driving spark of Morton Metersky of the Naval Air Warfare Center Aircraft Division Warminster Signal Processing Applications Branch. It reads "The world is owned by those who believed it could be done".

Believing "it" could be done better landed Metersky at the Ninth International Symposium on Operational Research at the Royal Military College of Science in Shrivenham, United Kingdom. The symposium provided an international forum for operational researchers at the forefront of their field with 35 individuals, including Metersky, presenting papers.



Photo by Jason Craig

Mort Metersky focused on the user and their input when designing a computer information system.

Metersky's paper, "A Decision Oriented Approach To Design and Development", was based on his experience, literature scanning and ideas he has had for years. While the paper presents an idea that, according to the author, is "nothing new", it does explore the design process of an information system, and the components of that design that will enable the system to reach its full potential. Particular consideration is then given to the demands and expectations of the user community. "Even though a system is state-of-the-art, it must be responsive to the user's needs and easy to operate or it may not be utilized," he explained.

In existing design approaches most commonly used, focus is placed on the software and the hardware, forgetting about the human element as a system component. According to Metersky, "Without the human element all the brilliant hardware and software isn't going to accomplish anything." The human factor is of particular importance in a military setting where decisions that are routinely made using software specifically designed to assist decision makers often can have life and death consequences. These systems are referred to as Decision Support Systems (DSS).

Currently, the approach used by the Department of Defense is based on a logical progression from system requirements to software requirements into preliminary design, detailed design, coding and debugging, integration and testing, and finally, opera-

tions maintenance. Although design input and user feedback is built into each phase of this approach, the requirements and needs of the decision-making system user are still not properly or adequately addressed.

In addition, particular attention needs to be paid to studying the organization—the worker's environment and how this impacts on his or her system needs. An interactive prototyping design approach would ensure these types of concerns and factors had been considered.

Software and hardware requirements based on the user tested system prototype will impact the system's effectiveness as well as the cost. Sixty to 80 percent of a system's problems originate from inaccurate requirement specifications. "This can be virtually eliminated if the user is the source of the requirements," he stated. Modifications that occur late in the development cycle cause cost increases and schedule overruns.

Metersky's DSS approach to design and development relies heavily on user input from requirements through introduction, with heavy emphasis at the start. However with user input continuing throughout the design phase, the resulting Decision Oriented Prototype (DOP) ensures a design that is functionally complete in terms of user requirements. "The DOP ensures that the system is designed to meet the needs of the user because they have hands-on influence during the entire prototyping phase." Metersky emphasized.

The DSS approach was a late addition to the NAWCADWAR P-3 Update III. Metersky, as the lead design engineer, was responsible for the DSS inclusion in the project. The design effort included extensive input from VP-30 and VP-31 tactical coordinators (TACCOS). A "storyboard" representing the DSS design was presented to the TACCOS as a catalyst to solicit their comments. (A storyboard is a computerized representation of the display sequence that can be shown to operate within a specific situation.) In addition, a detailed questionnaire was filled out by each TACCO providing the design team with additional information. The TACCOS' overall response to the design was positive and they provided suggestions for changes that were implemented into the design. Unfortunately, due to funding constraints, the DSS portion of the effort has been postponed. When implemented, however, it will increase the mission effectiveness of the P-3C Update III by providing on-station tactical planning capabilities.

The DSS approach could provide a more cost effective way to design and develop systems. This is critical due to today's current funding climate and budget constraints. Decision makers will increasingly depend on computers for more and different functions. These increased functional requirements place a heavy emphasis on designing a system that fulfills the demands and expectations of the user community.

**Heather Myllenbeck
Public Affairs Office**

Navy equipment used in airship demonstration

Imagine what it is like to float through the air with the greatest of ease.

Such a sensation was recently experienced by the Naval Air Warfare Center Aircraft Division Warminster, (Electro-Optics Development Division and Acoustics Processing Division), and the Naval Command Control and Ocean Surveillance Center (NCCOSC) Warminster Detachment, (RDT&E Division), personnel while operating their laptop image transmission equipment (LITE) and an advanced prototype communications relay system within the Westinghouse Airship, Inc. (WAI) Sentinel-1000 Airship.

The Sentinel-1000 is the largest and most modern non-rigid airship in existence: 221.5 ft. in length, a diameter of 54.7 ft., and height of 64.88 ft. with an envelope volume of 353,146 cubic ft.



Photo by Richard DeSipio

The airship's advanced technology features include vectored engines and a fly-by-light flight control system.

The occasion for this event was an airship demonstration conducted as part of an overall Defense Advanced Research Projects Agency (DARPA)-managed airship program. Participating in the demonstration were the USS Conolly DD-979, at Norfolk; the USS Anzio CG-68, at sea; a shore-based station at Elizabeth City, N.C.; and a mobile radio van.

The purpose of the demonstration was to highlight airship utility when equipped with various sensors and communications packages. Airship long endurance and cost effective operations make it an ideal platform for elevated surveillance and over-the-horizon (OTH) operations. During the demonstration, the airship functioned as an organic asset to the ships providing simultaneous four channel UHF voice and/or data-link OTH relay operations between ship-to-ship and ship-to-shore terminals. The LITE system provided real time imagery directly from the airship to the USS Conolly and shore-based station.

NAWCADWAR Code 3031 serves as technical agent to the DARPA. Al Victor of the Multi-Warfare Branch acted as the Navy test director to WAI for the exercise.

Participating in the project were Mike Mocerter and R. William Strunk of NAWCADWAR; Olliver Wallace, SEMCOR, Inc.; Donald Brusck, Veda, Inc.; Elliot Ressler, Yoran Levy, Thomas Weiner, David Bancroft and Wayne Phillips of NCCOSC Research and Development.

Also included in the Navy team were three members of the USS Anzio, who performed as radio operators aboard the airship and at the shore sites.

Richard DeSipio
Advanced Concepts Branch

February - Black History Month

"Colored" troops and the Battle of the Crater

"Suddenly, the earth trembled under our feet. An enormous mass sprang into the air... without form or shape, full of flames... and lightning flashes."

-a Union army soldier

"I was asleep when the explosion took place. There was a hurried roll call, and, afterwards, we marched forward to the crater."

-a Confederate soldier

The "crater" a hole about 30 feet deep, 60 to 80 feet wide and 170 feet long, was the sight of one of the most bizarre and bloody blunders of the Civil War. It was also the sight where more than 1,000 "colored" troops were killed—many bayoneted or shot to death after surrendering.

"Of the four Union army divisions that fought at the Battle of the Crater, the all black 4th division lost the most men," said Chris Calkins, historian at the U.S. Park Services's Petersburg Civil War Battlefield Office. For the white units, the death tally was 654 in the 1st Division, 832 in the 2nd Division and 659 in the 3rd Division; the all black 4th suffered 1,327 dead.

The 4th Division was lead by Brig. Gen. Edward Ferrero. Maj. Gen. Ambrose Everett Burnside was in charge of the Union army attack.

The Battle of the Crater marked the second time black troops were used in battle in Virginia, according to Calkins. "They were used as wagon guards in the early fighting", he noted. "Black troops

arrived in Virginia during the spring of 1864 when Grant began his campaign at the Battle of the Wilderness, went through Spotsylvania to Cold Harbor and ended up at Petersburg."

African Americans fought victoriously in the initial attack on Petersburg on June 15, 1864. They helped capture the original Confederate defence line—Batteries 8 and 9, Calkins said.

"That was the first use of the blacks on the battlefields of Virginia," he said Grant's objectives were to capture Petersburg, a major supply center where five railroads converged, and to isolate the Confederate capitol of Richmond.

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Military retirement plans depend on entry date

A key selling point for a military career has been a 20-year retirement with 50 percent of the final basic pay.

But two other retirement pay systems apply to military members, and which of the three they collect under depends on when they first became members of the service, said Tom Tower, a Department of Defense compensation specialist.

"You'd be surprised how many people don't know which retirement system covers them," said Tower. "When they first enlist, they should be informed of their retirement program. But how many people are thinking 20 or more years down the road when they first come in the service?"

Final pay

The final pay, or 50 percent, system applies to people who joined the military before Sept. 8, 1980. The individual's final basic pay based on rank and length of service determines retirement pay.

"Each year over 20 is another 2.5 percent of the basic pay, up to 75 percent at 30 years' service," said Tower. The formula is final basic pay times 2.5 percent times years of service.

In addition, retirees under this system receive full cost-of-living adjustments for inflation, based on the increase in the average U.S. Consumer Price Index for wage earners and clerical workers. Rounded to the nearest tenth of 1 percent, the adjustment is based on the percentage increase of the consumer price index from July to September of the previous year to July to September of the current year.

High-three

The high-three system covers service members who entered military service between Sept. 8, 1980 and July 31, 1986. It uses the monthly average of the highest 36 months' basic pay times 2.5 percent times years of service.

This system avoids the sudden increases in retired pay that occur with a new pay rate," he said. The high-three system doesn't

encourage a service member to stay until that next pay increase, because it has no immediate affect on the amount of retired pay.

For example, many senior individuals covered by the final-pay system stay until they cross the 26 year service mark, when a substantial longevity pay increase occurs. "The high-three system's averaging method eliminates the windfall. High-three retirees also receive full cost-of-living adjustments," said Tower.

Redux

Service members who joined the military after Aug. 1, 1986, fall under the redux (pronounced REE-ducks) retirement program. Under this system, members retiring after 20 years receive 40 percent of the monthly average of their highest 36 months of basic pay, Tower explained. The retired pay increases 3.5 percent for each year over 20 and reaches a 75-percent cap at 30 years. At age 62, the member's retired pay formula changes to basic pay times 2.5 percent times years of service.

"The annual cost-of-living adjustment for the redux system also differs," he said. "The adjustment is the consumer price index minus one percent. Full inflation adjustment catch-up takes place at age 62, giving the redux retiree the same pay as an individual who retired under the high-three system. But at age 63, the redux retiree once again receives the cost-of-living adjustment minus 1 percent.

"The redux structure tends to reduce the retention of people with less than 20 years but increases the retention once they reach 20 years," said Tower. It changes the force structure somewhat, he added, but it also cuts DoD's retirement costs.

"To show the difference between the three retirement systems," said Tower, "take a look at what an E-7 retiring with 22 years in service who turns 62 years old would be paid. Under the final pay system, the pay would be \$1,201 per month; the high-three, \$1,064 per month; and redux, \$914 per month."

Navy News Service



Photo by Drew Schmith

Capt. William T. Broadhurst, NAWCADWAR executive officer, presented the 1992 Energy Award certificate in recognition to those who were a contributing force and active participants in the Energy Awareness Program and related activities. Honored by this award were (from left) Don Meadows, Harry Davis, George Sterling, Kevin Haggerty, Larry Strittmatter, Peggy Callahan, Carl Campbell, Michael Blank, Capt. Broadhurst, Michael Masington, and Cmdr. Scott Bianchi.

NAWC News Briefs

Helicopter flight tests conducted with U.K.

Patuxent River, Md. — Forty personnel from NAWCAD Pax River, Naval Air Systems Command and the United Kingdom embarked the amphibious assault ship USS Wasp (LHD 1) to conduct dynamic interface (DI) shipboard helicopter flight tests. The tests were coordinated by the Rotary Wing Aircraft Test Directorate's Dynamic Interface Department. DI tests are conducted to determine the combination of wind, ship motion, and lighting necessary for safe shipboard helicopter operations.

During the ten-day, at-sea period, the DI team logged more than 120 shipboard-day and -night flight test hours in five helicopter types and more than 1,000 test launch/recovery, rotor engage/disengage, and vertical replenishment evolutions. Helicopters used in the DI flight tests include the UH-1N, the AH-1W; the H-46E; the CH-53E and the SH-60F.

Highlights of the DI test included the conduct of night vision device (NVD) shipboard flight test operations during no-moon night test periods and the evaluation of the ship's newly installed NVD-compatible flight deck lighting scheme. The lighting scheme was developed in 1991 by a joint NAWC AD Pax River and Lakehurst team.

Results of the late fall DI tests will be given to USS Wasp in time for an upcoming overseas deployment.

NTSC fields helicopter trainer

Orlando, Fla. — The Naval Training Systems Center's Marine Corps Programs Directorate presented the first AH-1W Weapons Systems Trainer (WST) to the 3rd Marine Aircraft Wing, Fleet Marine Force, Pacific, at a ribbon-cutting ceremony at Camp Pendleton, Calif.

The AH-1W WST is a complete advanced flight simulator system for the AH-1W Cobra helicopter designed to train crews in all aircraft operational systems, weapons systems, and emergency procedures.

The training system can operate in independent or integrated mode to permit individual or crew training. A second AH-1W WST will be delivered at New River, N.C., in early 1993.

Fluid energy mill offers environmental benefit

China Lake, Calif. — Total Quality Leadership (TQL) planning, environmental protection, technology advancement...The recent procedure for installing a fluid energy mill at the Salt Wells propellant processing facility of the Naval Air Warfare Center Weapons Division's China Lake site had it all.

Ammonium perchlorate (AP) is the oxidizer in most modern propellants. In the past, 200-micron particle size AP, as it is received from the factory, was ground to obtain the needed small diameter AP.

Grinding was done by placing the 200-micron AP and a chlorofluorocarbon (CFC) refrigerant in a tank with ceramic beads and vibrating the tank. The resulting slurry was removed, separated from the ceramic beads and the refrigerant evaporated off. Grinding took seven hours and drying, a week. During drying

the CFC refrigerant escaped into the atmosphere, a procedure now forbidden by the Environmental Protection Agency.

There is no liquid involved in a fluid energy mill. The "fluid" energy that drives the process is highly compressed air. The new compressor (which is also used for another mill) supplies air to the Aljet mill at 95 pounds per square inch at the pusher nozzle, which draws the AP into the donut-shaped grinding chamber. "It creates a miniature 'super' hurricane inside the mill," said technician Larry Lesniak. "The force of the particles colliding with one another and against the walls on the inside of the mill is what causes them to break down to the appropriate size."

This mill not only brings NAWCWPNs into environmental compliance, it's much faster than the ceramic bead process.

Navy gets Gold Nugget

A Naval Air Warfare Center Aircraft Division Lakehurst program recently earned the U.S. Navy's first-ever Gold Nugget Award. The program, the Acquisition Streamlining and Standardization Information System Program (ASSIST), was designed, developed and brought on-line by the center and provides greater visibility over the use of specifications, standards and other standards-related documents implemented during the acquisition process.

It's applicability goes beyond the Navy to the entire Department of Defense and even the commercial arena. As the military branches strive for greater compatibility among their system, ASSIST allows the services expanded flexibility in using the same standards. In just three years, ASSIST has brought the DoD \$741 million in cost-avoidance savings.

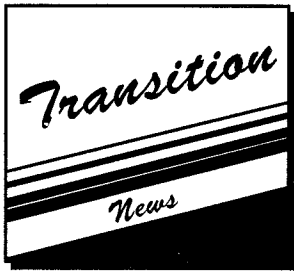
The Director of Defense Information, Paul A. Strassman, presented the Gold Nugget Award to Vice Adm. William C. Bowes, commander, Naval Air Systems Command, at a ceremony held at Lakehurst recently.

"Standards represent the gateway to the future of DoD," Strassman said, explaining that standards should be reviewed as strategies. "Standards enable tremendous growth and variety. ASSIST creates the environment for enormous opportunities to satisfy our future defense needs with tremendous variety."

Simulators reliable during training exercises

Indianapolis, Ind. — Two AN/ALQ-170 Countermeasure Simulator pods demonstrated excellent reliability and fidelity during their second operational West Coast deployment. Designed and manufactured at NAWCAD Indianapolis, the simulators were carried on Navy EP-3J and EA-6A aircraft from VAQ-33, deployed from NAS Key West to NAS Miramar. During this fleet exercise, similar results were reported on the new Fleet Tactical Readiness Group Band 3 pod, developed at Indianapolis using an AN/ALQ-99 Tactical Jamming pod and modified AN/ALT-40 hardware. A VAQ-35 EA-06B aircraft from NAS Whidbey Island, Wash., carried the equipment, which will enhance fleet capabilities against specific electronic warfare threats.

Pax River liaison helps resolve transition issues



Editor's note: This is one in a series of Reflector articles to introduce the members of the center's Transition Team.

A move as complex as this center's to Southern Maryland requires experts in many fields. This includes one from our future home at Pax River. As a result, Walter Rupp, an assistant program

manager for the V-22 tilt rotor aircraft program at Naval Air Warfare Center Aircraft Division Patuxent River (NAWCADPAX) was chosen to become a member of the Warminster transition team.

A Maryland native, Rupp's primary responsibility according to Franz Bohn, the transition team coordinator, is to provide the NAWCADPAX perspective and representation for the many transition issues which arise. He basically acts as the eyes and ears to the transition team for NAWCADPAX.

"As the need for data on Pax River missions, area, programs, organizations, for example, are identified, Walter is charged with the task of contact, research and reporting to the transition team," said Bohn. "He is a full member of the transition team participating in all staff meetings, technical team meetings and also in the generation of the Warminster transition plan."

"I have been spending my time getting up to speed on the transition issues and process," Rupp acknowledged. His next step is to visit more of the center and get a feel for the lay of the land here.

Monday through Thursday, Rupp works here. Then, he spends a hectic Friday at Pax River following up the week's work. He works on those issues that typically arise when a group here is scheduled to move, as well as consolidate with, another similar group at Pax River.

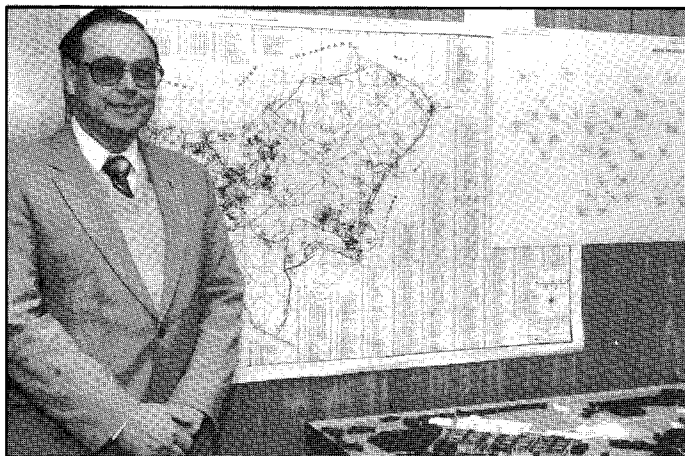


Photo by Jason Craig

Walter Rupp, a V-22 tilt rotor aircraft assistant program manager from Pax River, currently serves on the Warminster Transition Team.

"I see myself as a liaison and catalyst person between the people actually doing the work," said Rupp. "I look for common ground and use open communication at both sites with all those involved with the transition process to help make the transition work."

Before he joined the transition team, Rupp worked at Pax River for 21 years. He is no stranger to Warminster's commanding and executive officers, Capt. William L. McCracken and Capt. Tom Broadhurst respectively, as he worked with both of them during their previous assignments at Patuxent River.

Before government service, he worked for 12 years in high resolution radar research and development at the University of Michigan. He plans to return to the V-22 program after his assignment at Warminster is completed.

What does he think stands out in Southern Maryland from his new experience living in Warminster? "Pax really is a nice place, but it is not as developed as here. But it does have the Chesapeake Bay water and rural areas which appeal to me personally," he observes.

It's clear Rupp likes the Patuxent River area. He lives in a large house on a very pretty lot with convenient shopping centers. He likes the warmer weather. Last year's only snowstorm was about right, he said, lasting four hours. He enjoys using his 34-foot sail boat and often sails it after work.

In fact, he said he and his wife, Janet, enjoy weekend cruises with a sailing association. He said the base has extensive rental resources for water recreation but said everything there is oriented to the outdoors and doesn't have the urban flavor of this area.

He said he and his wife sometimes grab a hamburger on base and drive to one of the scenic spots on the 64,000 acre base over looking the bay and enjoy lunch. "What other military base can you do that on?" he asks.

When not at work in the transition trailers, he keeps himself busy in his temporary home away from home — his hotel room. He uses this time to increase his ham radio code speed and does metal work for his wife's home business. He helps her manufacture mesh and frame insect traps to help entomologists collect insect specimens. Together, they have traps in places as far apart as Germany, South America, China and Canada.

Rupp encourages people to call him at extension 3912 to talk about what it's like to work at Pax River and live in Southern Maryland. To help individuals make up their minds regarding the move, he offers to answer specific questions about the area like where to find the nearest synagogue, for instance, or other items of interest. "I firmly believe we can have the best facilities built at Pax, and have the best equipment, but the most important part of the whole move is to have the people from Warminster come down," said Rupp. He admits he will present a rosy picture, but a reasonable one. He'll tell you right up front — he's an engineer, not a sales person.

**By Larry Lyford
Public Affairs Office**

News Briefs

Pax River changes telephone prefixes

Telephone prefixes for all phone numbers to offices on-board the Patuxent River Naval Air Station were consolidated 10:00 p.m., Jan. 11, 1993. The new prefix will be "826."

This new prefix affects the following phone numbers in the (301) area code: 863-1000 through 1999; 863-3000 through 3999; and 863-4000 through 4999.

Other exchanges affected will include 737-6000 through 6999; and 862-7500 through 7999. The consolidation will allow callers to reach the Naval Air Station (NAS) number by dialing the new prefix, 826, plus the four-digit extension. The current four-digit extensions will remain the same. Operators at the NAS switchboard will be available to answer any questions relating to this change Monday through Friday from 7:00 a.m. to 5:30 p.m. at (301) 826-3000 or (301) 826-1000.

Security reminder: foreign travel, FOUO, etc.

Personal foreign travel must be reported to the security manager at extension 1030, in advance of the trip. (Par 3-4 3n, OPNAVINST 5510.1H and Para 0502.d NAVAIRDEVCEININST 5510.13D apply)

Unclassified material, including previously classified material, (FOUO) material, and unclassified messages do not require the assurance of complete destruction but should be disposed of in a manner that precludes reassembly. The following unclassified material will be destroyed in the manner prescribed for classified material: Navy nuclear propulsion information (NNPI), militarily critical technology information, personnel data, and contractor-designated proprietary information. Further, technical documents marked with distribution statements B, C, D, E, F, or X will also be destroyed by any method that will prevent disclosure of contents or reconstruction of the document. (Para 1305 and Attachment 10, par 4.h2, NAVAIRDEVCEININST 5510.13d apply.)

Use of standard forms

The use of certain standard forms (SFs) for security purposes is mandatory throughout the Navy. Labels for ADP media are SF 706 top secret, SF 707 secret, SF 708 confidential, SF 709 classified label, SF 710 unclassified, and SF 711 data descriptor label. (Par 0710 NAVAIRDEVCEININST 5510.13D applies.) Other forms are SF 702 security container check list (Par 1101.d, NAVAIRDEVCEININST 5510.13D applies), SF 703 top secret cover sheet, SF 704 secret cover sheet, SF 705 confidential cover sheet, (Par 1102.2, NAVAIRDEVCEININST 5510.13D applies), and SF 701 security check list (Par 1103.a, NAVAIRDEVCEININST 5510.13D applies.)

Protection NATO material

NATO classified documents will not be intermingled with U.S. documents in storage containers. NATO documents may be filed in the same drawer of a security container with U.S. documents if they are segregated and clearly identified as

NATO files. NATO restricted may be stored in locked filing cabinets, desks, or other closed spaces which will prevent access to unauthorized persons. Containers storing NATO material (Secret and Confidential) must have the combinations changed every six months per OPNAVINST C5510.101D.

Navy Exchange offers new service

Flowers always make the perfect gift — for holidays, birthdays and anniversaries, get well gifts or even just to say hello. Now the Navy Exchange is making ordering flowers easier than ever before with a special toll free number just for Navy customers. The new Teleflora number, 1-800-332-NAVY, offers personalized service just for Navy Exchange customers. This new toll-free number not only allows authorized customers to select and order the arrangements they want, but they will save on the service fee as well. Navy Exchange customers will be charged for the cost of their order, plus a \$7.95 service fee. This reduced service fee represents a savings of more than 10% compared to the standard Teleflora fee. All major credit cards are accepted. Flowers and keepsake bouquets help make every holiday or occasion more beautiful and memorable. Send flowers the easy Navy and Teleflora way, by calling 1-800-332-NAVY

Getting too much junk mail?

When you return from a short business or vacation trip, do you need a 30-gallon sack to collect the mail held in your absence?

The Council of Better Business Bureaus has advice that may lighten the load. Its brochure, "Tips on Handling Unwanted Direct Mail From Charitable Organizations," suggests an easy solution is to respond only to mail from groups you know and support, and discard the rest. Giving larger gifts to a smaller number of groups may do more good for your favorite causes as well as reduce mail volume.

To take more direct action, write to groups you don't support and ask them to take your name off their lists. Be sure to include their mailing labels.

Write to groups whose causes you do support and request they not sell your name and address to other groups or merchants.

If one group is sending multiple mailings, write and tell them so. Be sure to enclose all the labels with all the variations on your name.

The Direct Marketing Association in New York City operates a mail preference service. Write to the association and ask it to delete your name from its nonprofit solicitation lists, commercial lists or both. The association's address is:

Direct Marketing Association
6 E. 43rd St.
New York, N.Y. 10017

This will not end all unwanted mail, only that from merchants and nonprofit groups who are members of the association. But, it should help: the association's membership is constantly growing.

Bloody battle major strategy error

(continued from page 7)

But Union forces were unable to break through rebel lines. Grant turned to siege warfare, which he disliked and considered costly of men and material.

The siege became 10 months of living hell for Union and Confederate troops who lived, suffered and died in a vast maze of tunnels, trenches, forts and redoubts. Many were killed during skirmishing, sharpshooting, and artillery shelling. Many others died of diseases.

The only obstacle between Grant and Petersburg was the Confederate fort at Cemetery Hill, but the fort seemed impregnable.

One day, Lt. Col. Henry Pleasants a regimental commander and a mining engineer by profession, overheard a soldier telling his buddies; "We could blow that damned fort out of existence if we could run a mine shaft under it."

"Union soldiers from the 48th Pennsylvania Volunteers who had been coal miners in civilian life got the idea that they could tunnel under the Confederate fort, blow it up and then in the ensuing chaos, charge through the gap in the Confederate lines and go right on into Petersburg," Calkins said.

Pleasants liked the idea, but he was about the only one. Army engineers said it would never work. They said the planned tunnel was too long, that it couldn't be properly ventilated, that the Confederates would discover it, and they doubted that the amateur soldiers of the 48th could do it. However, the Union army leaders believed in keeping the men occupied, so Pleasants gained their approval.

The ex-coal miners started digging on June 25. Pleasants devised a way to ventilate the tunnel, and by July 23, they had excavated a 510-foot tunnel and added branches to the left and right and paralleling the Confederate fortifications above. The extensions added an additional 75 feet to the total excavation.

Some 320 kegs of black powder weighing about 25 pounds each were placed in the two lateral tunnels. Sandbags were packed around the four tons of gunpowder to direct the explosion upward. Everything was ready. But bad luck awaited.

Burnside suggested that Ferrero and his division of colored troops lead the attack- they were to fan out left and right along the line, while the white divisions would take the crest of Cemetery Hill.

"The black troops were chosen to lead the attack because there were more men in their division than in the white divisions," Calkins said. "Plus, they were in better physical condition since they hadn't seen as much heavy fighting as the three white divisions," That was the plan but politics got in the way.

"At the last minute, the black troops were pulled out from leading the attack and put in as the last unit to attack," Calkins said. Grant and (Union Gen. George) Meade were afraid they would be blamed for putting the colored troops in first and there would be political repercussions if something - a disaster to the black troops - happened

Brig. Gen. James Ledlie and his 1st Division won the draw of the straw to lead the charge.

Pleasants lit the fuse at 3:15 a.m. on July 30, 1864, but it fizzled out. A lieutenant and a sergeant crawled into the tunnel to relight the fuse.

The ground erupted at 4:45 a.m. with "a mass of earth flying into the air carrying men, guns, carriages and timbers," according to battlefield reports.

The huge explosion created a crater "filled with dust, great blocks of clay, guns, broken carriages, projecting timbers and men buried in various ways-some up to their necks, others their waists, and some with only their feet and legs protruding from the earth," according to eyewitness reports. The explosion wounded, buried or killed more than 275 Confederates and completely destroyed two guns of the battery.

Union troops scrambled to get out of the way of falling objects. Mass confusion ensued. Instead of attacking around the crater as planned, Union soldiers were sent into the crater. To their astonishment, no one had made provisions for ladders for them to climb out of it.

Neither Ledlie nor Ferrero was with his troops during the battle. Both were reportedly drinking in the safety of bombproof shelters. After the three white divisions failed to break the Confederate hold on Cemetery Hill, the black soldiers were sent into the crater. "The Confederates had regrouped and were mounting a counterattack,". "When they saw the black soldiers, the fighting became particularly vicious" said Calkins.

Some of the black troops "passed beyond the crater and made an assault, but they encountered heavy artillery and infantry fire, which threw them into confusion. They retired in disorder through the troops in the crater and back to our lines," Meade wrote in his official report to Grant.

According to reports of the bloody battle some Confederate soldiers jumped into the crater and killed wounded blacks who were trying to surrender. Some white Union soldiers allegedly bayoneted Union black soldiers to death in hopes of being treated better by the victorious Confederates.

George Kilmer, a white artilleryman from New York reported: "Men boasted in my presence that blacks had thus been disposed of." Grant reportedly said later: "Gen. Burnside wanted to put his colored division in front, and I believe if he had done so, it would have been a success."

Meade requested a court of inquiry which concluded that instead of leading his troops, Ledlie "was most of the time in a bombproof shelter in the rear of the main line of the Ninth Corps works"... drinking. Ferrero was also in a bomb-proof shelter "habitually, where he could not see the operation of his troops."

Burnside was reprimanded for disobeying Meade's orders regarding a prompt advance after the explosion and for not "preparing his parapets and abatis for the passage of the columns of assault." Burnside and Ledlie later resigned, and Ferrero was transferred elsewhere; according to Calkins.

No one was ever court-martialed, nor were reports of white troops from both sides killing black troops ever looked into.

Military pay allotment options change

In a move to ease military members' handling of their finances, the Defense Finance and Accounting Service loosened its allotment policy.

Under the new system, members can request up to six discretionary allotments without any limitation as to whom payment is made as long as the allotment is within the limits of the law, said Navy Capt. Robert R. Bird, acting chief of the finance service's Military Pay Division. A discretionary allotment lets the individual earmark amounts for automatic deduction for payment of debts or bills, or for deposit to a financial institution.

With this change, members can send payments to money market mutual funds and investment firms and can pay their rent via allotment, Bird said. Service members may also make allotments for vehicle insurance, personal loans and payment of legal debts. This includes life insurance payments, child support, alimony and mortgage payments.

Officials limited allotments to six because 99 percent of all service members have six or fewer discretionary allotments. Those members who have more than six need not worry, said Bird. The allotments will continue to be paid. However, members in this category may not change the discretionary allotments until they drop to six. Changes will be handled on a case-by-case basis, Bird said; policy exceptions include changed in the mortgage payment and the receiver's name.

Another category of allotments is the non-discretionary type, Bird added.

Non-discretionary allotments are restricted to certain types of payments, including savings bonds, service relief loans, charity donations and Voluntary Education Assistance Program payments.

There is no limit to non-discretionary allotments, said Bird, but there are certain restrictions. For instance, members can have no more than one allotment for the Combined Federal Campaign and can purchase no more than \$15,000 in savings bonds in a one year period.

The service streamlined the allotment program into just two categories with these changes and opened the door for some previously denied ones, like investment firms, said Bird.

"This program represents another effort to provide better service to our customers by being responsive to their needs in areas where we have 'discretion' and to give members greater flexibility in controlling their personal financial matters," said Bird.

Service members can get further details at installation finance and accounting offices.

Navy News Service

Sexual harassment advice available by phone

In another action to eliminate sexual harassment in the Navy and Marine Corps, the Department of the Navy began operation of a toll-free sexual harassment advice and counseling telephone line.

The number is 1-800-253-0931 for callers in the United States. Callers from outside the U.S. can phone (DSN) 224-2735 or (703)614-2735 (collect).

The telephone lines will be staffed from 10 a.m. to 6 p.m. (EST) Monday through Friday. An answering machine will take messages and provide referral numbers after hours, on holidays and weekends.

The new toll-free service is designed to offer information and advice to anyone who might be involved in, or concerned about an incident of sexual harassment. Assistance is available to all Navy and Marine Corps personnel, including civilian employees.

The toll-free service may be used by recipients of sexual harassment, persons accused of sexual harassment, those who have witnessed sexual harassment and those who simply have questions about Department of the Navy policy on sexual harassment. For recipients of sexual harassment, the staff of the toll-free line will offer support that is both physically and emotionally removed from the local scene. Callers will receive advice on their

roles and responsibilities in resolving sensitive or difficult situations, as well as information on counseling and assistance available locally.

Persons using this telephone service will not be required to identify themselves by name or command if they choose to remain anonymous. Also, calling the new toll-free number will not, in itself, initiate an investigation. Complaints of sexual harassment normally are reported through the appropriate chain of command.

If the chain of command is "part of the problem," or fails to take action on a complaint, recipients of sexual harassment may use one of several other means to report misconduct. Two of those alternatives are reporting incidents to the Navy Inspector General's Fraud, Waste and Abuse "Hotline" (1-800-522-3451), or filing complaints under naval regulations Article 1150 or Uniform Code of Military Justice Article 138.

The new toll-free number for advice and counseling will be publicized throughout the Navy in unit plans of the day and week, articles, posters and other means so that anyone with concerns or questions about sexual harassment can make use of the new service.

BUPERS Public Affairs

Center employees recognized for efforts



The following employees were awarded Letters of Appreciation from the commanding officer.

Bettie Lawrence (Human Resources): For your outstanding assistance in coordinating our Fellows Award Dinner and ceremony.

Beth Goldberg (Tactical Air Systems Dept.): For the outstanding

support and dedication that you provided to the Harpoon Engagement Training aid.

Susan Coar (Tactical Air Systems Dept.): For your outstanding support and expertise as a project engineer to the Chief of Naval Research.

John E. Savage (Mission Avionics Technology Dept.): For the excellent support provided to the Acoustic Test Team. Your professionalism and dedication were of great benefit to the test team engineers and operators.

Vince Palagruto (Air Vehicle and Crew Systems Technology Dept.): Your participation and support of the BQM-74E Mobile Sea Range Technical Evaluation is greatly appreciated.

Clint Herbert (Security Programs Division): For your expertise in coordinating the move of the Naval Investigative Services. Your participation made it a smooth and successful transition.

Bob Angiolillo (Communications Division): For your efforts and expertise in setting up the telecommunications system in the new office space for the Special Agents of the Naval Investigative Services.

Bob Clegg and Tom Ames (Public Works Dept.): For your outstanding participation in renovating office space for the Naval Investigative Service. Your expertise and professionalism made the transition smooth and pleasant for all members involved.

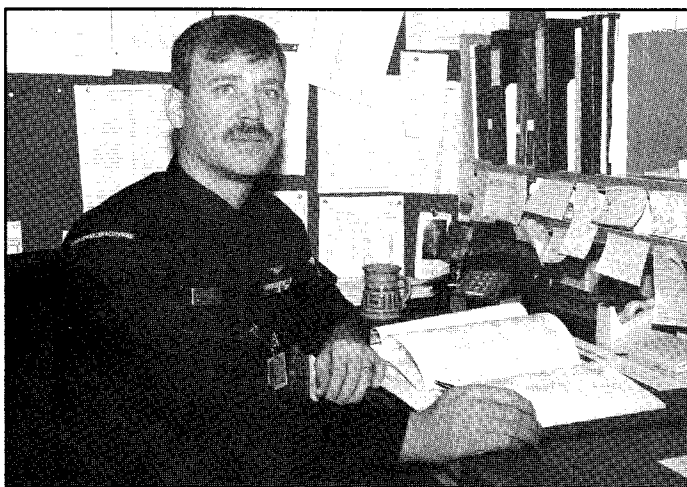


Photo by James Moore

AT1 Jeffery S. Kuenn was highlighted for his efforts on the AN/ASQ-212 program.



Photo by James Moore

Mike Englesson received recognition for assisting on the AQM-37C target program.

Dieter Ballman, and James White (Financial Management and Planning Dept.): For your cooperation in providing financial assistance to the special agents of the Naval Investigative Service.

AO2 Michael Rutledge and AE2 Keith A. Medley (Aircraft Maintenance Dept.): For your personal management, and the acquisition of materials for the recent renovation of the maintenance training room. Your professional expertise resulted in a speedy return of the training room to a 4.0 appearance.

AMS2 Brian F. Heffernan, ATAN David R. Leonard, AT2 John L. Lindenmuth, AEAN Michael J. Olson, AME2 Mark R. Sedlock, ATAN Melissa J. Veno, AME2 Richard L. Weisenburg, and AO2 Dana A. Yatta (Aircraft Maintenance Dept.): For your outstanding participation in the recent renovation of the maintenance training room. Your dedication and professional expertise resulted in the rapid return of the training room to a 4.0 appearance.

Mike Englesson, Greg Folts, and Al Simkins (Air Vehicle and Crew Systems Technology Dept.): For your outstanding contribution in assisting the Naval Air Systems Command on the AQM-37C target program.

AT1 Jeffery S. Kuenn, and AT1 Robert D. Williams (Antisubmarine Warfare Systems Dept.): For your superb efforts as project inflight technician and aircraft custodian during the recent detachment in Minneapolis/ St. Paul in support of the AN/ASQ-212 program.

Keith Rizkowski, and Charles Campbell (Mission and Avionics Technology Dept.) and Dolores Falco (Small Purchase Section): For outstanding efforts during a test series conducted by the Coastal Systems Station.

AW2 Stuart M. Mattocks, PR1 Richard P. Cook, AC2 Tegwen M. Shaffer, AME2 Richard L. Weisenburg, and ATAN Melissa J. Veno: For your voluntary participation in Pride Days, celebrating Bensalem's tricentennial.

Montgomery GI Bill benefits increase

Benefits and enrollment opportunities have increased for the Montgomery GI Bill (MGIB), thanks to recent legislative changes. "The MGIB is becoming the most important post-service educational benefit for most sailors," said Linda Thomas, program manager for Federally-legislated educational benefits at the Bureau of Naval Personnel (BUPERS). "It's also the most popular - 87 percent of Navy accessions enroll in the program and these changes make it an even better program."



Major changes to the MGIB program are:

— Beginning Apr. 1, 1993, MGIB rates will increase from \$350 to \$400 per month, for up to 36 months for full-time students. Reserve members will receive an increase of \$20, up to \$190 per month. Part-time students will also receive a pro-rated increase.

— Service members who have separated under the Voluntary Separation Incentive (VSI) or the Special Separation Benefit (SSB) Programs, or are planning to accept one of these options in the future, can enroll in the MGIB.

"Members who have left the service by accepting one of these incentives can now enroll in the MGIB if they didn't sign up for it during their first two weeks of active duty," said Thomas.

Members who qualify for MGIB and wish to enroll must pay a lump sum payment of \$1200. New recruits who sign up for the program do so during their first two weeks of active duty and pay for it through a reduction in pay of \$100 per month for the first twelve months of service.

"Additionally, VSI/SSB participants who enrolled in Veterans Educational Assistance Program (VEAP) can request a refund of their VEAP monies and enroll in MGIB," said Thomas.

—MGIB participants are required to earn a high school diploma or GED by the end of their first enlistment, before they can draw benefits. Recent changes allow members who were on active duty Aug. 2, 1990 to take an additional two years to complete this requirement. This change will protect members who were unable to complete GED programs because of duty during Operation Desert Storm.

"There are almost 6,000 active duty members who are enrolled in MGIB that do not have a diploma or GED. There are an additional 4,800 who have already left the service without completing their diploma," said Thomas. "These members have already invested into MGIB and it's to their advantage to take this additional time to earn that diploma or GED so that they can use the benefits that they deserve."

"The MGIB is becoming the most important post-service educational benefits for most sailors"

— Members who initially obligated for two years of service, but actually served more are now eligible for the same MGIB benefits as those who obligated for three years. Previously, benefits were paid on a member's initial obligation only. "Now, if a member obligates for two years, but serves for three or more, they will receive a higher benefit rate," explained Thomas.

— MGIB participants who left the service because of hardship, disability or reduction in force, before completing 12 months of active service, and later came back on active duty will be considered to have served with no break in service for MGIB purposes. Previously, benefits were paid for each month of service during the first enlistment, only. "This is a tremendous help to those who fall into this category," said Thomas. "They may now be entitled to full benefits if they successfully complete their second enlistment."

Individuals who are now eligible for MGIB benefits because of these changes and have already left the service will receive a letter containing details from the Bureau of Naval Personnel. Active duty members can refer to NAVADMIN 199/92 or call the Navy's MGIB Customer Service Team at 1-800-962-1425 for more information.

BUPERS Public Affairs

Basketball team shoots for improved season

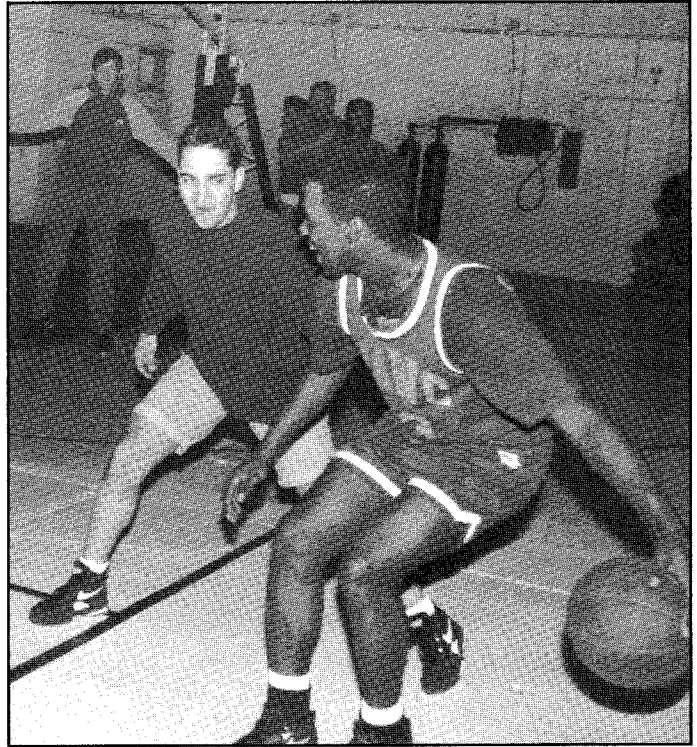
Basketball, one of the "big three" intramural sports along with softball and flag football, always commands a large audience of supporters and garners numerous points for the Captain's Cup trophy.

After a disappointing basketball season last year, new Coach Mike Tupper and first-time Assistant Coach James Pipkins actively scouted and recruited players to fill deficient positions in addition to holding an open call for players. They hoped their efforts would pay off this year with a stronger showing on the court. "We needed to improve on our ball handling and ball control if we expected to have a better season.," Pipkins said.

The strategy seemed to work, with the center team showing a 3-0 record early in the season. Then, they lost back to back games. Pipkins, however, feels certain that the team will bounce back and make it into the playoffs. "When everyone is able to make the game, we play really well together. We have a good mix of abilities that balance out the weakness with the strengths," he said. "We also can pull from our bench and substitute without throwing the game away," he continued.

Pipkins specifically cited Fred Clifton and his defensive leadership. "Fred's leaping ability has really added a much needed dimension to the squad," he stated. In addition, Mike Green demonstrates strong ball handling skills. Mike Tupper gives the team the outside threat of the three-point shot and Glen Jannick is a strong low post player. The team anxiously anticipates the return of Ken Duncan off of injured reserve. "Ken's help inside with rebounding will really round out our defensive play," Pipkins explained.

Another change this year is that the team is using an aggressive style of play which is more entertaining for the spectators and has



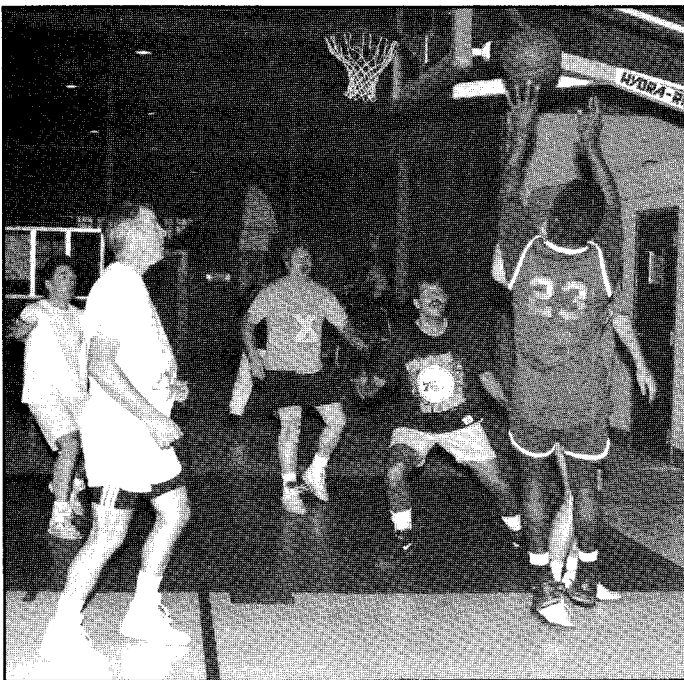
Photos by Drew Schmith

James Pipkins (left) puts pressure on Mike Green during practice.

resulted in much larger game attendance. "Last year, the team had a very conservative style," said Tammy Edmundson, Morale, Welfare and Recreation athletic officer. "This year, they are more thrilling to watch. The team, as a whole, seems more competitive, more together and shows strong team spirit. People are specifically coming out to watch them play," she added.

The top four intramural teams will participate in the playoffs to determine the championship. The center will also send a team to the regionals competition later this month.

**Heather Myllenbeck
Public Affairs Office**



The intramural team regularly scrimmages civilian teams on the court in hanger bay one.

Upcoming Sports Events

5K Runs: Runners may register the day of the race at 11a.m. in the fitness center. The race begins at 11:30a.m. All participants receive free t-shirts. Run Dates/Rain Dates: Feb. 16/ Feb. 17; Mar. 16/ Mar. 17; Apr. 13/Apr. 14

Bike Viking Competition: The program runs through Feb. on Mondays, Wednesdays and Fridays in the fitness center. There are four levels of competition with winners determined in two, four, six, and eight mile races.

Racquetball Tournament Feb. 22 - Feb. 26: A lunch time ladder tourney format will be conducted with trophies going to the first place finisher. All players will receive free t-shirts. You must register in the fitness center.

Wallyball Tournament Mar. 8 - Mar. 12 : A lunch time ladder tourney format will be used. Teams must register in the fitness center no later than Mar. 4. Trophies will be awarded to the first place finishers with t-shirts given to all players.

Tredex Viking Competition: This Monday-Wednesday-Friday program will be held the month of March in the fitness center. Total miles will be compiled in categories of walking and running.

Defending wallyball champs undefeated

After winning the intramural wallyball league last year, the center's 1992-93 intramural wallyball team had some big tennis shoes to fill. The fit seems to be a good one, with the team currently posting a 5-0 record.

Wallyball is a relatively new sport, gaining in popularity at a rapid pace. Similar to volleyball in concept, wallyball uses volleyball rules but is played indoors, on a racquetball court. It is a faster game than volleyball requiring quick reflexes to keep up with the pace of the game. Wallyball utilizes a four-person team versus the six-person line-up in volleyball. The consensus among game stalwarts seems to be that wallyball is a more enjoyable game than its counterpart as evidenced by the number of former volleyball players who now play the game.

...“We fully expect to win the base championship.”

According to Tammy Edmundson, Morale, Welfare and Recreation athletic officer, “Wallyball is a good sport to kick off the 1993 Captain’s Cup Intramural Sports League because we dominate in this sport.” Edmundson has seen a definite growth in wallyball participation for both the civilian and military populations. “We can’t seem to give them (wallyball players) enough court time,” she said. “It makes the racquetball court almost exclusively a wallyball court this time of year.”

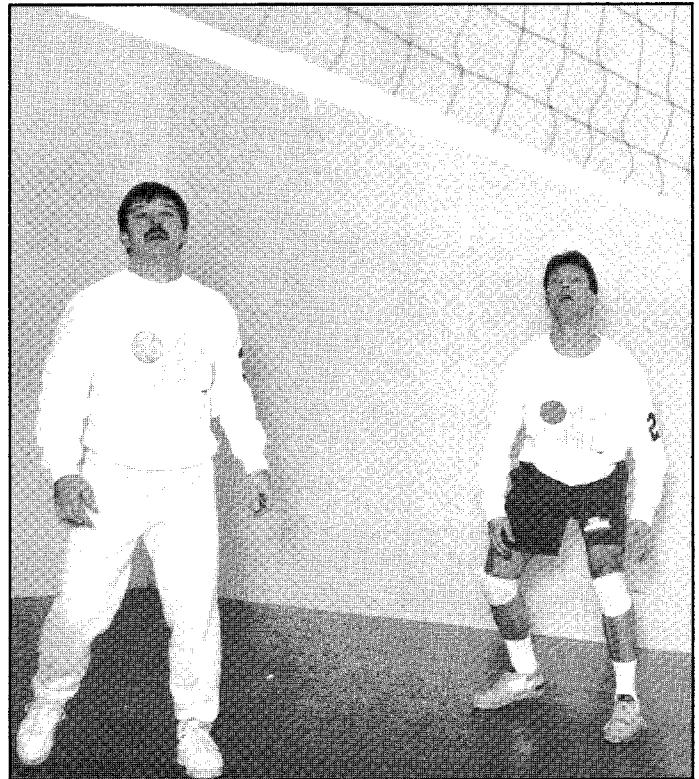
The team has an impressive core of players, with several returning from last year. “Bob Morsdorf is a key player for us, due to his ability to cover the entire court,” Coach Jim Howard said. “George Kamberger and Jeff Eden give the team good net play with strong spiking ability,” he continued. Howard, himself, adds strong service and set ability along with good back court play. Wendell Gift and Paul Novak were cited for their strong back-up play.

The team practices weekly and has one game per week, played either at the center or at the Naval Air Station Willow Grove. “Our toughest competition to date has been the Quality Assured team from AIMD,” Howard stated. “Its always hard to be the defending champion,” added Edmundson. “Everyone seems to be gunning for you and complaining about you, too.” According to Coach Howard, “We fully expect to win the base championship.”

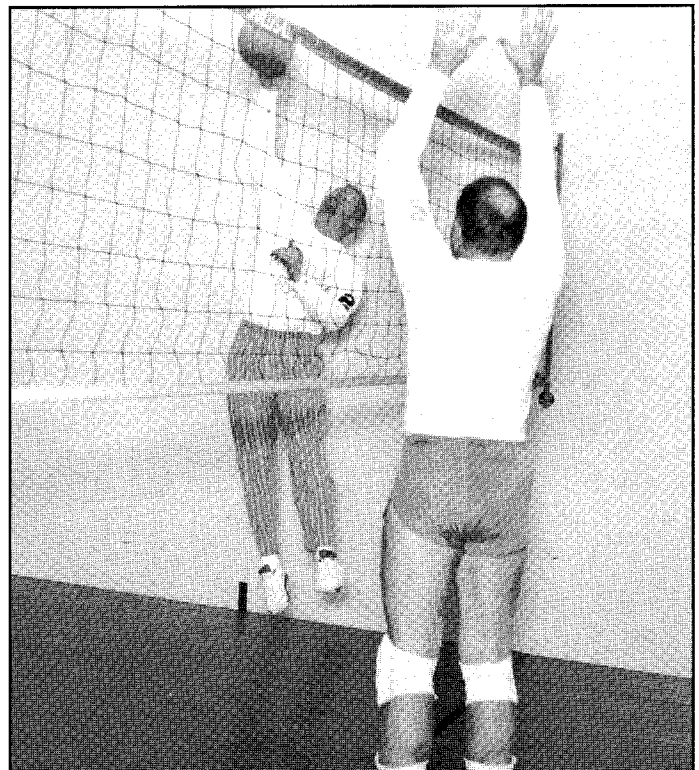
Heather Myllenbeck
Public Affairs Office

NEW FITNESS CENTER HOURS

Beginning on Jan. 19, the fitness center hours will be 6 a.m. to 7 p.m. Monday through Friday; 10 a.m. to 6 p.m. Saturday; Closed Sunday. For further information, call 441-2169.



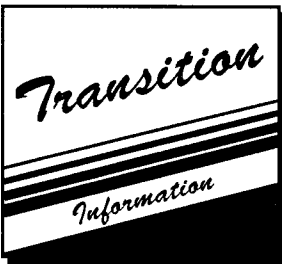
Bob Morsdorf (left) and Jim Howard prepare to return a serve.



George Kamberger (left) sends a ball into John Sablyak’s side of the court.

Photos by Cathy Burian

Charles County: Lifestyle choices



Editor's Note: This is the first in a series of articles providing information about the three counties that comprise Southern Maryland.

Charles County was created by Cecil Calvert, Second Lord Baltimore on Oct. 3, 1650. The original county comprised parts of what are now St. Mary's, Calvert, and Prince George's counties. Eight years later, the present borders of the county were established and named in honor of Charles Calvert, Third Lord Baltimore. In 1727, the county seat was established at Chandlers Town at the head of the Port Tobacco River. This was one of America's largest ports at the time and was commonly called Port Tobacco. Around 1683, this bustling town was designated as an official tobacco crown



Courtesy Photo

Westlake High School, a 183,000 square foot facility, was built to accommodate 1,275 students. It features three computer labs; track, football, and baseball fields; tennis courts, and an auditorium designed for community use.

inspection and tax collection port. Due to the popularity of the product exported from this town, the name was officially changed to Port Tobacco in 1822.

The current county seat of Charles County is La Plata. This town had its early beginnings around 1872 when the first railroad was built in the county. A strong rivalry grew between La Plata and Port Tobacco due to the changing commercial vessels. Seemingly to no one's surprise, a fire destroyed most of the county court house in 1892 and the county seat was officially moved to La Plata in 1895.

Benedict is another of Charles County's historic towns.

Founded in 1683, it is the county's second oldest town and is most famous for being the landing site for the British soldiers who marched to burn Washington, D.C. during the War of 1812.

Although steeped in history, Charles County experienced little growth until the second half of this century. The county was somewhat isolated from the rest of the state until the Gov. Harry W. Nice Memorial Bridge was opened in 1940. This allowed north-south traffic via U.S. Route 301 into the country and linked it to the rest of the state as well as the northern neck area of Virginia.

Charles County has a work force of approximately 50,000 from a population of 107,000. You will find that in all of Southern Maryland, Charles County offers the widest array of employment opportunities. According to a recent study performed by PHH Fantus Corporation, "Charles County offers good labor market conditions, including an available sophisticated and productive labor force; good labor-management relations; and close proximity to the Baltimore-Washington region which allows one to choose from the many employment opportunities offered by the fourth largest market in the U.S." Approximately 50 percent of the county's work force commutes to the greater Washington metropolitan area. For those interested in relocating to Southern Maryland, you will find that Charles County offers a high level of spousal job opportunities due to its continued growth and proximity to Washington, D.C.

Charles County has an excellent public education system that continues to rank in the upper half of the Maryland State School System. There are currently over 19,000 students enrolled in the public school system. Currently there are 17 elementary schools (another in immediate planning), six middle schools and five high schools. Charles County Community College offers a variety of transfer, career and technical programs, including engineering, engineering technology, electronics technology, nursing, business, teacher education, etc. The University of Maryland University College offers bachelors and graduate courses as well as professional development at Smallwood Village Center in Charles County. It is important to note that since the county is part of the greater Washington-Baltimore region, there is easy access to over 70 accredited institutions of higher education with over 300,000 college students enrolled.

St. Charles "New Towne"

In 1968, Interstate General Corporation (IGC) purchased an 8,000 acre tract of land in the Waldorf area around the same time that Congress was in the process of passing the New Communities Act to encourage the creation of Planned Unit Developments (PUD's). PUD's are a common form of developments throughout the U.S. today. IGC was the first to take advantage of this legislation and was approved for \$24 million in federally guaranteed loans from the Department of Housing and Urban Development for what was to become the Planned Unit Development of St. Charles.

Today, St. Charles stands as a monument to this legislation as

(continued on page 19)

Old and new available in Charles County

(continued from page 18)

an outstanding community just 19 miles southeast of Washington, where people can live and work, or if need be, commute easily to the city. It is a place where children can walk to school, to parks and playgrounds, to ballfields and swimming pools and is where 10,000 families now call home. Each of the five planned villages is based on a New England village concept. It has, or will have, a commercial center for the convenience of its residents. With each village are several neighborhoods, most of which have their own elementary school, playground and neighborhood center with a landscape park, pool, tennis courts and clubhouse where residents meet to govern their community. Within these neighborhoods exist a mix of housing ranging from apartments, townhomes and single-family homes, with styles ranging from entry level to luxurious. The prices of homes, represent the best housing value in the entire Washington metropolitan area.

Municipalities in Charles County

Indian Head is located on the Potomac River, about 22 miles south of Washington, D.C., and occupies an area of approximately 4.5 miles. The mayor and council members are elected for two-year terms and elections are held in odd years. The history of Indian Head dates back to 1636, when it was part of a grant made to Gen. Charles Cornwallis by the king of England. Records indicate that it was deeded to George Washington, by Cornwallis, in 1661. Indian Head was incorporated in 1920 but has experienced erratic fluctuations in population which now stands at 3,500. The town is the location of the county's largest employer: Naval Surface Weapons Center, Indian Head Division which employs over 2,600.

La Plata, the county seat, is centrally located, occupies an area of approximately five miles and is about 35 miles southeast of Washington, D.C. The mayor and four council members are elected for four-year terms (in odd-years). The La Plata of today offers its residents the luxury of a quiet community with easy access to Washington, D.C., Baltimore, and Richmond.

Healthcare

Physicians Memorial is a full-service hospital serving the needs of Charles County for over 50 years. PMH is a 130-bed facility employing approximately 560 employees. This non-profit, acute care facility provides a full range of diagnostic services and has medical departments or staff for the following services: inpatient surgery, internal medicine, intensive care/coronary care, telemetry monitoring, advanced laparoscopic general and medicine, ultrasound, pathology, pharmacy, EKG/EEG, respiratory care, physical therapy and 24-hour emergency care. In addition to PMH, there is Southern Maryland Hospital Center which is a 328-bed acute care general hospital located seven miles from Waldorf.

Housing, recreation, and shopping

There is a wealth of fine housing to be had in Charles County from charming townhomes to magnificent executive estates. The cost of homes ranges from \$65,000 to \$1,000,000. The average price of a home in Charles County is \$136,000. St. Charles planned community has many fine rental apartments well as duplex and



Courtesy Photo

One of the various types of housing found in Charles Co.

triplex homes for rent and sale. The property taxes on your new home will be among the lowest in the Washington metropolitan area.

Charles County's 150 miles of shoreline and over 10,000 acres of parklands offer some of the metropolitan area's best boating, fishing, camping, hiking, and nature watching. Cobb Island, Pope's Creek and Benedict are a "must" for those interested in history, water-based recreation and superb seafood. Charles County offers several golf courses and numerous playgrounds, tennis courts and ballfields for you and your family's enjoyment.

In contrast to Southern Maryland's quiet and peaceful setting is the hustle and bustle of Waldorf which is the tri-county area's busy shopping mecca. The St. Charles Town Center, a 1.1 million square foot enclosed shopping mall, where Hecht's, Penney's, Sears, Montgomery Ward, and 125 specialty stores are located, in an exiting and beautiful place to shop and dine. Also, among Waldorf's varied and spectacular shopping facilities is the Festival at Waldorf's Shopping Center and many, many more of your favorite shops and restaurants.

From its founding in the 1600's, to its current emergence as one of the fastest growing counties in the Baltimore - Washington region, Charles County has always been a favorable location to live and do commerce. It offers everything a person would look for when considering a move — excellent location, good schools, abundant and easy access to employment opportunities, reasonable land and housing costs and a unique "best of both worlds" lifestyle.

Provided by
Charles County Economic
Development Commission

Meet Georgette B. Gaskin of Code 60



Photo by Jason Craig

Name: Georgette B. Gaskin
Hometown: St. Louis, Mo.
Birthday: Oct. 1, 1966 (I do accept unconditional gifts from strangers!)
Position: Materials Engineer; co-chairperson along with Maria Covington for Women in Science and Engineering (WISE)
Years of Government Service: 2.5
Preferred entertainment: Music (variety depends on my mood) and heckling!
Last book read: "Disappearing Acts" by Terry McMillan
Strongest attribute: Assertiveness, impatience, independence
Worst flaw: Assertiveness, impatience, independence
Favorite food: Perugina chocolates, especially "Baci" (They make nice gifts.)
Unfulfilled dream: To own an NFL franchise
Goal in life: To become a respected sculptor, or be like Mike Bosak and meet the president!
How should your tombstone read: "She arrived, she acquired furniture, she departed."
If stranded on a deserted island, other than the basics, what three things would you like to have: My family, my NFL franchise, ample music



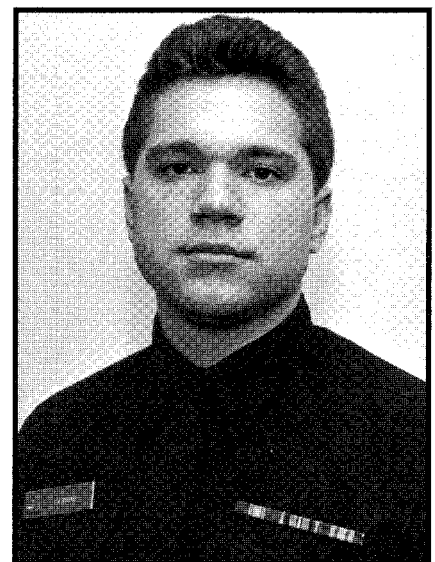
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Commanding Officer CAPT William L. McCracken
 Executive Director Guy C. Dilworth, Jr.
 Public Affairs Officer Maryellen Jadick
 Editor Heather Myllenbeck



The Reflector is published for people like Rich Pietrow Code 6025.



Reflector

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MARCH 1993 • VOLUME 38 • NUMBER 3

LITE laboratory responds to urgent calls

Recently, the Laptop Image Transmission Equipment (LITE) laboratory team proved, again, it could respond quickly to an urgent call for support. This time, the call came from the Marine Corps and again the mission was accomplished. Though, far from the largest laboratory, the lab's team provides the whole NAWCADWAR community visibility at the highest levels of government. Its successes serve as an introduction, not only of one lab but everyone here.

The LITE laboratory responds to urgent "real world" situations with 24 hour notice. Typically, the team provides intelligence gathering equipment and support to special forces such as Marine Corps and Naval airborne and ground units. With the laptop equipment still photographs from filmless Charged Coupled Device (CCD) cameras can be encoded and transmitted from anywhere to where needed almost as they are taken.

"The lab has a reputation for quick response due to the continued help it receives from the NAWCADWAR support areas including small purchase, contracts, issue control, budget, receiving and shipping, etc.," said Mike Mocenter, Reconnaissance and Surveillance Branch. "Without the conscientious effort of these people, demonstrated for me, the job could not have been completed on time."



Photo by Jason Craig

Left to right, Don Brush shows reconnaissance and surveillance branch equipment to Staff Sgt. Anita Gasse, Staff Sgt. Steven Purvis, and Capt. George Bristol from the Marine Corps Intelligence Activity.

As the immediate user, Capt. George Bristol, United States Marine Corps (USMC), assigned to the Marine Corps Intelligence Activity (MIA), Suitland, Md., recently joined the ranks of those successfully served by NAWCADWAR. He learned how well the laboratory responds. He had an urgent need and appreciated the way we met it.

"The lab has a reputation for quick response due to the continued help it receives from the NAWCADWAR support areas including small purchase, contracts, issue control, budget, receiving and shipping"

Recently, Bristol rushed here from Maryland to acquire these specialized camera systems from the LITE laboratory as well as receive rapid training so he could depart for Somalia four days later.

Mike Mocenter and his team including Ollie Wallace, Tom Briggman, and Don Brush provided accelerated equipment support and training so Bristol could depart on time with exactly what he needed. In Somalia, he will assist the joint task force supporting Operation Hope.

"I have used this type of camera in Central America and during both coups in the Republic of the Philippines," said Bristol, a reconnaissance officer in an intelligence assignment, during a training break. "Mr. Mocenter and his people are really being helpful linking our field photography to the planners in Mogadishu and the Defense Intelligence Agency in Washington, D.C."

Asked about his impression of NAWCADWAR, he quickly said, "We really appreciate the timeliness of Warminster's support. I only found out four days ago that I was going to Somalia," he said.

Bristol had no idea what kind of camera gear would be available in the country. But he knew what he needed. So he sought support from Capt. Dave Bishop, USMC, Naval Intelligence Center, one of the LITE system sponsors. He was told only NAWCADWAR could build these systems and respond quickly.

(continued on page 5)

Bird's eye view

Communication is key during change



Capt. William L. McCracken
Commanding Officer

During this time of transition, I will be counting on my management team more than ever before. Your job has grown. Success during this time of change will require a great deal of flexibility, adaptability, utilization of communication skills, and most importantly, team work. We will need to pull together if we are to successfully accomplish our mission requirements and best serve the needs of our people.

The department heads and division managers are vital in the communication chain and work accomplishments. However, I also recognize that the branch managers are the technical lifeblood of this center. They will be the ones charged with the lion's share of the responsibility for communicating, counseling, training, advising, guiding and ultimately, making this transition work.

This is not an easy job. Management's credibility is based on the communication skills of the branch managers. In the coming months there will be good news and bad news. Your employees will need to be informed of both, as quickly and as candidly as possible. They deserve to know. There will be times when there are no answers to questions; but just by keeping people informed that there is no new information often is very meaningful to them. It is for this reason that I have placed such a strong emphasis on your weekly meetings with employees. I do not believe that during these times of uncertainty, it is possible to over-communicate with your people.

As the link between management and employees, you will be responsible for relaying your employees' concerns and suggestions up the chain of the command. To do this effectively, you will need to be available to your people, ask questions, get their opinions and reactions to changes and listen with empathy. You will need to be looking for new information, good and bad. You can't lead if you're the last one to know.

And, if all the above were not challenging enough, as the branch manager you're also responsible for getting the work done and insuring that we retain the people we need to keep the technical skills intact for the Navy. This may mean that you will take on the role of coach and trainer. By helping people retrain for our needed skill mix and giving positive reinforcement when you see their performance moving in the right direction, you will enable our employees to see the positive aspects of this transition.

I fully recognize the enormous challenges that lie ahead and I am confident that by working together we can succeed.

Straight Talk

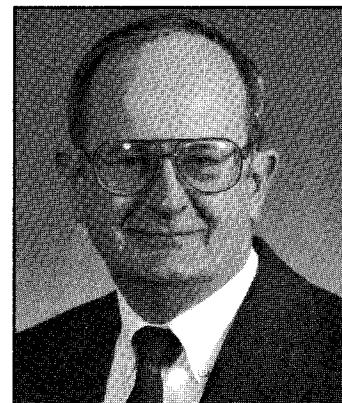
Getting ready for TEAM integration

Before I talk about team integration, I'd like to say "hello" to all of you and let you know how much I appreciate the opportunity to communicate directly with each of you. I am delighted that Rear Admiral Strohsahl has asked me to contribute to "Straight Talk" from time to time and I look forward to providing you some corporate perspective from my position as NAWC's Technical Director.

In previous "Straight Talk" articles Rear Admiral Strohsahl stated that teamwork is the key to our success as a warfare center. He quoted Henry Ford on Teamwork: coming together is a beginning; keeping it together is progress; and working together is success. We began last year by coming together and have made considerable progress in keeping it together. Team integration, in philosophy and in practice, will better equip us to work together and be successful.

Teamwork means many things to different people. Dr. Demming cautions us to beware of slogans and exhortations that get people excited but don't provide an effective vehicle or a process to obtain measurable progress. In the next series of "Straight Talks" I will be sharing with you the rationale and structure that is being established to make teamwork more than just a slogan.

(continued on page 3)



Lew Lundberg
NAWC Technical Director

Working together for success

(continued from page 2)

We all know what teamwork means when it comes to sports and other recreational activity. Teamwork is fun, especially when we understand the rule and have a real chance to win. However, in the work environment, all too often, "rules," "winning," and "teaming" are not well defined. Frustration results when much hard work leads to meager results and little satisfaction. That frustration is just what the Team Integration Strategic Quality Management Board (SQMB) wants to avoid. We are actively defining rules for teamwork so we can all perform and feel like winners.

The Team Integration SQMB, led by Mr. R.V. Johnson, deputy commander for NAVAIR, is a part of the overall Naval Aviation Systems Team Strategic Plan. The plan includes four complementary strategies: People, Acquisition Management, Jointness, and Team Integration. While all four complementary strategies are important to our success as a TEAM, this year we will place heavy emphasis on TEAM Integration. This was discussed at great length at the Commanders' Conference last October and Vice Admiral Bowes made it clear how important he felt it was to be successful on this goal.

The TEAM Integration SQMB directs the efforts of five QMB's, one of which is Technical Support, headed up by Rear Admiral Tinston, assistant commander for systems and engineering. I am an active participant on the QMB, which is analyzing ways to: (1) provide more effective program support; (2) inventory and

"Frustration results when much hard work leads to meager results and little satisfaction."

develop functional expertise; and (3) effect the long-term application of science and technology.

One of the Total Quality gurus, Mr. Bill Conway, has clearly pointed out the major concern of team integration; how do you maximize the value added work and minimize which adds no value? Bill tends to divide all efforts into value added and non-value added categories. Value added work is work that directly relates to the product or service being delivered to a customer. Non-value added work can be broken down into two categories: necessary work and rework or waste. The second category only

adds cost to the product or service and is undesirable. We are attempting to maximize the value added work and minimize the non-value added efforts in support of programs. To that end, we are assembling data through surveys to identify work that is in direct support of programs, in addition to work that is not.

"We are attempting to maximize the value added work and minimize the non-value added efforts in support of programs."

Those of us in the NAWC should be aware that we are placing the highest priority on determining the portion of our workforce that is required to support programs and looking very carefully at the portion that is not. Support of programs is our number one priority; support of technology, work groups, sites or divisions is not.

By now you may be asking "Where does this leave me? I don't directly work on a program. Is my work non-value added? Is it necessary or desirable?" The answer is "it depends." It is necessary if your job is in a necessary functional support area or an organizational process required to provide support infrastructure. If your job does not meet these criteria, your job, not you, may be a candidate for restructuring or elimination. As Rear Admiral Strohsahl has stated we plan to accomplish our downsizing through placement actions, retraining and attrition.

In this article, I introduced the three main teaming relationships of technical TEAM integration: program support, functional support and organizational support. Much like the three legged stool, you need all three if you want a stable platform to sit on. Although we will be placing the most emphasis on the program support leg, clearly we can't get along without the other two. In the next "Straight Talk" articles we will be examining each of these support legs in order to better understand what it takes to be a successful TEAM player.

Thanks given for a job well done



The following employees were awarded Letters of Commendation from the commanding officer:

AD1 Terry L. Hummel, AD2 Michael L. Portner, AD2 Brian L. Johnson, AD2 Carroll J. Hamilton, AD2 Douglas E. Veine, AD3 William P. Ramey and AD3

Daniel Murphy: For superior performance of duty while assigned to the Aircraft Maintenance Division, Power Plants Branch helping the branch to receive an "outstanding" during the Naval Aviation Maintenance Office inspection.

The following employees were awarded Letters of Appreciation from the commanding officer:

John E. Savage, Brian F. Gale and Frederick B. Rineer (Mission Avionics Technology Dept.): For the support you provided to the Defense Research Establishment Atlantic during tests aboard a Canadian research vessel which was directly responsible for achieving successful test results.

Seth Moyer and Mike Caddy (Air Vehicle and Crew Systems Technology Dept.): For outstanding support provided on an F-14D for the Eglin AFB program that provides trim data from government sources rather than from other sources.

Richard Gleich and Ferdinand Reetz (Mission Avionics Technology Dept.): For outstanding effort in successfully re-baselining the Advanced Tactical Air Reconnaissance System (ATARS) engineering and manufacturing development contract.

Jerald Nice, David Harrison, Renae Davis, Hodges Milton (Antisubmarine Warfare Systems Dept.): For on-site support of the P-3 Update IV Program.

Nils Anderson (Tactical Air Systems Dept.): For the technical expertise and effort made to the Infrared Search and Track (IRST) program as the field reliability and maintainability engineer in support of AIR-5165.

AW2 Stuart Mattocks, AO2 Craig E. Webster, and AO2 Gregory Perrine (Test and Evaluation Group): For dedicated support, cooperative spirit and professional expertise as members of the Sonobuoy Process Action Team (PAT) from March to October 1992.

Lois Savage and Geraldine Keenan (Human Resources Office): For leadership and significant contributions in training nearly 1,300 NAWCADWAR acquisition personnel regarding the Defense Acquisition Workforce Improvement Act.

Joseph Klicka, Peter Van Schuyler, Charles Supinski, Jaime Pupek, Irene Bilyk, Gabriel Potocsky and Paul Haas (Mission Avionics Technology Dept.): For performance as team members in the successful execution of Phase III of the Critical Sea Test Program (CST) which resulted in a high quality shallow water data, the first of its kind for the CST program.

Joe Bebey (Air Vehicle and Crew Systems Technology Dept.): For professionalism and support with the V-22 mishap investigation.

David Kozma (Morale, Welfare and Recreation Division): For your assistance and expertise in the landscaping of the grounds surrounding the Bachelor Enlisted Quarters.

(continued on page 5)

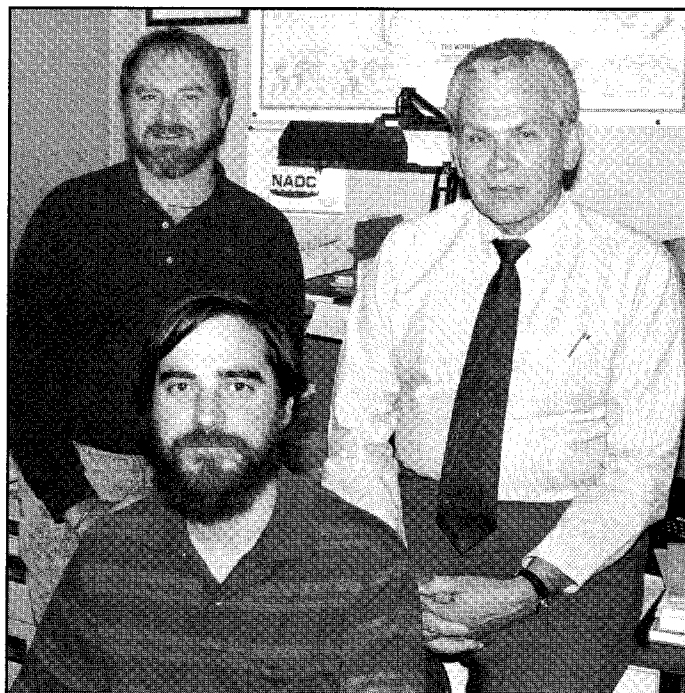


Photo by Cathy Burian

John Savage, Brian Gale and Frederick Rineer of the Mission Avionics and Technology Dept. were formally recognized for their contributions to testing aboard a Canadian research vessel.

Lab responds to "real world" situations

(continued from page 1)

"Not only did Mr. Mocerter turn and burn to get us this equipment, he set up quick training," lauded Bristol. "This will help us in Operation Restore Hope in Somalia and in future operations."

For Bristol, this kind of support was critical. "Threats now demand we deploy immediately and we need technical expertise like this quickly," he said. "I need to know who I can depend on."

How did he learn about us? Once the requirement reached Bishop, who has funded NAWCADWAR work regularly, he accepted the challenge and called NAWCADWAR. "He arranged

for help from Warminster to procure, assemble and provide training on the equipment," said Bristol. "Now, we are here learning the best way to use it."

Photographs of past users displayed in the LITE lab include a former president, his cabinet, the Joint Chiefs of Staff and space shuttle mission astronauts, who the team has helped in the past.

Larry Lyford
Public Affairs Office

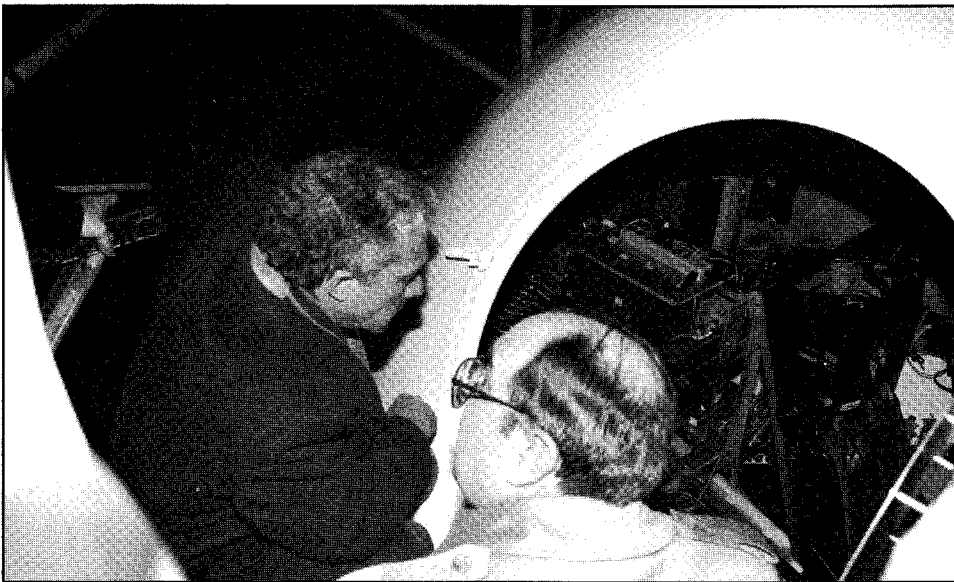


Photo by Drew Schmith

Congressman Jim Greenwood, representing the 8th congressional district, (left), was shown the centrifuge by Dr. Don McErlean, Air Vehicle and Crew Systems Technology Dept., on recent visit to NAWCADWAR. Greenwood was briefed on the center's transition status.

Employee efforts applauded

(continued from page 4)

Diane Pfiel and Kenneth Peden (Defense Printing Service, Detachment Branch Office), **Robert Pomrink, Bettie Lawrence, and Marlene Grubb** (Human Resources Office), **Kenneth Clegg, Linda Nagy, Thomas McCaffrey, Michael Emery, David Moore,** (Air Vehicle and Crew Systems Technology Dept.), **Raymond Satterfield, Lisa Cipolloni, Eugene Locuniak** (Command Administration) **Robert Moore and Margaret Callahan,** (Test and Evaluation Dept.) For your origination of the idea, implementation and participation in the recognition program for faithful service to the Naval Air Development Center employees via plaques, pins and certificates.

Jeff Wright, Bill Hunt, John Flowers, Fred Csillag, Mike Rinelli, John McGee, Phil Shannon (Supply Dept.), **Bill Hogarth,**

Bill Stumpp, John Floyd, George Rossi, John Chmielewski, Joe Boback, Jonathan Jenkins, Harry Davis, Chuck Jacobs, Ted Molnar, Lawrence Daniel, Bill Gill, John McClintic, Chuck Yeasteadt, Thomas Munyin, Frank Sherard, William Galiczynski, Pete Smith, Robert Anthony, Bob Clegg, William Rassier, Bernard Blank, William Murphy, George Sterling, Tom King, Mike Needham, Ken Nameck, Jeff Jones, Mario Tarantino, William Capps, Len Broomer, Bill McKenna, Ed Linke, Ed Colon (Public Works Dept.), **AT2 Lindenmuth, AT2 Warr, AT2 Clayburn, AN Venno, PR3 St. Peter, AE2 Medley, AD3 Longley, AMSAM Coral** (Test and Evaluation Dept.): For efforts to minimize and correct storm damage sustained on December 11 to many of our buildings.

Simon wins NAWCADWAR society's top award

Stuart B. Simon, director of corporate planning, received the Naval Civilian Managers' Association's 17th Annual Ralph S. Barnaby Award for his technical and administrative management contributions to corporate planning at a recent ceremony here. The award, established in 1975, recognizes outstanding contribution and distinguished service to the Warminster site and the Navy at large. Simon was honored on what would have been Barnaby's 100th birthday.

Simon was chosen for his superb support of three base realignment and closure studies and his insights of Congressional and Department of Defense environments.

"You are the person our senior management turns to when a task is time sensitive and critical to the laboratory," said Dr. Donald P. McErlean, association president. "Your sound judgement, passion for accuracy and rare ability to articulate complex ideas have made you successful with the most difficult tasks."

Capt. William L. McCracken's remarks to Simon concluded, "You are unquestionably the finest combination of technical and administrative manager I have ever met. Your knowledge, loyalty, dedication and tireless effort are without equal."

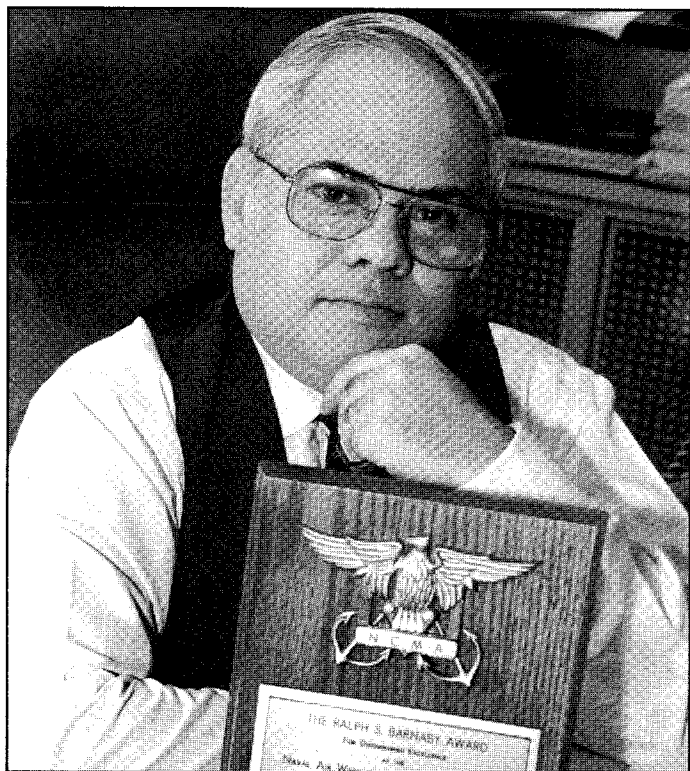


Photo by Jason Craig

Stuart B. Simon was honored recently for his technical and administrative management contributions at the 17th Annual Ralph S. Barnaby awards ceremony.

How does he see his role apart from strategic and corporate planning and the many types of analysis and forecasts he is required to do?

"Your sound judgement, passion for accuracy and rare ability to articulate complex ideas have made you successful with the most difficult tasks."

"I pride myself in keeping fairly close contact with what is happening in Washington in terms of major initiatives and how they may affect us," he acknowledged. "In a sense, I try to keep myself as the long range eyes of the lab."

Simon explained he doesn't keep on top of vast information alone. "Nothing is done in this office, or for that matter in most offices, by individuals. It's a team effort," he said. "It is really setting up a network and team of people and working with them to come up with the best answer we can." He admits he tries to keep on top of as much information, personally, as possible and to share with as many members of the team, here and elsewhere, as possible, in such a way as they reciprocate.

How does he cooperate so well with so many people with all the demands on his time? He constantly prioritizes. He completes the highest priority things as early as possible without turning off the people who do not have the highest priority elements. He always works to support other people's priorities, too. "When people understand you don't put their needs aside, they'll take what time it takes to complete yours."

What does Simon do for relaxation? "I enjoy going home and spending time with the family," he said. "I do alot of reading and listening to CNN and C-SPAN but remember, I have a 17-year boy and a 14-year old girl home to keep me busy."

With his wife, Rosalie, being a busy school teacher in the Central Bucks school system, he said, "We have to balance four schedules to do anything together."

As for himself, he recently returned to one of many past hobbies, dabbling in amateur radio. Simon is a resident of Doylestown and has worked at the laboratory since 1973.

**Larry Lyford
Public Affairs Office**

ATARS testing a joint Navy-Marine effort

The Naval Air Warfare Center Aircraft Division Warminster is participating in the joint Navy-Marine Corps-Air Force development and testing of the Advanced Tactical Air Reconnaissance System (ATARS) which will modernize aerial reconnaissance forces. The ATARS consists of an integrated sensor suite, including digital tape recorders and a data link, which will provide near real-time tactical imagery. The sensor suite consists of two visible light sensors as well as an Infrared Line Scanner. The ATARS is designed so that it can be configured to be installed in several different types of aircraft, including the F/A-18D(RC), RF-4C, Unmanned Air Vehicle-Medium Range, and F-16.

As installed in the F/A-18D(RC), the sensor package is mounted internally in the nose of the aircraft using a pallet assembly (which replaces the gun assembly). The data link is carried in a modified 330 gallon external fuel tank that was designed by NAWCADWAR. Installation of the ATARS into the aircraft requires modification of the aircraft's exterior to accommodate windows through which sensors look. The aircraft modifications have been designed and built by McDonnell Douglas Aerospace. The pallet, sensors, and avionics are being provided by the Martin Marietta Corporation. Although the Air Force is the lead service for the development of the ATARS, NAWCADWAR has been involved with the program since its inception.

NAWCADWAR has led the development of the every tactical reconnaissance system deployed by the Navy or Marine Corps. In 1981, leading up to the development of the ATARS, NAWCADWAR designed a reconnaissance system for the F/A-18 that allowed the aircraft to be configured to provide reconnaissance imagery while at the same time retaining its air-to-air and air-to-ground capabilities. This breakthrough concept made it possible to develop an affordable F/A-18 reconnaissance system since dedicated reconnaissance aircraft would no longer be needed. The NAWCADWAR designed and fabricated the original pallet, loaded it with sensors, and designed and fabricated the reconnaissance system concept on board an F/A-18 at Patuxent River. Because of the success of this program, the Navy decided to proceed with what was eventually to become the ATARS program.

Starting in 1987, NAWCADWAR participated in writing the statement of work for the development of the ATARS to ensure that Navy and Marine Corps requirements were adequately being addressed. Since the award of a contract in 1988 to Control Data Corporation, NAWCADWAR has been continually monitoring the contractor's progress in a number of technical areas. These include: software development, digital tape recorder development, data link development, visible light sensor development, infrared



Photo by Vernon Pugh

An F/A-18 makes a pass over NAWCAD Patuxent River. The ATARS sensors look through windows installed in the nose of the aircraft.

light scanner sensor development, environmental control system design, structural design, human factors design, supportability, electromagnetic compatibility, system safety, and aircraft interface development. The first delivery of an ATARS for use in an F/A-18 is expected to occur in early 1993.

An F/A-18 Hornet, assigned to the Strike Aircraft Test Directorate, at NAWCAD Patuxent River, will be used to test the ATARS. The test program is divided into three phases: flight control characteristics verification, structural performance, and sensor integration. The first two phases of the testing have been completed using mass models of the ATARS. The third phases will test the operation of the Joe complete ATARS. Altogether, more than 300 flight hours will be required to complete developmental testing. The Marine Corps is scheduled to receive the first production versions of the ATARS beginning in FY-97.

Joe Columbo
Tactical Aircraft Systems Division

Firefighters respond to community needs

Recently, firefighters with the Structure and Aircraft Fire Division responded to a local house fire under a community assistance agreement and received media coverage for rescuing two dogs and a cat. "This is excellent community relations and provides us critical training because we don't have as many fires here as the community does," said fire chief Don Meadows. "This training and hands on experience is important because we use every fire to prepare for the next."

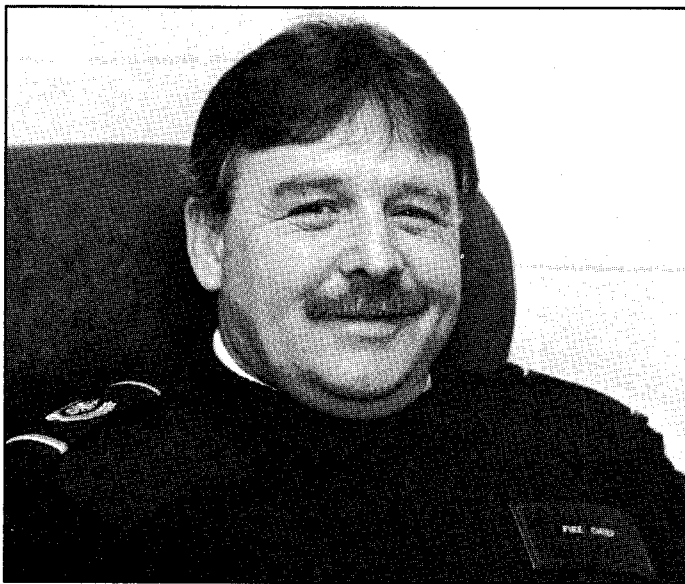
In this fire, the crew on Engine 69 responded, donned their specialized gear and in eight minutes they had entered the front door, let heat escape through the front windows, put water on the kitchen fire and completed animal rescues.

Firefighter Charles D. Steinback, acting as a nozzleman, entered first followed by Capt. Joseph K. Perkins and Firefighter Jeff McCallister, assigned to search and rescue. Once in the house, they saw flames rolling toward the living room ceiling and heard whimpering in a back room. Steinback took action to contain the fire and McCallister crawled toward the sounds. "Search and rescue is our first priority," said Perkins. "We train constantly to react automatically as a team because seconds count."

As Perkins was getting a rope to lead the Doberman to safety, a Warminster volunteer fireman removed an unconscious cat from another room.

Once outside, McCallister placed his own face mask over the cat and in five minutes the cat coughed up blood and started to breathe.

"I never saw the homeowner because we left immediately but I did see that the brass on one of those brass and oak barometers by the front door had melted in the intense heat," said McCallister.



Fire chief Don Meadows leads a group of 42 firefighters in the community and on the center.



Photos by Jason Craig

Firefighters (left to right) Charles D. Steinback, Jeff McCallister, Capt. Joseph K. Perkins and Driver Stephen G. Fisher take time-out to explain how their teamwork, training, and community responses prepare them for emergencies at NAWCADWAR.

"Local fire and rescue companies can depend on us to respond," said Meadows. "We gain vital training and experience each time we fight a fire." Unlike, volunteers who increasingly receive pressure from employers for their emergency responses, our chain of command, Cmdr. Richard S. Cox, director of test and evaluation, and Capt. William L. McCracken, commanding officer, support our people in every way. "They do everything they can for us," reports Meadows. "They know 40 percent of our annual responses (900 last year) are in the community. All they ask is we return as soon as possible."

According to Meadows, Cmdr. Cox and Capt. McCracken are as supportive of all the community service his team does. In the past year, the firefighters taught fire prevention and the stop-drop-rotate technique, for extinguishing fires on people, to 2,500 youngsters. "One boy in the housing area used it when a flammable liquid on him caught fire," said Meadows.

Beside continuing direct support for the center, Meadows has a new goal: to get every one of his 42 professionals certified as emergency medical technicians. About 15 are currently certified he said. "This will help us and expand their career options."

Larry Lyford
Public Affairs Office

100 hours later, they're legal



Courtesy photo

(From left) Floyd Bollinger, D.J. Shaw, Russ Miller and Dennis Shin spent over 100 hours of training in preparation for their commercial license designation.

The state of Pennsylvania recently made it mandatory for fuel system operators to hold a commercial driver's license and the Naval Air Warfare Center Aircraft Division Warminster had to comply. Even though NAWCADWAR fuel farm employees had been driving the fuel tank trucks back and forth across Jacksonville Rd. for years, they were now required to be commercially licensed if they were to continue to cross the same road.

D. J. Shaw of the Fuel and Liquid Gasses division of Supply (Code 8442) was tasked with setting up a training program for for the Navy to prepare employees for the commercial driver's license exam. This training had to include classroom hours and "behind the wheel" work as well.

Shaw had to work backwards to design a program to answer the test questions. After he saw what was required in order to pass the exam, he had to locate and compile information to fill the requirements. This material was put together as a study guide. Since a large part of the exam is an "on the road" test, Shaw also had to set up a practice course for the drivers to hone their skills.

"I set up a course by the burn area at the fire house so we could practice parking, turning corners and such", said Shaw. Shaw worked very hard to get the program together, find time to practice and study, while performing his regular job at the fuel farm.

"We all worked around our regular work load. We practiced together, driving in traffic after work, listening and watching tapes and working in the study manual. All told, it took 100 hours plus (of time) to get ready for the test", Shaw said. "I received 100% support from my division supervisor Tom Morrison. That really helped", Shaw added.

The actual test took over two hours from "pre-flighting" the truck which involved identifying almost every part, written questions on skills, and finishing with a 45 minute highway and expressway driving exam.

The hard work paid off. Floyd Bollinger, D.J. Shaw, Russ Miller and Dennis Shin all passed and received their commercial drivers license. This license will now be required for the position of fuel systems operator.

**Heather Myllenbeck
Public Affairs Office**



Courtesy photo

Parallel parking a vehicle this size takes practice, patience and is required for passing the commercial driver's license exam.

Center housing prototype completed

Modernization work was recently completed on a four-unit military housing building in Shenandoah Woods. This work is the prototype for a project to renovate all of the family housing units over the next few years. The housing area consists of 199 three and four bedroom townhomes built in 1974 for enlisted personnel. The newly renovated homes feature kitchen and bathroom improvements, such as new cabinets, counters and lighting. Flooring has been replaced throughout the house, storage shelving has been added, and many additional items have been repaired or replaced.

The project also has several features to promote energy efficiency, including new furnaces and weather-tight exterior doors.

The housing manager, Nancy Szamborski, was pleased with the improvements and noted that the project has been well received by the military housing community.

"We have been planning this work for several years, and are delighted that our families will finally enjoy the finished product," said Szamborski. She explained that design input was sought during the planning process from resident representatives serving on the Housing Advisory Board. New residents have already moved into the renovated prototype units.

The completion of the prototype units is just the beginning of a three-phase



From left: Cmdr. Scott Bianchi housing officer; Nancy Szamborski, housing manager; Mike Reid, project manager; Lafayette Gooding construction representative, and Ed Pond, housing inspector gathered to tour the new townhouse prototype in Shenandoah Woods.

modernization project to continue during the new two years. In addition to renovation of the interiors of all the units, the project includes exterior improvements, new playgrounds, trees, backyard fences, and landscaping in the housing areas. This work will further enhance the appearance of Shenandoah Woods, which received a facelift last year with new vinyl siding on all units. Cmdr. Scott Bianchi, the housing officer, noted that upgrading housing is a key part of the Navy's effort to improve the quality of life for military personnel and their

families. The Resident Officer In Charge Charge of Construction (ROICC Officer) under the direction of Lt. Cmdr. John D'Onofrio, managed the prototype contract and provided guidance for implementing the remaining phases of the project.

**NAWCADWAR
Housing Office**

Science Fair scheduled

The Fourth Annual Science Fair, sponsored by the Air Vehicle and Crew Systems Technology Department (AVCSTD), will be held on April 17. Invitations were extended to 80 local high schools, including the Philadelphia school district. Students in grades nine through 12 are eligible to participate. Entry forms may be obtained from their science advisor.

The categories for this year are: Biochemistry, Chemistry, Computer Science, Energy, Engineering, Life Sciences, Mathematics, Physics, and Sociology/Behavior. Awards for this year will include savings bonds, plaques, certificates and scientific calculators.

The AVCSTD Science Fair tradition began in 1990 and participation has increased every year. From the entries submitted to date, it appears that the number of participants for this year will be higher than ever. Readers who wish to get involved in this rewarding event, or to register a student (school sponsorship is not required), should call Bob Palmer, Science Fair committee chairman at X2137

**Thu-Ha Mickle
Advanced Metallic and Ceramics Branch**

Total Quality Management in action

During the hot summer of 1992 one of the Naval Air Warfare Center Aircraft Division Warminster's 325 ton chillers completely ceased to operate. This had a ripple effect throughout Building 2 and left various areas in the basement and first floor without air conditioning.

The Public Works Department, which has an obligation to provide an environmentally operable climate for all personnel, was tasked to respond. Reacting quickly to the equipment failure, Cdr. Scott Bianchi and Deputy Public Works Officer Tom Ames approved a two-phase plan developed by their staff to get chilled water flowing again to building 2.

The plan called for emergency rental of a portable chiller followed by the installation of a 400 ton chiller, which had been previously purchased to provide additional cooling capacity and expansion in building 2. The new unit was 30% more efficient than the failed chiller and would pay for itself in an estimated 18 months with projected electrical cost savings.

The Public Works Total Quality Management (TQM) Team was led by John Chmielewski. He effectively coordinated responsibilities, set specific time frames, and formulated all of the milestone activities and parameters for starting and completing this time-critical project. Team members included individuals from facility management, design and various contractors. This approach required a commitment and dedication from all team members and was based on data instead of guesswork.

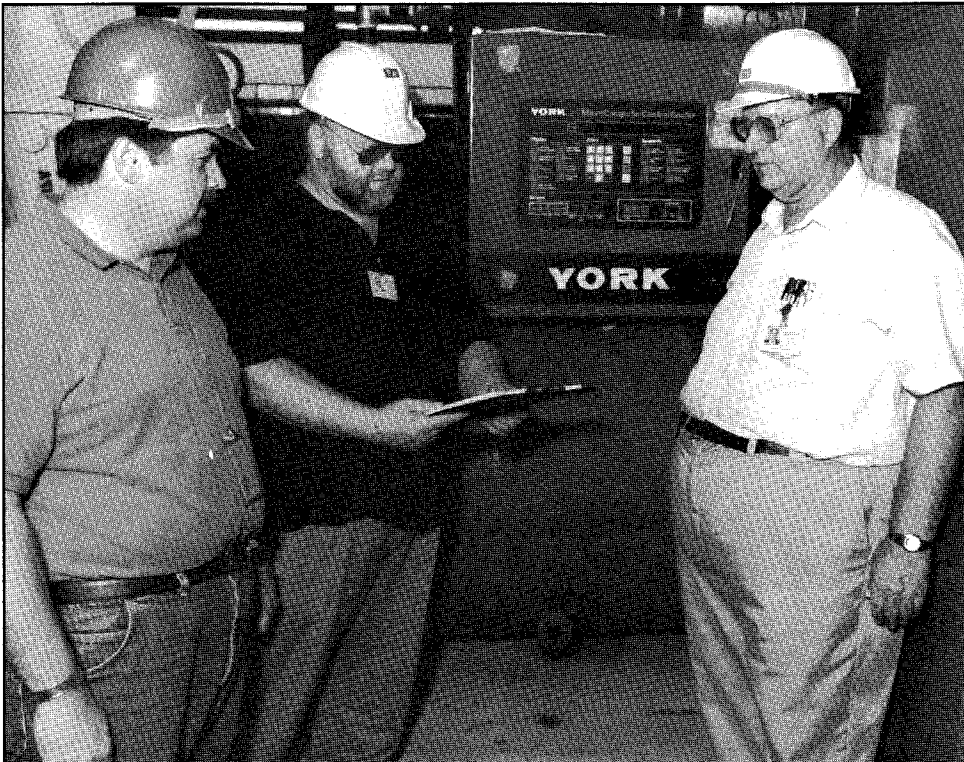
The first phase of the plan was to have the temporary rental chiller installed immediately. Rick Griffith, (Code 8332) wrote

the rental contract. The Philadelphia Naval Shipyard provided the installation with Codes 56, 26, 72, and 57 removing the old piping and insulation to allow access for the temporary chiller connections. Ernie Beatty and Gerald Watkins from the ROICC office participated in providing the chiller rental, connection, disconnection of the supply and return lines as well as the electrical service.

John Kelly and Bob McFetridge, (Code 8321) designed a special foundation to accept the new 400 ton chiller. Conn Gallagher, (Code 831) and his staff executed a contract to implement this design. Electrical material was ordered by Bill Heil, (Code 8332). Carole Cramer, (Code 8322), designed the piping, connections, valves and pumps for the new chiller. Larry Strittmatter, (Code 8332), effectively coordinated the Philadelphia Naval Shipyard work. Harry Davis, (Code 834), supported the final stage of this project. His personnel installed and hooked-up the electric service, lubricated, charged the unit and made all of the necessary testing adjustments of the unit.

The original project schedule (which was very ambitious) was bettered by five days. Personnel in Building 2 hardly noticed the disruption to the chilled water service and the Public Works TQM showed again that teamwork and communication are keys to getting things done.

**Dr. Michael Blank, P. E.
Work Management/Energy Branch**



Analyzing data from the Micro Computer Center of the new 400 ton chiller are, from left: Rich Griffith, Code 8332, Larry Strittmatter, Code 8332 and John Chmielewski, Code 833, all from the Facility Management Division.

Photo by Jason Craig

Civil Service

How to increase your retirement benefits

Employees covered by the Civil Service Retirement System (CSRS) can increase their retirement annuity by making voluntary contributions to a special Office of Personnel Management (OPM) program created to help CSRS employees purchase an additional annuity at retirement. The interest rate earned on contributions changes annually. This year it is 7.125 percent, higher than current bank certificates of deposit.

Here is what happens in a nutshell. CSRS employees make voluntary contributions directly to OPM that earn interest and may be used to purchase additional annuity at time of retirement or may be withdrawn in a lump sum.

The amount of additional annuity employees may purchase depends on the amount of voluntary contributions and the interest earned. Voluntary contribution annuities are not increased by cost of living increases.

Voluntary contributions may be made only in multiples of \$25 and contributions made may not exceed 10 percent of the total basic pay received during all federal service.

Voluntary contributions earn a variable interest rate determined by the Treasury Department each calendar year, based on the average yield of new investments purchased by the retirement fund during the previous fiscal year. Interest is compounded annually on Dec. 31. Interest accrues to the date of the refund calculation.

**“Employees use
voluntary
contributions that
accrue interest higher
than what they can
normally earn without
market risk.”**

Employees may withdraw all voluntary contributions with interest at any time but cannot make partial withdrawals. If employees die while in Federal service, voluntary contributions plus interest will be paid to survivors as a lump-sum payment. If employees die after retirement but before receiving payments

equalling their contributions plus interest, the difference will be paid as a lump sum or additional survivor annuity payments. Lump sum payments to survivors are not subject a 10 percent surtax.

If employees take a refund of voluntary contributions, any accrued interest is taxable in the tax year they receive it. In addition, employees receiving the refund before age 59 1/2, must pay an additional 10 percent early distribution tax on the interest portion of the refund.

CSRS employees may obtain an application to make voluntary contributions from the Employee Relations Division of the Human Resources Department and learn additional details about the program. Employees covered under the Federal Employees Retirement System (FERS) and retirees cannot join this program.

**Larry Lyford
Public Affairs**

March of Dimes WalkAmerica scheduled

The March of Dimes birth defects foundation is sponsoring its annual WalkAmerica walkathon on April 24 and 25. People register to walk, and solicit sponsorship pledges from friends and family members for the walking distance.

This year, NAWCADWAR is sponsoring a team and needs more walkers to participate. Saturday, April 24, the walkathon will be held in Upper Bucks County at the Quakertown High School in Quakertown. Sunday, April 25, the walkathon will be

held in Central Bucks County at Peace Valley Park in New Britain and Lower Bucks County at Core Creek Park in Langhorne. All walks begin with a 7:30 a.m. check-in and an 8:30 a.m. walk start. For more information about the March of Dimes event, call (215) 348-3520. For information on getting on the NAWCADWAR team, call Wendy at 441-7651.

Get a head start on passing the next PRT

So you found yourself puffing a little after the fall PRT? Well, maybe that's to be expected. After all, you're six months older since the last physical readiness training (PRT). And summer was a busy time. And it's always hard to stay in shape during a deployment. Or maybe you just ran out of excuses.

Believe it — the Navy had your best interest in mind when they developed the parameters. They want you to be healthy. So why not make up your mind right now to regroup and attack the fitness challenge with gusto and an exercise plan.

What researchers say

Over the past 20 years much research has been done on the positive effects of exercise; and specifically those activities which burn fat, develop cardio respiratory (heart and lung) fitness, thereby contributing to long-term health.

In his book, aerobics author Kenneth Cooper presented a list of "best aerobic activities" that included jogging, stationary running, cycling and swimming. Most competitive sports activities are not considered as beneficial in attaining fitness goals.

For some time now researchers studying fitness have identified three key variable which influence physical fitness.

Frequency

Frequency means how often you participate in an activity. If you are really out of shape it is best to start with an activity that you can do four or five times a week for 25 to 30 minutes.

Intensity

Intensity refers to how hard you exercise. Heart rate is an important measure of intensity. A rule of thumb is to subtract your age from 220 to estimate the maximum number of times per minute your heart should beat during an exercise session. (220 is considered the maximum heart rate for a trained athlete.)

The next step is to estimate your target heart rate. You should target about 60 percent of your maximum heart rate and work up to 75 or 80 percent as you become more conditioned.

For example, a 40-year-old who is not accustomed to exercise might want to estimate a target like this: $220 - 40 = 180$. Multiply the 180 times .60 to get a target rate of 108. As the individual becomes better conditioned, a heart rate of 135 ($180 \times .75$) will be safe.

Duration

How long should an exercise activity last? Beginners may need to limit themselves to low-intensity, 25 to 30-minute workouts five days a week and then work upward. When running, if you are working at 60 percent of your maximum heart rate it may take you 15 to 17 minutes to run a mile. That's okay! Exercise at comfortable level. As your fitness improves you may trim that time to 10 minutes or less — and trim yourself at the same time. Be sensible and advance as you can while still keeping your target heart rate as the guide.

One other variable sometimes introduced into the equation is "type of activity". Aerobic activities are probably the most effective way to become more fit. Don't confuse aerobics with a dance class. Aerobics can be anything that raises your heart and breathing rates. The activity you chose should be a non-stop, steadily paced effort that produces your target heart rate.

Exercise is not enough

It is important to integrate diet with exercise. Losing fat is difficult to do by exercising alone. You need to take in less calories than you expend and chose carefully what type of foods to eat.

Complex carbohydrates (starches) give you energy and satisfy you longer because they digest more slowly than simple carbohydrates like sugar. Beneficial starches are found in pastas, legumes, rice, breads, cereals and potatoes. Eat three meals daily with choices from all the food groups. Nutritionists at the Navy Food Service suggest you use the nutrition pyramid to help guide your choices.

Try to burn 3,500 to 7,000 calories more that you take in each week. Each 3500 calorie deficit you create means a pound of fat lost. This is easier to achieve than you might think. Turning down a couple of cookies at lunch could lower your calorie intake by 300 to 400 calories. Add that to a moderate exercise program which consumes another 200 to 300 calories and you have a combined daily reduction of nearly 600 calories. Over a week this is a deficit of about 4,000 calories or the loss of more that a pound. In six month's time you might lose 30 pounds safely and all the other benefits of regular exercise, a more alert mind, better capacity for dealing with stress and generally looking and feeling better are yours "at no extra charge."

When the next weigh-in PRT come up, dread and loathing will be replaced by pride and confidence — the "can do" attitude our Navy expects.

News Briefs

Smart processing for smart skins

Indianapolis, Ind. — NAWC AD Indianapolis received a hand from NAWCWPNs China Lake on an effort to improve signal processing in "smart" aircraft skins and other structures embedded with optical fibers. China Lake's Polymer Science Branch provided the Indianapolis Design Specialities and Product Technologies groups with a special electro-optic polymer to apply in the development of a revolutionary fiber optic coupler.

A team of NAWC AD Indianapolis scientists and engineers will complete the development, testing and implementation of the coupler, which will have the capability of changing the direction of light electronically at rates ten times faster than those now in use. Another potential advantage of the polymer coupler is the relative ease with which it could be incorporated into composite materials.

On Feb. 1, Dr. Katharine Jones presented a paper about the coupling device at an Albuquerque, NM conference, sponsored by SPIE, the international society for optical engineering.

Jones, a physicist at the Indianapolis facility, co-authored the report with Robert Morgan, Sandra Ehlers and Judith Mackenzie.

New traveling system saves Navy money

Lakehurst, N.J. — A NAWC AD Lakehurst team of engineers has achieved a naval aviation first.

The engineers designed and developed an SH-60B Seahawk helicopter traversing system for ships, specifically the FFG-7 frigates, not equipped with the Recover, Assist, Secure, Traverse (RAST) landing system.

According to Michael Zitaglio, Systems Requirements, the new system, was initiated because refitting 21 Perry Class frigates with RAST would cause extensive ship modifications, which the U.S. Navy could no longer afford.

"If a system wasn't found that was capable of handling the heavier Seahawk, it's possible the non-RAST frigates could be taken out of service," said Zitaglio.

The final phase of test trials on the USS George Philip (FFG-12) has been completed achieving successful landings and traversings of the Seahawk.

The proof-of-concept unit, explained Robert Brennan, Systems Requirements, uses a dual winch and cable system to move the helicopter. Cable run through snatchblocks connected to the deck pad eyes. The cables are then connected to the RAST probe and

a modified steering bar. The snatchblocks are moved into various patterns to guide the helicopter on the flight deck.

The tests resulted in developing a safe traversing, chocking and chaining procedure with the HSL-49 crew of the George Philip.

Oil tests result in savings

Trenton, N.J. — The Fluid Sciences Division of the Naval Air Warfare Center Aircraft Division, Trenton was tasked to conduct a long term study of oil quality for extended oil change intervals in the SH60-B main transmission. The lubricant under investigation was DOD-L-85734(AS). At the conclusion of the study, it was determined that the oil change interval for the SH-60B main transmission could be extended to 900 hours, twice the normal time. Doubling the oil change interval resulted in a savings of approximately three man-hours and \$400.00 per aircraft per nine-hundred hours.

F-14 redesign could earn Navy patent

Patuxent River, Md. — A radical redesign effort for the Swedish BOL chaff loader/downloader for the F-14 Tomcat could earn a patent for the Navy.

Chip Guffey, an electrical engineer in the Electronic Warfare and Reconnaissance Department of the Flight Test and Engineering Group's Systems Engineering Test Directorate, traveled to Sweden last summer with an assigned task to eliminate an existing associated foreign object damage hazard during packet loading and downloading procedures.

As a result of his fixes, the Naval Air Warfare Center Aircraft Division has submitted an invention disclosure, the first step toward being granted a patent.

Seabees assist NAWs China Lake

China Lake, Calif. — With a core unit of 32 Seabees drilling monthly at the Naval Air Weapons Station China Lake, members of Naval Mobile Construction Battalion Seventeen contributed more than 400 man-days to the Department of Defense mission at China Lake. CMC Jerry Morrison noted the Seabees conducted a tactical construction exercise and a battalion wide CONEX 92 training exercise at China Lake.

Volleyball teams go for three in a row

Interest in volleyball has increased tremendously over the past few years. The game has gone from being a family reunion tradition to a competitive, highly skilled contest with complex offensive schemes and a loyal viewing audience. NAWCADWAR reflects this nationwide explosion of interest in a microcosm.

Three years ago, it was hard for this command to find enough players to fill out a roster for the intramural volleyball league competition. This year, NAWCADWAR is fielding two exceedingly skilled, capable teams for the intramural season, and could probably field two more. One team includes all military players and the other team is all civilian players. (The teams were split this way because only military teams can participate in post season mid-east regional tournaments) Both teams have been practicing for several months in anticipation of the season which started in mid-February and will run through mid-April.

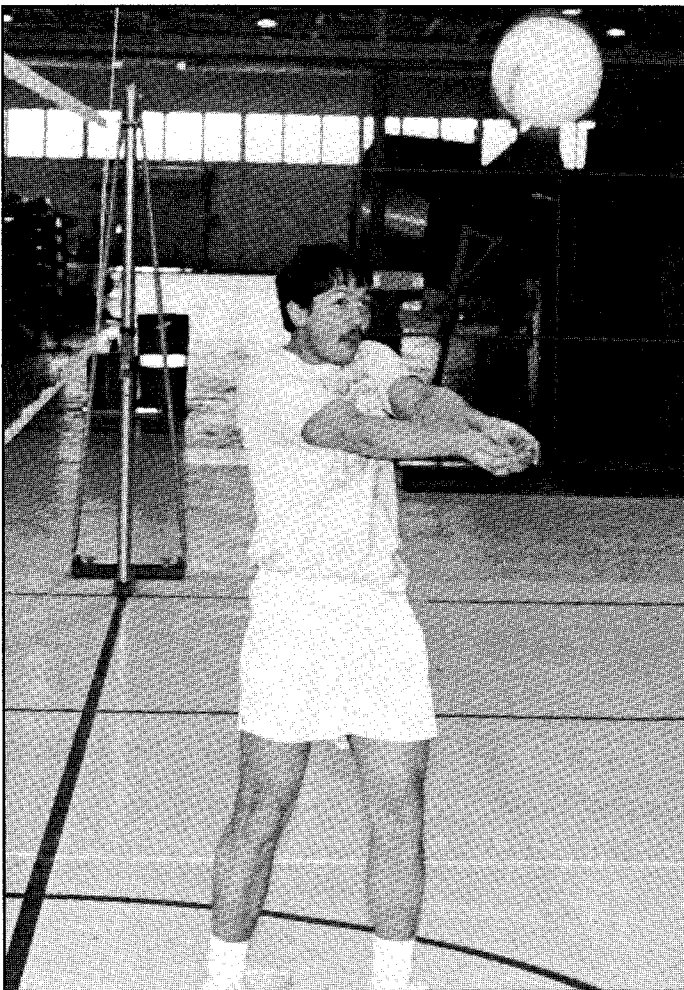


Photo by Jason Craig

The volleyball team anxiously awaits the start of what could be another championship season.

NAWCADWAR has a reputation to uphold. This command has won the NAS Willow Grove intramural league championship and Captain's Cup points for the past two years and intends on having history repeat itself this year. According to Tammy Edmundson, Morale, Welfare and Recreation (MWR) Athletic Officer, "Volleyball is one of our stronger sports. We're good at this. The guys are taking it seriously. We play for a lot more than just fun!"

The key to the NAWCADWAR volleyball success seems to be their formidable 6-2 offense. "The 6-2 offense takes a lot of practice. It's complex and frustrating, but once you've got it down, it works," Civilian player/coach Scott Eble explained. "Most teams are not familiar with this formation and don't know how to defend against it," Eble continued. This particular offense allows a team to showcase their strong hitters.

Military team player/coach Mark Lorish has numerous good, strong hitters this year and singled out veteran players Craig Webster, Tegwin Shaffer and Jeff Eden along with team rookies Lonie Johnson, Terry Suyak, and Phil Gascoine. (Lorish certainly is a strong hitter himself)

Hitters abound on the civilian team as well. Francisco Galletti is an incredible hitter according to Eble in spite of the fact that he is just learning the game. Other standout hitters for the civilian team includes Ralph Collins who excels at the net because he knows how to utilize his vertical jump and height, Paul Lipacis who can hit "anything", Matt Landel who is the master of the down line hit, and Chris Thompson who couples fast play with strong hits. Team newcomer John Tepper is both a good hitter and blocker and Marty Ryan who seems to be able to change the direction of the ball after the hit.

Setting the ball is another critical skill and both teams have a good balance of setters to hitters. On the civilian side the standout setters include Scott Eble, Scott Natter, along with Landel. Blue chip setters on the military team include Gascoine, Shaffer and Webster.

The strong balance of explosive offensive power with aggressive defensive play should carry one of these teams to the top. "One of our two teams will win it this year. We have been playing since October at least two hours week and we're playing well," said Lorish. Eble agreed and added that our skill level matches or exceeds that of any team at Willow Grove and we should have a strong chance to win it all again this year.

Heather Myllenbeck
Public Affairs Office

11th Frame, Rolling Wallbangers lead

The second half of the mixed bowling league season is underway which means that the season-ending banquet is in sight. This year's festivities will be held at the Warrington Country Club on Friday evening, June 18. The banquet this year will be run by a committee so we all can share in the compliments; there are never any complaints.

The final standings for the first half of the season were decided on the last night of competition. Kathy Sedlock's A Division team "11th Frame" climbed out of third place into first place by winning four games on knockdown night. The former first place team "Les Champignon's" dropped into third place while second place Red Winos secured a second place finish defeating "Les Chamapignon's" 3-1. It was tough for "Red Winos" to lose the first half by a half game, but Kathy's team came on strong in the last game of the half with a badly needed 1041 pin count. Captain Jim Tidwell's B Division, "Rolling Hallbangers" took first place in their division, defeating some very tough competition. Season standings are listed below.

Twenty 200 games were rolled on one recent Wednesday in our league. Congratulations to the following bowlers who contributed to that explosion:

Jack Horning -257; Bob Marshall-221; John Bowes-252 (first 8 strikes); Ed VanBuren-221; Jay Kretzing -243; Jim Tidwell-217; Mike Dent-237/235 (641 series); Chris Sedlock-215/209 (614 series); Kathy Sedlock-232/223 (629 series); Chuck Halko-210; Jim Campana-225; Tom Reiter-208/204/200 (612 series); Oscar Flynn-223/202; Jack Eyth-201.

Tom Reiter
Contracts Division

"A" Division

CAPTAIN	TEAM	WINS/LOSSES
Kathy Sedlock	Eleventh Frame	43.0/25.0
Tom Reiter	Red Winos	42.5/25.5
Dave Oliver	Les Champignons	41.5 /26.5
Peg Clark	Lucky Strikes	37.0/31.0
Jack Eyth	Alley Cats	35.0/33.0
Neal Polin	Fire and Ice	34.5/33.5
Oscar Flynn	Mavericks	34.0/34.0
Carolyn Riemer	Spare Us	33.0/35.0
Brian Bohmueller	Pre Emptive Strike	32.5/35.5
Larry Sicher	Magic Markers	30.5/37.5
Ben Polin	Dynamic Duos	30.0 /38.0
Debbie Wood	Pinguins	21.0/47.0

"B" Division

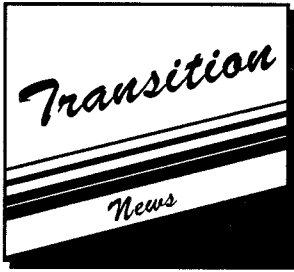
CAPTAIN	TEAM	WINS /LOSSES
Jim Tidwell	Rolling Hallbangers	44.5/23.5
Barbara Vajda	T.I.B.S.	39.0/29.0
Ed Scholl	Bullshooters	38.5/29.5
Al Knobloch	Goofers	37.0/31.0
Kevin Kennedy	Screwballs	36.0 /32.0
Steve Jerdan	Steve's Side Show	35.5 /32.5
Randy Yeager	From The Gutter	34.5/33.5
Rick Stickney	Nine Pins	34.0/34.0
Steve Kalatucka	Gutter Dusters	29.5 /38.5
Lisette Fortuno	The Magic	27.0/41.0
Leslie Cantor	Destroyers	27.0/41.0
Frank Yelinek	Oh Split	19.0/49.0

It happens every spring...

Softball season is just around the corner and the **NAWCADWAR CO-ED, Slow-Pitch League** is looking for players/teams for their 1993 campaign.

Call Kristin Henry X3076 by
19 March for details.

Transition plan available for all to see



The draft copy of the Warminster transition plan has been distributed to department and branch heads for review. A copy is available in the transition trailer for review by any employee, according to Franz Bohn, transition team manager.

The plan, in its present stage, is a road map of the various task elements of our transition to Paxtuxent River. According to Bohn, it addresses, in detail, the work breakdown structure elements that the transition team has identified. This includes management of the entire effort, and personnel issues such as retirement benefits, move benefits, and house hunting benefits. Bohn said some of the plan's 14 sections concern facilities and laboratories, safety, security, office spaces, storage spaces, property disposal and environmental cleanup.

The draft is structural but has some specific information in it according to Bohn. Square footage and the numbers of people are included but without a lot of supporting detail. "We don't have any information on what organizations will move when. That will be in the final version due in June," he revealed.

Right now, the plan will mean very little to employees in terms of specifics Bohn acknowledges. He says it will show that the transition process is being planned and managed with employee concerns, and personnel issues being at the forefront, along with business-based issues.

"This document is just a formalization of all the planning that has to be done. If we did not write the document, we would still do all the planning," Bohn concludes.

Sponsors, concerned about the length of time that labs will be inoperative, will see the strategy for meeting sponsor commitments throughout the transition. They will see how the team plans to integrate these commitments with all the other factors to arrive at acceptable move times for programs and yet comply with the Base Realignment and Closure directives.

In this whole process, sponsor and employee concerns are two sides of the same coin, both dependant on the other. "The personnel section addresses what we are doing to keep our workforce in the future. Of course, projected sponsor workload impacts the kinds of workforce skills we will need in the future at Pax River," said Bohn.

"If we do an excellent job of moving to Maryland and lose our sponsors, it hasn't done the Navy or our employees much good," he emphasized. "Customers are number one and this includes new customers we'll land during the move."

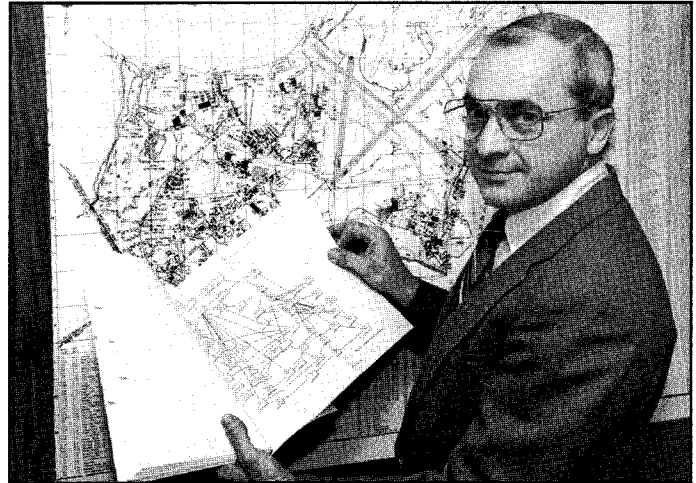


Photo by James Moore

Franz Bohn reviews a copy of the NAWCADWAR transition plan, with a map of Pax River behind him.

One of the reasons the team is writing this document is to show the sponsor audience that NAWCADWAR is very concerned about them, as much as we are about our employees. Bohn said, "We want them to know we are going through a tremendous amount of planning and risk reduction to identify windows of opportunity in order to hold on to their business."

An entire section of the plan talks about continued operations during the transition when Warminster's population decreases as Pax River's increases. "We will need all our support activities, some of whom are being relocated to Pax River," said Bohn. "We need to make sure our operations at Warminster are properly supported in areas such as travel, public works, safety, security, and administration," he underscored, "as some of these people may move before others."

Bohn cautioned the plan is by no means complete. He said great effort went into structuring the document. But there are areas in the work breakdown structures not yet addressed. "These will be developed in the preliminary version, due in April, which will have greater breadth and depth. Since a lot more things will be known, it can have more specifics. "For example, we may have a better handle on the construction schedule and the FY95 NAWCAD organization at Patuxent River, itself," Bohn explained. "This alone can impact what organizations and spaces people will work in."

Larry Lyford
Public Affairs Office

St. Mary's County has rich history



St. Mary's County is located on a peninsula formed by the confluence of the Potomac and Patuxent Rivers and the Chesapeake Bay. This peninsula's endowment of fertile soil, sheltering forest, and bountiful waters encouraged settlements. Archaeological remains indicate a human presence 12,000 years ago. Indians

harvested oysters from these waters and cultivated corn, squash, and beans until the British arrived in 1634.

St. Mary's City was the fourth permanent settlement in British North America, Maryland's first capital, and the original county seat. Three hundred settlers arrived on board pinnaces - the Ark and the Dove - to establish a community devoted to the idea of religious freedom well over a century before the Bill of Rights. They planned to utilize experience gained in Virginia and the Caribbean in growing tobacco and convinced the Indians to turn over their fields and some farming and fishing techniques. St. Mary's City became a bustling center of government and trade until 1694, when Maryland's capital was relocated to Annapolis. By this time, county business was being transacted in another port town, Leonardtown, which has continued as the county seat. St. Mary's City's businesses, inns and homes crumbled.

Although St. Mary's City was not destined to become a metropolis, the county's abundant natural resources continued to support and encourage further development of the existing farm, fishing and forestry industries. As highways replaced waterways the county's relative isolation and the traditional way of life encouraged maintenance of large tracts of land and a rural legacy which graces the county today. Less than 10% of county acreage

is developed and natives are known to refer to the side of a home facing water's edge as "the front" a throwback to the days when visitors, goods and entertainment arrived by water. Until the middle of this century a majority of county residents, farmers and fishermen, depended on the environment for sustenance.

Prior to World War II, the comparative lack of development and the county's location by a large body of water were factors leading to the establishment of Navy activities on 6,400 acres at Cedar Point and at Priest's Point in St. Inigoes. The focus and balance of employment shifted from the land and water to the skies as Navy aircraft test facilities were relocated here. Newcomers flocked to the county for the jobs available and population doubled in a decade. The town that grew up around the base at Cedar Point was named after an aircraft carrier sunk in the Pacific. Today, the Lexington Park area is home to a third of the county's population and a large proportion of the local business community.

The Navy is the largest local employer. Approximately one third of the county's 34,000 jobs are civilian, military and contractor positions located on board the Naval Air Warfare Center Aircraft Division in Lexington Park and the Naval Electronic Systems Engineering Activity in St. Inigoes. The balance of local jobs are concentrated in the service, retail and construction industries. The majority of service jobs involve health, education, computer, data processing and engineering services. Almost three quarters of the county's workforce is employed locally and the median commute time falls between 20 and 24 minutes.

Working close to home allows residents ample time to pursue other activities. Visitors and residents alike are drawn to St. Mary's waters for recreation. The Bay, rivers and numerous inland waterways form more miles of shoreline than there are square miles of land. Almost 7,000 boats are registered to county residents - one for every four households. Numerous formal and informal opportunities to become involved in water-related activities are offered to residents. Those with a decidedly terrestrial bent still enjoy the vistas afforded them at three water-view golf courses, waterside restaurants, hiking trails, and recreation areas. The view from a thousand feet is equally impressive. St. Mary's County Airport, the only public air facility in Southern Maryland, offers charter flights, pilot instruction and a skydiving school.

Over the years approaches by lucrative businesses, from oil refineries to deep water ports, have been soundly rejected by county residents out of concern for the environment. Citizen participants in the development of the county's Comprehensive Land Use Plan established the protection of farmland and natural features as central objectives. As St. Mary's is one of a limited number of areas with large undeveloped waterfront areas, pressure to develop is likely to increase. The challenge will be to balance market demand and financial viability with protecting the environment.

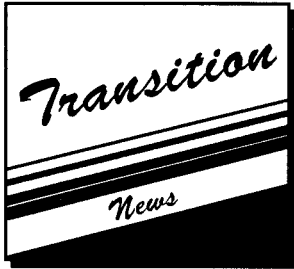


Courtesy photo

The Maryland Dove, a replica of one of two ships which brought settlers to St. Mary's County, is docked at Historic St. Mary's City.

Department of
Economic & Community Development

News Briefs



University of Maryland brings classes to Pax

Patuxent River, Md.—

Employees at the Naval Air Station Patuxent River can now earn various engineering degrees via television from the University of Maryland University College. On Jan. 19, University College

began broadcasting undergraduate and graduate courses to the naval air station located in St. Mary's County.

According to Cynthia Davis, Assistant Director of Instructional Television, the link up with the College Park campus will offer 60 technical engineering and computer science courses in the Southern Maryland region.

"We will broadcast on four channels," she explained. "Three channels are for academic courses. The fourth channel is designed for developmental courses in high-tech areas, such as human-computer interface, failure analysis and hypersonic aerodynamics. These are state-of-the-art courses presented by specialists, who will conduct a presentation.

Televised registration is provided at each satellite site so students may complete applications for acceptance into the program.

Davis believes that the most appealing factor about instructional television is its cost effectiveness. ITV classes are live, real-time interactive instruction sessions. The remote site student can see the professor in the College Park classroom; can hear comments and questions from all of the other students in the class and can pick up the telephone and call in questions.

Classes can be videotaped for students who miss the live sessions due to leave or travel. Davis pointed out, however, that students are encouraged to take the courses live. The university provides daily courier service to all of the sites to deliver and retrieve students' papers.

Tests are handled in a security-conscious manner, she noted. The university has a proctor at each site who receives exams in a sealed packet, distributes the exams to students, monitors the time they are allowed to take the test, follows professor's instructions, then collects the exams and returns them to the campus in a sealed packet.

She said that the university encourages students to teleconference with their instructors on a regular basis.

Courses run from 8 a.m. to 10 p.m. Locations will be determined by the education office on base. The first semester began on January 19. For more information call Margaret Romanoff at 737-3328.

23rd Air Expo Planned

Patuxent River, Md.—Mark Saturday, May 22 as the date for the 23rd Annual Air Expo at the Patuxent River Naval Air Station. Air Expo is a featured event as the Patuxent River Naval Air Station celebrates its 50th Year of Excellence.

The Navy's flight demonstration team, the Blue Angels, will headline the free event which begins at noon. Several nationally-renown civilian aerobatic acts will also perform, and naval aviation will be profiled throughout the day with demonstrations, exhibits and static displays.

The Blue Angels fly the F/A-18 Hornet strike fighter aircraft, a multi-role, high performance, tactical airplane used for fighter, strike or intercept missions from aircraft carriers or shore bases. Seen by millions worldwide since 1946, the Blue Angels demonstrate precision flying techniques in extremely close formation.

The civilian performers will entertain the crowd with gliders, parachuting, skywriting, comedy and more.

Parking is free and gates open at 9 a.m. No bicycles, skateboards, glass containers, alcoholic beverages or pets are permitted.

Meet Lissette Fortuno of the UAV Branch



Photo by Jason Craig

Name: Lissette M. Fortuno
Hometown: Caguas, Puerto Rico
Birthday: Aug. 5
Position: Electronics Engineer
Organization memberships: Chairperson for the Hispanic Group, member of WISE and EEO committees
Years of Government Service: 5 years
Preferred entertainment: Learning new things, and when I have time, handicrafts and cake decorating
Last book read: "Teaching the Elephant to Dance", by James A. Belasco, a book about the need for change in management theories
Strongest attribute: Trying to do as much as I can
Worst flaw: Trying to do too many things
Favorite food: Puerto Rican food and anything sweet
Unfulfilled dream: To be a doctor, a teacher, a ballerina, play guitar, violin, and piano, and have the time to do all this
Goal in life: To keep learning new things and to be the best I can be
How should your tombstone read: My work is finished—beam me up!
If stranded on a deserted island, other than the basics, what three things would you like to have: My family, materials for crafts, and the Star Trek transporter



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 Heather Myllenbeck



The Reflector is published for people like Wendy Hendricks, Code 045.



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA
APRIL/MAY 1993 • VOLUME 38 • NUMBER 4

Two center employees receive top honors

John J. Chmielewski

John J. Chmielewski, the director of the Facilities Management Engineering Division, Public Works Department, was recently presented the Meritorious Civilian Service Award by Capt. William L. McCracken, the commanding officer of the Naval Air Warfare Center Aircraft Division Warminster.

An electrical engineering graduate of Drexel University, Chmielewski earned his degree attending classes part-time for 10 years. His supervisor at the time convinced him the only way to advance, regardless of his knowledge, was to get his degree. He is very proud to have worked his way up the ranks and takes more pride in helping others. As an outsider in his work area, to bring up his name is to elicit a positive comment or an incident to illustrate unsolicited appreciation for something he has done.

He is a "hands-on" leader who is relied on for his expertise and extensive knowledge accumulated in his 31-year career.

(continued on page 6)

Michael V. Mele

Capt. William L. McCracken, commanding officer of the Naval Air Warfare Center Aircraft Division Warminster, recently presented Michael V. Mele with the Meritorious Civilian Service Award. Mele, supervisory program engineer, earned this honor for his technical expertise and leadership in airborne anti-submarine warfare (ASW) active sonar developments. Active sonar systems transmit signals and receive returning information, whereas passive ones only receive signals. He contributed to every active sonar system introduced to the fleet since 1965.

Of particular note, Mele developed a Slotted Cylinder Projector (SCP) transducer technology which converts electrical energy into acoustic energy underwater. SCP is a low frequency, high power projector providing the highest acoustic power available in any navy for its size and weight.

(continued on page 6)



Capt. William L. McCracken pins the Meritorious Civilian Service Medal on John J. Chmielewski.



Michael V. Mele receives the Meritorious Civilian Service Medal from Capt. William L. McCracken.

Photos by Jason Craig

Our future demands a pro-active stance



Capt. William L. McCracken
Commanding Officer

It's difficult to work in an atmosphere of constant change. It's even more difficult to make decisions and to take positive actions while unsure of what future changes might be. The false hope that things will change for the better if we just ignore them feels good for a time. By doing this, however, we may eventually reach a point where we are out of step with what is going on. We cannot let this happen to our organization or to our people.

There is no doubt that we will be faced with downsizing efforts, relocation pains, competitive pressures, and a total reshaping of the R&D business as we know it in the coming years. We need to accept these challenges and face them as quickly and as pro-

actively as possible. From an organizational point of view, we are preparing to do this through the teams working on the Transition Plan, the Business Development Plan and our Skills and Resources Management effort.

It is my objective to help you recognize our changing environment and to encourage you to actively take charge of your own future. The structural framework for providing assistance is beginning to take shape. Our improved communications efforts, the self-assessment forms, our emphasis on training, the relocation information plan, BEACON's managing change efforts and the creation of an employee assistance center all form the foundation. Although these efforts are still in the developmental stages, they will evolve to better serve your needs. I strongly recommend that you take advantage of these initiatives.

- **Communication sources:** New sources of information include branch head weekly meetings, minutes of the CMG and CAB, The Warminster SitRep, the Backtalk Box, and branch heads/division heads accessible to me through our E-mail system.

- **The Self-Assessment Form:** This form is designed to assist you in gaining a better understanding of your skills, knowledge, personal contacts, education and desired training. It will help you assess your personal situation and marketability for either a job at Patuxent River or for a job elsewhere.

- **Training Emphasis:** I encourage you to look at your personal needs and identify training that will help meet your future career goals. It's our goal to provide a minimum of 40 hours of quality training for each employee.

- **The Relocation Information Plan:** This plan was developed by People Team I and is currently being updated. This plan documents the type of information that is needed by employees to facilitate a successful move, indicates who will be responsible for providing the information and when it is most effective to provide it.

- **BEACON's managing change efforts:** BEACON will be selecting employees interested in becoming facilitators who will assist you in dealing with the stress of the relocation, in focusing on positive actions, and in coaching you through relocation, retirement or outplacement decisions.

- **The Employee Assistance Center:** Located near the main lobby, this resource room, staffed with books, software, brochures, maps, vacancy announcements, employer listings, etc., will provide both the information and the services you will need for a successful relocation or an outplacement.

Even with the best plans, communications systems, and support services, I fully recognize that the burden to face this challenge remains yours alone. I will continue to make every effort to provide you with the best possible resources to support your personal transition. I hope to get a similar commitment from you

Capt. William L. McCracken
Commanding Officer



Photo by Jason Craig

A center employee expresses concerns during one of Captain McCracken's regularly scheduled All Hands Meetings.

Straight Talk

“Best of the best” for Naval aviation



Lew Lundberg
NAWC Executive Director

In the last “Straight Talk” article I discussed the three key forms of teamwork; program support, functional support and organizational support on which the Team Integration Strategic Quality Management Board (SQMB) is focusing. This time I will go into more detail on program teamwork as it is being defined by the Technical Support Quality Management Board (QMB).

The QMB has determined that we must be more disciplined in the way we support our programs. Before the Naval Air Warfare Center (NAWC) was formed, individual field activities would market their services directly to various customers in Naval Air Systems Command (NAVAIR) and present their support proposal with little or no coordination with other field activities. The customer was then left to sort it all out, judging between competing or overlapping proposals, and then funding the maze of activities making up the program support team. This process led to investments in redundant facilities and overlapping capabilities at our field activities.

Because we can no longer afford to continue supporting programs in that haphazard fashion, we will instead establish a top-down, controlled process to determine specific program needs using systems engineering principles. The class desks (CD’s) will form systems engineering teams (SET’s). The purpose of these teams will be to look at the overall system requirements of the

Program Manager, make system trades in cost and risk, and determine the required work breakdown structure (WBS) to effectively support the program. These CD/SET teams will include technical specialists that have skills both in a functional discipline and in systems engineering. The SET will normally be made up of NAVAIR headquarters personnel representing areas such as propulsion, structures, avionics, logistics, and a lead field system engineer who will also be the leader of the systems engineering support team (SEST) with supporting experts from the NAWC and the Naval Air Depots (NADEP’s).

The key concept in this new way of working is to first determine from a systems standpoint what the real program needs are, and then to specify them in a work breakdown structure. The elements of that structure are then assigned to the most capable organizational TEAM elements, without regard to geographic or organizational boundaries. This is one of the reasons we are concerned about Mission Purification. We need to have the most efficient support structure possible to perform work this new way. We can’t afford any unnecessary duplication whatsoever.

By now you may be beginning to realize just how heavily teamwork will play in our new way of doing work. Program teams will consist of NAVAIR, NAWC, members of the depot community as well as other warfare centers. We will be teaming up to bring the best of the best to bear on the program without regard to organizations or sites. Our overall intention is an organization capable of marshaling resources from across the command to provide a sound, objective and coherent technical voice in support of naval aviation decisions/decision makers.

In the next “Straight Talk,” I will address the functional support team that must provide the technical structure to enable the program support TEAM to do their job with excellence.

By Lew Lundberg
NAWC Executive Director

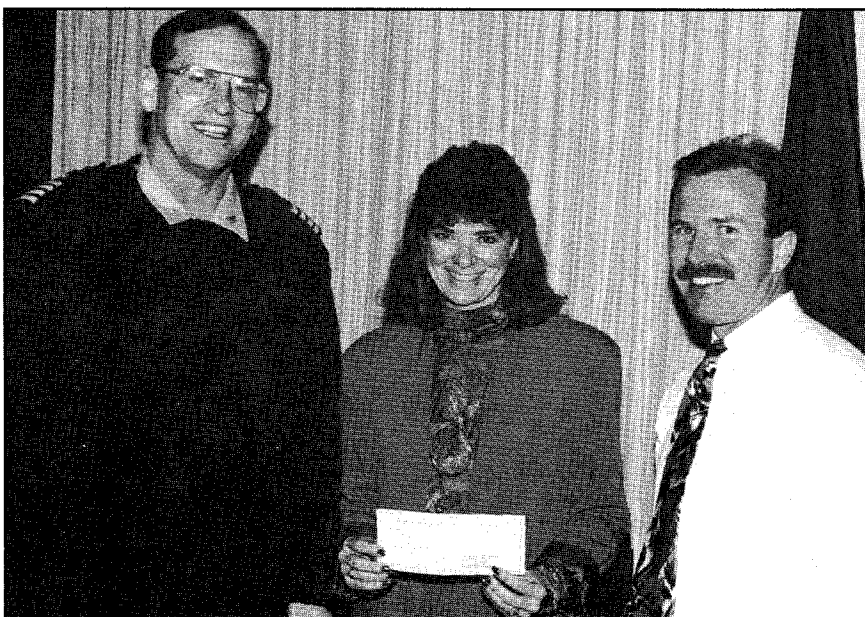


Photo by Drew Schmith

Joe Halstead, assistant coordinator for the Pennsylvania Motorcycle Safety Program presented a \$1,000 check to be donated to the Morale Welfare and Recreation Division. Accepting the check was Capt. William L. McCracken and Mrs. Maureen Talley, the center’s VIP visit coordinator who assists with the program.

Straight Talk

NAWC director explains functional teams

In this Straight Talk article I will share with you some of the current thinking on the need, make-up and responsibility of the functional team. This will involve the establishment of processes to ensure our people have the proper competencies to provide the world class support we need to make our programs successful.

With the current environment of reduced budgets and personnel draw downs, what is the best way to insure our people have the proper training and demonstrated competencies? The technical support quality management board (QMB) has determined that we must be much more methodical in the future than we have been in the past. We can no longer afford to be haphazard in the recruitment, development, and assignment of our personnel. Instead, we must determine what our programs need, and the inventory that we have, in order to deal with any shortages or overages.

We need to know answers to questions like: What are the proper skills, experience, training, and performance levels for a journeyman propulsion engineer? Or an aircraft systems engineer? Or a cost or price estimator? Or an avionics sensor engineer? Or a contract specialist? Or a "you fill in the blank." If we are to be successful in providing more with less, then each of us must be truly better at doing our jobs.

The technical support QMB believes that the best way to deal with this problem is to establish a dedicated cadre of people that will provide full-time emphasis on the answers to these questions. For example we may have a functional leadership area such as air vehicle engineering. This functional leadership area would be led by a person, normally in Naval Air Systems Command headquarters, who would be responsible for establishing the journeyman requirements for employees supporting air vehicle engineering. Factors to consider would be formal education, job experience,

special training and currency. When an individual meets these requirements, that person would then be "qualified" to perform the duties of an air vehicle engineer. Individuals who meet these qualifications will be listed in our data base and will then become part of the cadre of people providing functional support in that area. Needless to say, this will take some time to fully develop, but it is important to bring about the process that will make it happen.

We are currently in the process of establishing the list of program support functional areas. I expect we will end up with a list of about 25 functional areas. Each of these areas must be carefully thought out to define the proper range of competencies to support programs, and yet avoid being so detailed that it totally eliminates the flexibility of our site managers to make work assignments and minimize down time.

The next step will be to analyze what our program needs are based on, and to define the needs of our program managers; and then to balance that against an inventory of people possessing skills in the required functional areas. This may generate some shortages and overages that will be adjusted with the additional training and job reassignments.

In the next straight talk I will complete the third organizational leg on the program support platform and show you how this will all work together to make us both more effective and efficient in support of the TEAM.

By Lew Lundberg
NAWC Executive Director



Mike Mocenter explains microlite lab projects to a group of marines who recently toured the center. The marines represented the Amphibious Warfare School, Marine Corps Combat Development Command from Quantico, Va.

Photo by James Moore

EEO volunteers honored by center



1992 EEO Award Winners and Collateral Duty Counselors.

Photo by Jason Craig

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) held its annual Equal Employment Opportunity (EEO) awards ceremony recently to honor nominees in three categories; individual accomplishment, manager/supervisor and group for their outstanding support of the center's EEO programs.

The top honor for individual efforts went to David B. Klock, an engineer in the Anti-submarine Warfare Department. As the center's chairperson for access (for individuals with disabilities) committee, Klock is actively involved in advising the center of the accessibility criterion as contained in the Americans with Disabilities Act and does a great deal to heighten the awareness of the outstanding contributions of the disabled in the workplace.

Klock is helping the center to prepare for the relocation to Southern Maryland, by serving as an advisor to the transition team responsible for the move and ensuring that accessibility is a forethought and not an afterthought in building construction.

His involvement does not stop at the center's main gate. Klock is a member of the National Task Force for Public Awareness of Muscular Dystrophy and has written several articles on topics relating to this group's concerns. He served as a volunteer for the Jerry Lewis Muscular Dystrophy Telethon last year, where he was interviewed about another program he supports, the Service Dog for the Disabled Program.

Two employees shared the EEO's Manager of the Year Award. Carl T. Calianno and Ralph M. Catanese, both members of the Air Vehicle and Crew Systems Technology Department, serve as members to a department subcommittee for Employees with Disabilities. They have assisted the center's EEO office in

removing barriers, recruiting, advancing, and accommodating person with disabilities. They provided assistance and maintenance for electronic carts used by disabled employees; lobbied for passage of disabled motorists' legislation; and establish a NAWCADWAR Disability Intern Program.

Women In Science and Engineering (WISE) took the top honors in the EEO Group category. They were noted for demonstrating a true outreach into the surrounding communities, as well as designing professional career seminars focused at the center's female scientists and engineers. WISE visited 17 elementary schools in 1992, and talked with more than 2,500 students encouraging them to establish a continuing interest in math. They initiated a math club at MacDonald Elementary School and currently, two members of the club serve on the Centennial School District Evaluation Board reviewing the grading and evaluation criteria of the district.

This year's EEO awards ceremony was dedicated to the volunteer EEO collateral duty counselors. Recent changes to the Navy's EEO complaint system have eliminated these positions. The counselors were applauded for their immeasurable contributions to the center by resolving complaints at the lowest possible level, and by demonstrating the values of equal opportunity through their departments. Honored were: Hazel Andrews, Jeff Davidson, Evelyn Goldstein, Dorothy Gramlich, Janet Rose Greene, Matthew Lamb, Marie McPartland, Robert Moore, Sig Rafalik, John Scott, Barbara Turner, and Sheldon Weisman.

(continued on page 6)

Chmielewski earns civilian service award

(continued from page 1)

Chmielewski, the laboratory's facilities management expert, was responsible for the laboratory's overall automation for the facility. He ensured the Public Works Department had an extensive system of computer equipment and software, computer aided drafting equipment as well as automated project and job tracking programs.

Chmielewski arranged for early computer program support by offering his department to test several programs developed by the Naval Facilities Engineering Command prior to their Navy-wide release.

He ensured the site was expertly maintained to include planning for backup systems on critical areas.

Last summer, he assembled a team, coordinated contractor support and avoided major problems when one of the laboratory's main airhandler and chiller units failed completely without warning. He did this without impacting on continuing operations.

In response to a need for additional secure areas for classified projects, he, quickly, spearheaded a drive to create three new secure areas.

Chmielewski takes great pride in that the facility achieved extensive energy savings, and the use of state of the art lighting wherever possible, long before similar initiatives were advanced and implemented throughout the Department of the Navy. What he did quietly years ago others, now, receive recognition for.

By Larry Lyford
Public Affairs Office

EEO volunteers honored by center

(continued from page 5)

"This awards program reminds all of us that community service and volunteerism is still a part of our workforce," said Janet Russell, deputy for the equal employment opportunity office. "During the times of budgetary limitations, downsizing, and hiring restrictions, support of our EEO and affirmative employment programs become essential elements to the success of workforce diversity."

By M. J. Jadick
Public Affairs Office

Mele recognized for Navy-wide impact

(continued from page 1)

SCP is the first major breakthrough in underwater projector technology in 20 years. In 1990, the SCP development was selected as the best 6.2 Exploratory Development Program in the U.S. Navy. Its success will aid all air, surface and below the surface antisubmarine forces and advance transducer science. Small transducers weighing tens of pounds can replace ones weighing several tons. A full engineering development/production contract has been awarded for the sonobuoys.

Airborne active ASW systems operating at lower frequencies than before possible, also constitute another tribute to Mele's technical accomplishments. He has provided technical direction for ASW acoustic research for the generation, transmission, reception, processing, analysis and display of acoustic energy for detection, localization, classification, and attack against underwater targets.

Mele's service began as a junior project engineer. He has served as block manager of the 6.2 Air ASW Surveillance Block and consultant for naval laboratories and contractors in ASW acoustic research.

Mele's wife, Jennifer, children, David and Jennifer Carole and brother Anthony attended the ceremony.


By Larry Lyford
Public Affairs Office

Memorial Day Message From the President

Each Memorial Day we pause to remember that our freedom has been secured by the blood of patriots. On Lexington Green and in battles around the world, Americans gave their lives in service to their country. Today we honor them for that sacrifice.

We must all rededicate ourselves to upholding the freedom such sacrifice has earned us. The men and women of today's armed forces have a special role in protecting the liberty our forefathers worked so hard to preserve. You stand in the first line of America's defense, and your daily efforts help promote the peace and stability that allow freedom to endure.

The tradition of placing flags and flowers on graves across the world illustrates that the deeds of Americans buried there are still fresh in our memory. Inspired by those brave men and women we honor on this occasion, let us all renew our commitment to protecting the ideals for which they gave their lives.



Bill Clinton

Command Master Chief Robinson takes charge

On Apr. 6, the center's command master chief responsibilities changed hands. At 1415 hours on the military clock, the change of charge took place during the center Quarters for Awards. Change of charge is a formal Navy tradition that occurs when a departing command master chief relinquishes his responsibilities and the assigned replacement accepts them.

Captain McCracken called Master Chief Petty Officers Edward P. Smith and James A. Robinson front and center to begin the exchange. Both Smith and Robinson rendered a snappy salute to the captain. Then, Smith began his report followed by Robinson. Smith reported he was ready to relinquish responsibilities and Robinson reported he was prepared to accept the position.

Later, Robinson explained, "It's a normal procedure. The old guy gives up the spot to the new one," he said, "In a sense that's what took place."

After the exchange, Master Chief Robinson had all the responsibilities as

the command master chief for the center. Smith, as is also Navy tradition, assumed an advisory role for the remainder of his time onboard.

As in all simple assignment changes, there are a number of things that the casual observer doesn't really understand according to Robinson. Very broad requirements do not transfer in a moment's time. Chiefs understand the transition time is often too short. They help each other all they can for the success of the command and the welfare of the troops. "The chiefs' community is the only one of its kind that holds expertise and leadership at one time," he explained.

For the next three years, enlisted personnel will rely on Robinson to support their needs through his guidance, wisdom, knowledge and practical experience. He will uphold and explain new policies, as well as challenge old ways that don't work. Robinson said, "This is a time for change and each action must be a practical application of how to do things best."

According to Robinson, the enlisted

troops don't often get to view this type of ceremony. The pace in the fleet is much too rapid to support such a ceremony in front of an entire command.

Robinson's philosophy is that people will always bring success to the Navy. "When we, as chiefs, look back, we can not help but recall those times when we were the workers, depending on our chief to look out for us and the well being of the command."

"Hard, but rewarding times keep good people around," he concluded. "Hard jobs, and how chiefs apply leadership to accomplish their goals, keep people serving."

Robinson reports from Patuxent River where he worked with the Force Warfare and Reliability and Maintainability Department. Prior to this, he was Patuxent River's aircraft intermediate maintenance chief. He also served in quality assurance roles and as command senior chief for VA-37, the Navy's flight demonstration team, the Blue Angels.

**By Larry Lyford
Public Affairs Office**



Incoming Master Chief Petty Officer James A. Robinson, shakes hand of outgoing Master Chief Petty Officer Edward P. Smith as Capt. William L. McCracken oversees ceremony.

Photo by Jason Craig

Producing a better airplane ...148883

UP-3A BUNO 148883, the center's own Wobbly-Gobbly started her life as a pioneer and continues to be a pioneer to this day.

Aircraft 883, the oldest Orion in the fleet turned 32 this year. She rolled off the production line on Mar. 31,1961 and is still in service today. 883 started her life as a test aircraft for Lockheed. For the first two years she was used to verify the operating and performance characteristics of the P-3 and to develop the performance charts and other information that are still used today in the Naval Air Training and Operating Procedures Standardization (NATOPS) manual. She was officially turned over to the Navy in June 1963, at which time she entered duty with the fleet.

In January 1971, she was transferred to Warminster, once again as a test aircraft.

For the last 22 years, 883 has traveled around the world in support of the center's mission, which is, in part, "to produce a better airplane."

Throughout her history 883 has undergone several major airframe changes. The most noticeable addition is the large belly radome attached to the aft fuselage which gives 883 her "wobbly" flight characteristics.

Aircraft 883 currently earns her keep in support of two projects, Synthetic Aperture Radar (SAR) and High Altitude Remote Platform Surveillance System (HARPS), and is about to undergo another major change. Her T56-A-10 engines will be replaced with the newer, more powerful T56-A-14. 883 will be one of two UP-3A's here at Warminster to undergo this change and will be used as a verification

model for the rest of the P-3A's in the Navy. In addition to the improved performance provided by the hotter burning T56-A-14 engines, there are significant savings to be gained by having all of the center's P-3's running the same power plant. Not only will it streamline the supply system, but it will be much easier for the mechanics to maintain a homogeneous fleet.

Even though she is 32 years old, with only 12,310 flight hours on her, the aircraft still has plenty of life left in her. These newer engines will carry 883 and all upcoming project configurations well into the future, in the never ending effort "To produce a better airplane."

By Lt. James R. Fallon
Test and Evaluation Dept.

**"You're not getting older ...
you're getting better ...
Happy Birthday ...
UP-3A BUNO 148883"**



Photos by Photo Lab



In January 1971, the Orion was transferred to Warminster (above). Today, (at left) the 32 year old bird still has alot of flight time left in her.

Patent attorneys present specialized lectures

Patent Counsel James V. Tura, and Associate Counsels Susan E. Verona and James B. Bechtel recently made specialized presentations to the Office of General Counsel (OGC) East Coast Conference at the Naval Air Warfare Center Aircraft Division Lakehurst.

They supported the conference theme, "The Role of OGC Field Attorneys in a Changing Department of Defense Environment" in a specialized day long session on intellectual property. OGC attorneys provide support throughout the military. Field attorneys provide on site support at military installations.

The OGC field office at the Naval Air Warfare Center Aircraft Division Warminster includes five attorneys — two general attorneys, who provide general legal services and three patent attorneys, who provide legal services in the field of intellectual property throughout the aircraft division.

"We devised a series of lectures on important specialized topics for 15 patent attorneys," Bechtel explained. "Questions people in our specialty asked showed they had a real interest in what they were hearing," said Bechtel.

Verona spoke on a rule requiring patent attorneys to provide certain disclosures to the patent office. Tura and Bechtel addressed administrative claim procedures.

Subjects covered in the general sessions included research, development and acquisition, environmental compliance, base closure, freedom of information, fraud, and current personnel issues.

Attorneys not familiar with the Lakehurst aircraft division facilities had the opportunity for a tour lectures as well as to hear specialized presentations at the conference.

By Larry Lyford
Public Affairs Office

Lightweight AISAP vest goes to Somalia

The Crash Safety Survival Systems Branch responded quickly to a Naval Aviation Systems Command request to outfit Marine helicopter aircrews with aircrew integrated survival armor protection (AISAP) vests to protect aircrews supporting Operation Restore Hope in Somalia. "Flight crews used the vests extensively and thought they were great," said AISAP Project Engineer Keith Winn. "The pilots, co-pilots and crewchiefs all wore them throughout their 2 1/2 month tour and hated giving them up."

Squadrons had eagerly sought the Naval Air Warfare Center Warminster designed and developed vests for Operation Restore Hope. They had evaluated them earlier in Operation Desert Storm. Though never combat tested in the desert, aircrews clearly trusted and wanted them.

The AISAP system, an interrelated body armor system, is designed for use by all Navy and Marine helicopter aircrews. It provides ballistic protection from small arms fire.

"The greatest advantage of the new design is that it is modular so it allows for maximum mission flexibility," said Winn. "It must protect aircrews anywhere in the world they may have to serve and protect in every mission."

The system has three basic parts; body armor, a new mesh survival vest, and a flotation assembly. The new mesh vest has many improvements over older systems. It includes better heat dissipation, an integrated torso harness and a modular (movable) pocket system to increase mission flexibility.

The flotation portion uses a proven LPU-21 series life preserver. Two part body armor provides two levels of protection, known as soft and hard. Soft protection refers to protection from small arms fire and uses ballistic Kevlar armor. It protects from 9mm rounds or any projectile traveling at up to 1,400 feet per second. Hard, or armor protection, protects from .30 caliber armor piercing rounds or any projectile traveling up to 2,800 feet per second and is made of an aluminum oxide ceramic.

The vest also has a quick, one-hand-two-motion, release for the hard armor plates. With this, crews can release the plate armor quickly in emergencies such as ditching over water. In moments, the system providing ballistic protection also provides flotation support.

The AISAP light weight, integrated personal body armor weighs only 15 pounds compared to current T-65 body armor weighing 42 pounds

"Crews wore these vests when their helicopters received incoming fire but neither the crews or vests were hit, only the aircraft," said Winn. "Crews liked the light weight and the way the mesh dissipated heat."

By Larry Lyford
Public Affairs Office

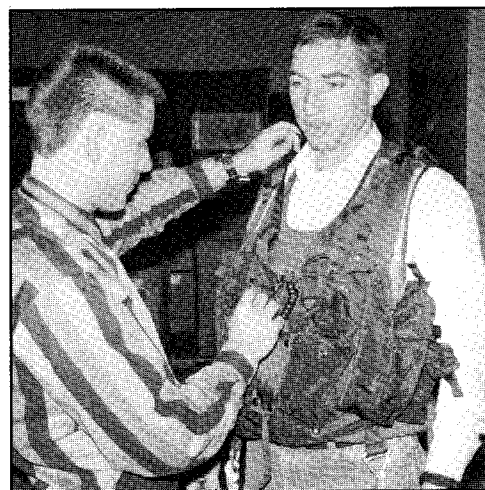


Photo by Cathy Burian
Rod Pursell (at right) and Keith Winn display the interrelated body armor system designed specifically for helicopter aircrews.

Cluster Ranger provides real-time intelligence

The Warminster, Indianapolis, Lakehurst and Pax River Naval Air Warfare Aircraft Division (NAWCAD) sites are involved in fabricating an electro-optical imaging system called Cluster Ranger. This \$40 million effort, with Warminster as the lead laboratory, will provide P-3C aircraft with long-range real-time intelligence gathering capability.

"This is a unique opportunity to focus on Naval Air Systems Command's team integration strategy, and implement its concept on a major Navy program. I am quite confident that the aircraft division will rise and meet the challenge," said Francis W. Chamberlain III,

Reconnaissance/Surveillance Branch program engineer for the Cluster Ranger program.

Cluster Ranger will provide the Navy with an essential element to meet the new "... From the Sea" mission, and demonstrate to the Department of Defense how NAWCAD can develop integrated teams to provide future weapons systems.

"Rear Adm. Strong (Commander, NAWCAD) likes the team integration strategy to meet Navy needs and he felt very comfortable with our approach," said Chamberlain. "We will be viewed as the model for team integration," Chamberlain said.

Cluster Ranger is the first Navy program to coordinate resources from NAWCAD facilities to build a fleet weapons system. We may be the first, but, this is definitely the future of Navy programs."

Cluster Ranger comes from an earlier in-house Navy program, Tactical Optical Surveillance System (TOSS). A team of Warminster engineers and technicians designed and fabricated TOSS to provide the Navy with long-range airborne imagery. Cluster Ranger is a derivative of TOSS, slimmed down by several hundred pounds, image sensors improved and

(continued on page 11)

Small business technology fair is success

The laboratory's small business office and the Philadelphia office of the U.S. Small Business Administration recently co-hosted a small business technology fair in hanger bay 1.

Thirty-six firms exhibited their technical capabilities. The theme of the fair was advances in computing and informa-

tion management. Representatives from the firms were able to explain their respective capabilities to the center's engineering and scientific personnel.

This interaction results in new or increased business opportunities for the firms. Center personnel benefit because they learn of new products and capabili-

ties of many firms at one place in a very short time.

The Naval Air Warfare Center Aircraft Division Warminster hosts at least one fair of this nature a year. This year for the first time, the laboratory invited small business specialists from other aircraft division sites. Each of the other sites will host similar business opportunity fairs.

One of the surprise visitors to the fair was Rear Adm. George H. Strohsahl, commander of the Naval Air Warfare Center. While here to meet with NAWCADWAR management for briefings, he took time to view the exhibits and discuss database details with one of the business representatives.

This fair is one of the methods the small business office uses to seek and identify new, capable small businesses to satisfy our laboratory's requirements.

**By John D. Scott
Small Business Office**

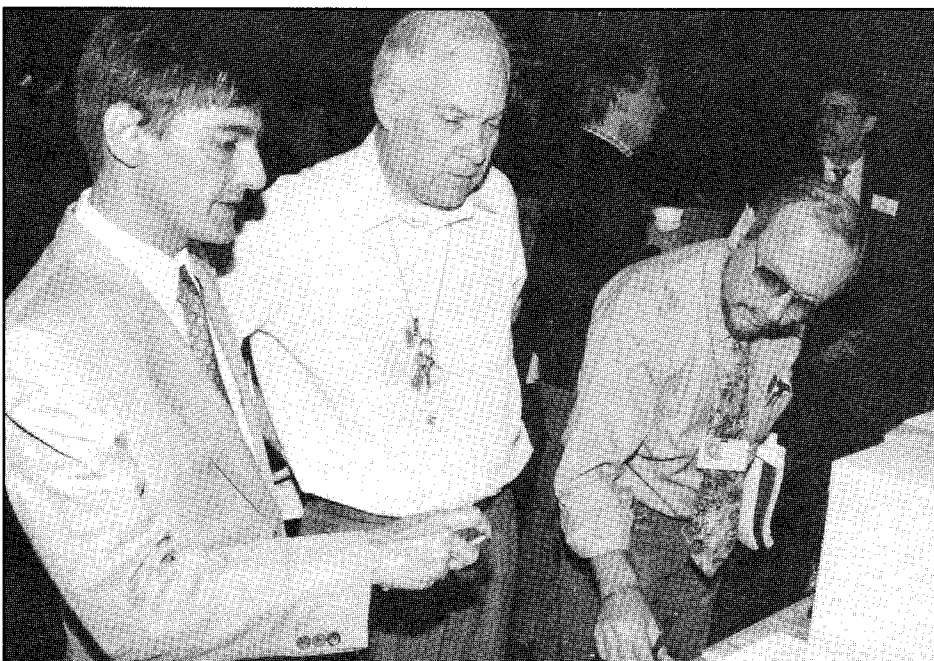


Photo by Drew Schmith

Employees visit booths in hanger bay 1 to see what services or items are available to them during small business technology fair.

AD works together on Cluster Ranger

(continued from page 10)

improved and configured so it can be rolled on and off mission aircraft in less than three hours. To date, two Cluster Ranger systems have been built for an allied government using Warminster fabrication shops.

TOSS was used extensively in Operation Desert Storm. The results demonstrated to the Navy the worth of long-range visual imagery. Using a Cluster Ranger system, Warminster undertook a proof-of-concept test using an NAS Brunswick P-3C for the counter drug upgrade (CDU) program. Success of these tests led the Navy to order six Cluster Ranger systems for the CDU program, and schedule an additional 38 to be built when 68 P-3C's are extensively modified under the antisurface warfare improvement program starting in FY94.

The Navy's plan to produce so many Cluster Ranger systems presents special problems. "We were able to fabricate one system a year relying solely on in-house resources," explained Chamberlain. "But to build one system a month, we are going to have to pool all NAWCAD resources." Using the combined efforts of all four facilities, the program will still take over five years to complete.

So how does the Warminster's realignment move to the Pax River facility effect the program? "Not significantly," concluded Chamberlain. To him, the most critical piece of equipment for system integration at Warminster is an optical test bench used to align Cluster Ranger's optical elements. "We plan to complete all six CDU systems and deliver the first 13P of the P-3C aircraft improvement program systems before we move to Pax," said Chamberlain. "During that time, we plan to duplicate our critical

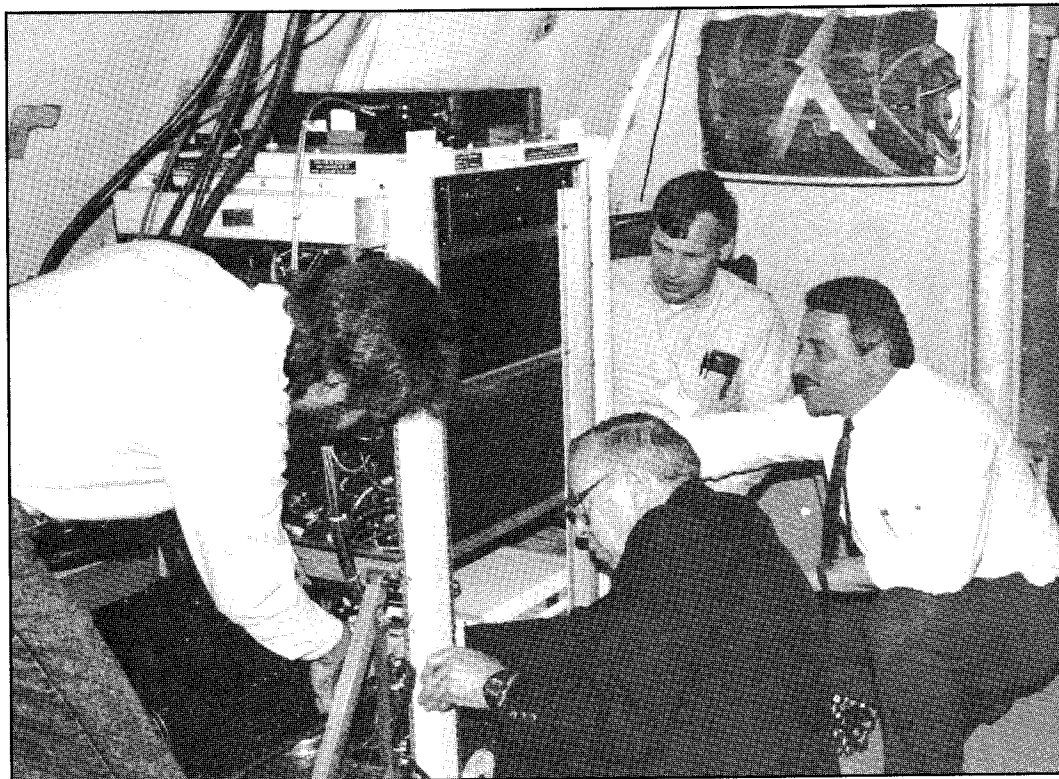


Photo by Drew Schmith

Reconnaissance/Surveillance Branch members Steven Wichrowski, Bob Tobin and Woody Metcalf (seated) and Francis W. Chamberlain III, perform final system checkout of the Cluster Ranger system on a P-3 for drug interdiction work.

test equipment at Pax River and use a second integration team there. We will train this second team as we produce the first six systems at Warminster." Chamberlain said those at the Paxtuxent River site will take over production during the actual relocation from Warminster and everyone unites as one team to complete the work by 1998.

To determine which Navy facility could best support individual efforts, Chamberlain and his team of mechanical engineers visited various installations to evaluate their resources. Using this information, they formulated a plan to produce Cluster Rangers in the most cost effective, efficient way. Lakehurst will perform the large machine operations, Indianapolis will do the small intricate machine operations and printed wiring boards, and Warminster will build the operator station, fabricate all sheet metal units and act as the main integrator and lead activity.

"The challenge for us is to gear up for production and deliver a quality product to the Navy in spite of the transition to Pax River," Chamberlain concluded. "Our team is totally dedicated and our track record speaks for itself."

By Larry Lyford
Public Affairs Office

This \$40 million effort, with Warminster as the lead laboratory, will provide P-3C aircraft with long-range real-time intelligence gathering capability.

A-6E Intruders to get new night vision system

A Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) team is on the verge of providing the Navy with a unique capability. The team developed specifications, and is implementing an engineering change proposal to provide the A-6E Intruder cockpit with night vision compatibility exceeding that of any existing aircraft cockpit.

The lighting team blends management and systems engineering skills of Theodore Kopp, A-6E program engineer; Joyce Iavecchia, lead system engineer; Joseph Gunchenko, system engineer; Ralph Zecca, system engineer; and Thomas Kalac, logistics expert; with the technology skills of Laurie Bryner, lighting; Janet Cuce, lighting; Paul Tihansky, displays; Mike Eddowes, electrical power; and the contracting acumen of the project's principal contracting officer, Ronald Pepka.

The team developed the A-6E system concept for pilots to perform night time visual bombing runs at low altitudes while remaining as "invisible" as possible. To do this, aircraft cockpit lighting needed to be converted from red to green, a major undertaking because of demanding lighting specifications.

Lighting must not cause "blooming" in the pilots' night vision goggles, and be hard to see outside the cockpit.

Currently, night attack F/A-18C/D Hornet and some A-6E aircraft have some night vision system cockpit compatibility, but the new system offers improved performance and enhanced logistical supportability.

This effort took the team from initial investigation through design, development, prototyping, demonstration, validation, procurement, test and evaluation, and production. The broad spectrum of this endeavor is a unique accomplishment for a major tactical platform for the laboratory.

Kopp kept the project within its tight schedule and funding constraints. This required procuring production quantities of state-of-the-art components, retrofitting the new components into aircraft designed in the early 1960's and not uniformly configured.

Pepka made multi-million dollar awards from NAWCADWAR to acquire the appropriately modified instruments, panels, and displays. Through his efforts the Navy procured equipment in record time and at the lowest cost.

Kalac now is accepting, inventorying, and assembling the myriad of parts which constitute a full-up cockpit configuration into individual kits. Each is tailored to an individual aircraft by tail number for shipment to the naval aviation depots for fleet installation.

Bryner, Cuce and Tihansky are performing lighting laboratory tests on components. They assure compliance with the "better than MIL-SPEC" requirements.

Eddowes analyzed the capability of the existing A-6E electrical circuits to provide power for the night vision compatible components and recommended means of retaining adequate electrical system support.

Iavecchia, Gunchenko and Zecca just completed preparing a Naval Air Systems Command validated A-6E cockpit simulation for laboratory demonstration of the lighting kits prior to shipment assembly. They will put all the instruments, panels, and displays through a systems level assessment and validation.

The entire team has spent considerable effort specifying and acquiring all the necessary cockpit components.

The first modified aircraft will be an A-6E from the VX-5 squadron to serve as a flight test bed. A total of 89 A-6Es will be modified.



Photo by Jason Craig

This team developed specifications, and is implementing an engineering change proposal to provide the A-6E Intruder cockpit with night vision compatibility exceeding that of any existing aircraft cockpit.

**By Larry Lyford
Public Affairs Office**

Center hosts dispute resolution conference

Commanding officers, executive directors, EEO managers/specialists, labor relations specialists as well as legal counsels from across the Naval Air Systems Command (NAVAIR) met in Philadelphia recently for NAVAIR's 1993 dispute resolution conference.

The conference, hosted by the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) was held at the Sheraton-Society Hill Apr. 13-15, as part of NAVAIR's plan in continuing toward the goal of a dispute-free work environment; and, when there are disputes, giving high priority to informal resolution at the earliest stages and at the lowest possible level.

The agenda for two and a half days was filled with opportunities for networking, improving communications with employees, and developing strategies to prevent future discrimination complaints. The selection of speakers opening the conference included Rear Adm. Donald Boecker, vice commander NAVAIR, who presented an overview of the conference as well as of NAVAIR's EEO program; and Dr. Susan Duncan, director, NAVAIR Human Resources Management. Capt. William L. McCracken, as commanding officer of the conference's host activity, welcomed the participants to the conference and the area, and, in his remarks, stressed the need for all people to treat each other with respect and dignity.

The audience, which numbered just under 100 representatives from all parts of the country and also included members of the Philadelphia Area Navy EEO Council (PANEC), benefited from several outstanding presentations.

A dynamic offering by Ted Childs gave attendees some insight into how the private sector handles cultural diversity. Childs is the director, Workforce Diversity Programs with Workforce Solutions, an IBM Company, responsible for IBM's equal opportunity, affirmative action and work/life balancing programs. He outlined IBM's commitment to getting the job done by meeting the needs of its diverse workforce. With an eye to the

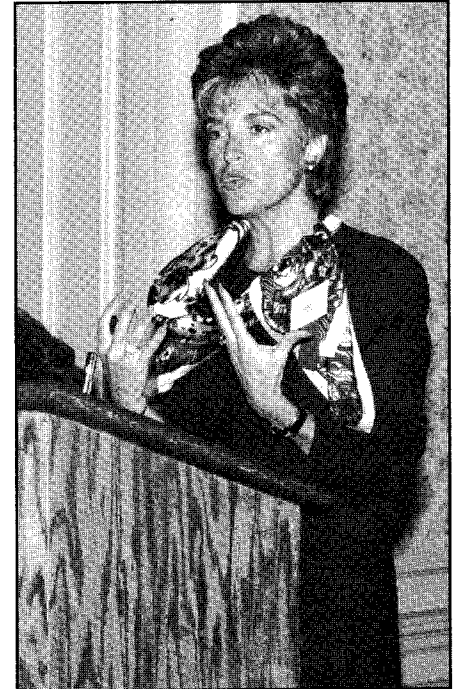
increased downsizing that all industry is facing and will continue to face in the future, he pointed to the importance of helping members of the "sandwich generation," those with both dependent aging/ill parents and young children, to cope with problems associated with balancing job and home concerns.

"Men and women speak different languages." This statement opened the thought-provoking, often humorous and satirical presentation of Jayne Tear, president of The Jayne Tear Group, a New York-based human resource consulting firm specializing in male/female dynamics in business communications. For many reasons, some physiological, some sociological and psychological, it's a proven fact that men and women communicate differently. And, while most language barriers are easily detectable, the misinterpretations and relationship barriers that can result from a breakdown in gender talk tend to be hidden within the norms of everyday conversational habits.

Breakout sessions addressed the more specific issues of the Civil Rights Act of 1991, alternative dispute resolution techniques, the impact of downsizing on dispute resolution, the latest sexual harassment studies and the impact and requirements of the Americans with Disabilities Act in the federal sector. All of the sessions, general and breakout, were videotaped by the NAWCADWAR Visual and Technical Information Division for future use.

Robert Johnson, deputy commander of NAVAIR, closed the conference and presented a plaque to Guy Dilworth, executive director, thanking him for NAWCADWAR's efforts in hosting the conference.

**By Judy Scott
Equal Employment
Opportunity Office**



Dr. Susan Duncan, director, NAVAIR Human Resources Management, makes a point.



Photos by James Moore
Rear Adm. Donald Boecker, vice commander NAVAIR, presented an overview of NAVAIR's EEO program.

Volunteers make fourth science fair a success

The 4th Annual Science and Engineering Fair, sponsored by the Air Vehicle and Crew Systems Technology Department was held on Apr. 17. Students from Abraham Lincoln, Archbishop Wood, Central Bucks West, Cheltenham, George Washington Carver, Landsdale Catholic, Northeast, Soudertown, and Upper Dublin high schools; Gwynedd Mercy and Mount Saint Joseph academies; and Unami Middle School participated.

"The projects were excellent and the student's work was thorough," said Bob Palmer, this year's science fair committee chairman. "I'd like to see where these students are six years from now."

The overall winner was Jennifer Mielnik, Gwynedd Mercy, for her project "Designing an optimum rowing scull." Pam Mielnik, Alexander Kollias, Anna Telep and James Mares, won scientific calculators and an invitation to compete for twenty-five \$8,000 scholarships and a trip to San Diego for the national Navy and Marine Corps Science Fair. Capt. William L. McCracken, the laboratory commanding officer, presented plaques after the judging.

According to Michael Caddy, one of the 42 scientist judges donating their expertise to the science fair, the students are much more aggressive in studying scientific phenomenon than his contemporaries were at their age.

"I was encouraged the students demonstrated awareness of the world around them, particularly the environmental issues," remarked Dr. Donald P. McErlean, head of the sponsoring department.

Judge volunteers this year were: Dave McGowan, Ignacio Perez, Jonathan Kaufman and William Frazier for chemistry/biochemistry; Mike Caddy, Willie Tseng, Dave Kobus and Eui Lee for computer science/mathematics; John Clark, Chuck Lampart, John Cyrus and Kevin McGinley for engineering/energy; Ed Tankins, Gerald Miklosh, Marshall Thomas and Sheila Elser for environment (9th grade); Carl Calianno, Eileen Carrol, Al Piranian and Allan Ankeny for environment (10-12th grade); Estrella Forster, Jon Harding, Ron Shull and Carol Koper for life sciences (9th grade); Vinod Agarwala, Jack Eyth, James McNamara and Jeff Waldman for life sciences (10-12th grade); Alex Cenko, Gary Gross, Rob DiGirolamo, Shaio Wen Wang for physics; and Mike Pianka, Stan Winsko, Joe Franz and Leigh Lieberman for sociology/behavior. The first, second and third place winners received oak and brass engraved plaques and \$200, \$100 or \$50 savings bonds, at a luncheon held at NAWCADWAR on May 5.

Overall judges were: Larry Lehman, Asha Varma, Tom Milhous and Meghan Carmody. Navy/Marine Corps judges were Richard Omdal and Mark Rhoads.

Palmer expressed appreciation for security, Navy printing, the fire department, safety, aircraft maintenance, engineering and materials branch, labor and equipment, public affairs, and Lady Luck club volunteers for all their support.

By Larry Lyford
Public Affairs Office



Dr. Donald P. McErlean, Air Vehicle & Crew Systems Technology Dept., presents a plaque to Jennifer Mielnik, winner of Engineering/Energy category at the science fair.



Photos by Drew Schmith
Eric Albert explains the winning computer and mathematics project "Relationships between the Roots & Coefficients of Polynomial Equations" to Lt. Meghan A. Carmody, Human Factors Technology Development Branch.

Employee Assistance Center opens doors

Employees are welcome to visit and use the new Employee Assistance Center in building 3, located across from the legal office.

Initially, the office will be open and staffed weekdays from 7:30 a.m. to 4:00 p.m. Staff will assist people relocating to Pax River and seeking positions elsewhere within civil service or the private sector. "Our charter is to assist every employee desiring help to get at least one bonafide job offer," said Barbara Ward, people transition coordinator. "We will help all we can."

Employees are welcome anytime but need supervisor permission during duty hours. "This is not done to discourage anyone," said Gerry C. Keenan, employee benefits coordinator. "There is nothing disloyal or negative about coming through our doors and we don't report who is using our services or which ones they use."

Employees entering the refurbished area will find two large office spaces. The first has literature and printed material. The second has personal computers, a

modem and job search software.

The left side of the first office is dedicated to provide information regarding Pax River and relocation information to the Pax River area. The right side has job search information including federal occupational and career information system materials, general career search references, daily classified adds and job notices.

The inner room, has computer terminals with word processing, resume, form 171 preparation, and database software already loaded. The room also has telephones, a fax machine and communication links. These provide access to a federal position database and an office of personnel management bulletin board, and personnel offices, so far.

"We have a dynamic approach, we only want to do what works," said Ward. "We have a solid beginning and will be flexible in all we do."

According to Keenan, this office has been promised the first 486-chip based computer, laser printer and software the

Naval Air Warfare Center Aircraft Division will ship to each of its sites. "We are trying to be out front with our support and think we are," Ward stated. "We expect to be pro-active and provide help to whomever asks."

Aside from ongoing support, the staff will provide classes to assist employees do self assessments, develop job search skills, write resumes and cover letters, interview effectively and network.

Everyone has been very cooperative according to Keenan. People have provided the room, donated furniture, identified available computers, converted the offices for us and helped us move in. "Before lunch one day, we said we needed shelves mounted on a wall," Ward recalled. "We were asked where and what color and had them installed and even painted by that afternoon."

Those staffing this service say they are part of a bold commitment to help employees and their families in these uncertain times and our anxious to assist everyone they can.

**By Larry Lyford
Public Affairs Office**

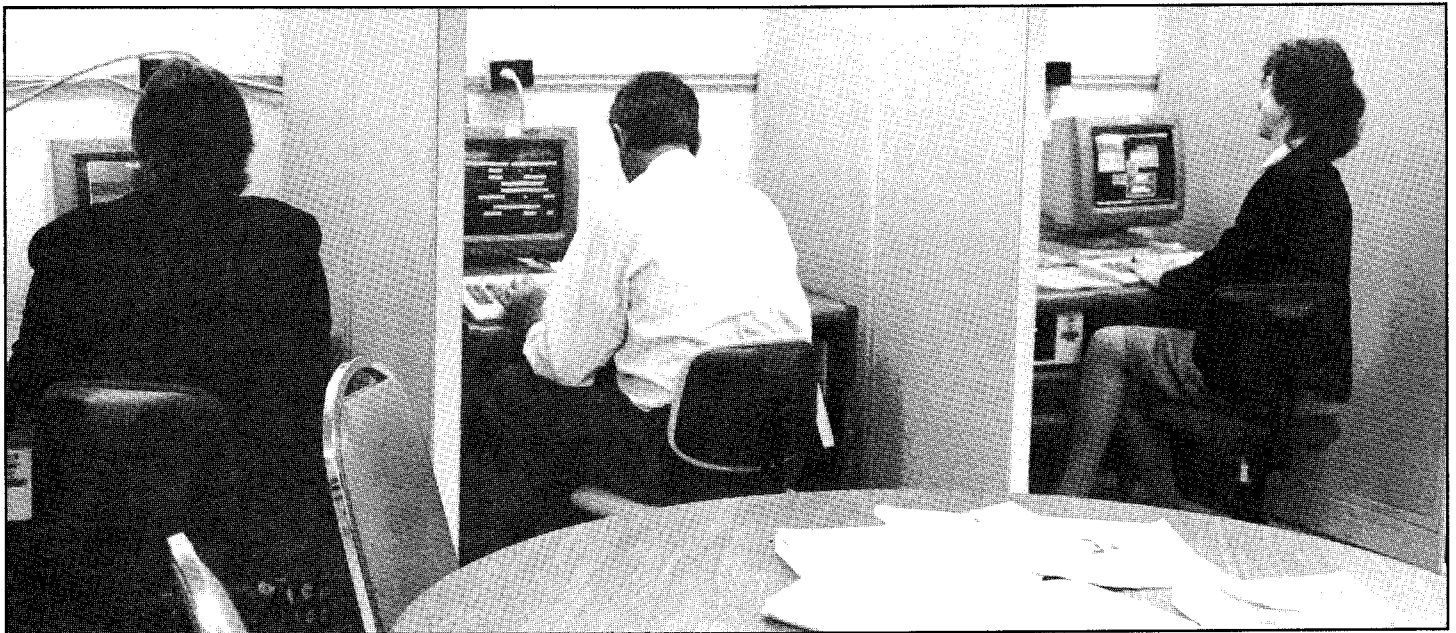


Photo by Jason Craig

Center employees test new software for completing forms on computers available to employees.

Retirement options reviewed at a glance

Retire? How? When? Under what options? These are questions every employee eligible for optional retirement or who will be eligible for either discontinued service retirement or voluntary early retirement faces.

As most employees know, they are eligible to retire under the conditions indicated in Figure 1.

Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) employees may also have the choice to retire: (1) voluntarily under either (a) optional retirement, or (b) voluntary early retirement; or (2) involuntarily.

Each employee who will be eligible for retirement when NAWCADWAR realigns, will be eligible for an involuntary separation if (1) he or she declines an offer to move to Patuxent River, or (2) faces separation under reduction in force. Voluntarily and involuntarily separation benefits differ. Figure 2 indicates the affects on benefits.

Perhaps the most important decision as indicated in Figure 2, is, "Am I interested in the voluntary separation incentive program (VSIP)?" The VSIP allows employees in specifically identified excess positions to retire voluntarily and receive a one time lump

sum taxable as regular income. This is equal to severance pay, up to \$25,000.

If an employee is offered the VSIP and retires voluntarily to take advantage of it, he or she is ineligible for the priority placement program, the alternative form of annuity, re-employment with the Department of Defense for the one year (unless under very unusual circumstances), continuing health benefits at employee rates, or unemployment compensation. An employee who is under notice of involuntary action is ineligible for the VSIP.

If you are considering retirement within the next five years, consider the pre-retirement planning course offered by the Human Resources Office (HRO).

Make sure your supervisor knows you want to attend so you may be nominated.

A projected annuity is available from Dottie Kirkpatrick in the HRO and a computer program to calculate your own retirement with different dates will be available soon. Information packets on the VSIP and subsequent briefing will provide information on such topics as basic eligibility, social security, retirement, VSIP, and unemployment compensation.

**By Gerry Keenan
Human Resources Office**

RETIREMENT ELIGIBILITY		
	AGE	YRS SERVICE
<u>Regular Retirement</u>		
CRSS	55	30
	60	20
	62	5
FERS	55-57	30
	60	20
	62	5
	MRA	10
<u>Voluntary Early Retirement</u>		
CRSS	50	20
	Any	25
FERS	50	20
	Any	25
<u>Discontinued Service Retirement</u>		
CRSS	50	20
	Any	25
FERS	50	20
	Any	25

	VOLUNTARY	INVOLUNTARY
Consideration for VSIP	YES	NO
May Elect AFA	NO	YES
Reduced Annuity	NO (unless under age)	YES (if under age or elect AFA)
Unemployment Compensation	NO	YES (but amount offset by annuity)
Re-employment within DOD	Not for one year except in rare cases	YES
Re-employment in Non-DOD Federal Agencies	YES	YES
Registration in Priority Placement Program (Stopper List)	NO	YES
Severance Pay	VSIP in lieu of severance pay	NO

Figure 1.

Figure 2.

Robinson reflects on 100 years of leadership

What does one hundred years of leadership in the enlisted ranks by the chief petty officer mean to people in the Navy family? Some may envision the driving force behind outstanding accomplishments. Some may see a key person in an organization or just remember a special person who represents all other chiefs to them.

When I have addressed chief petty officers, often I have hesitated and observed just how many years of experience were gathered before me.

Chief petty officers have years of experience that many in the last 100 years of our existence only dreamed of having. Chiefs have years of experience as leaders, supervisors, initiators, foremen, counselors, role models and technical experts. For a 100 years, we came up with new ways to do things. We made events that should have gone wrong, go very well.

For 100 years, chiefs have brought human and material resources together. People and equipment have changed, but their mission to lead has not changed. Through leadership we've made things work. Our reward has been rewarding challenges, personal satisfaction, travel, port visits around the world and a special relationship with our peers.

Chiefs are not selected as congressmen, senators or high officials by popular decision. Chiefs tell it like it is, rather than the way hearers would like to hear things. They earn their title

by superior performance and observed potential for promotion demonstrated consistently for many years. They are known for their advice to those senior and junior to them.

Only a special group of people ever make it to chief and bear this title. Earned yes. Given no.

In today's Navy, chiefs have learned to lead by being balanced and fair. Being narrow isn't what is best for the mission or organization or themselves. Chief Petty Officers will always set priorities and express orders. As a group, they will always set the finest example.

It isn't easy, often a chief is seen as an angry parent, viewed with no respect, a person that can't be pleased. But the moment of action, it's the chief that still gets the mission accomplished and takes care of those performing it.

What's a chief? Mostly, a Chief Petty Officer is a person with a personal mission to excel. Day, night, good and bad weather, onboard ship or ashore, a chief must set the example.

The 100 years of leadership is just one of many milestones Chief Petty Officers have obtained. Personally, I am very happy to be a Chief Petty Officer and be onboard NAWCADWAR. I'm proud to be a member of both families.

It is great to be a part of this 100 year celebration.

**By James A. Robinson
Command Master Chief**



Photo by Jason Craig

Happy Birthday Chiefs! One hundred years ago on Apr. 1, the rank of "Chief" was officially established. The center's chiefs and some guests gathered to celebrate at the Lady Luck.

and successfully completed Unmanned Aerial Vehicles Joint Project.

John Cyrus, Joseph Kaminiski, and Kevin McCarthy (Air Vehicle and Crew Systems Technology Dept.): For superior efforts as evaluators for the joint DARPA/Navy ASTOVL Technology Demonstration Program, Phase II Source Selection.

Technology Dept.): For your superb performance during successful installation of the CMS software engineering environment for the Japanese Maritime Self-Defense Force.

Naval Air Warfare Center News Notes

Employee displays heroic action

TEAM display debuts

Some employees may move sooner than 1996



Although the majority of the relocation to Patuxent River is currently scheduled to take place between March and September of 1996, a limited number of Warminster employees may be given the opportunity to move earlier according to Franz Bohn, the transition team leader.

The completion of the materials lab, the renovation of existing Pax River buildings, and the closure of the airfield are the driving factors for early move possibilities. Some of the 1,656 positions could be looked at move to Patuxent River between June 1994 and the spring of 1995.

"We are scheduled to award the contract for P-920 (the materials lab) in the May/June, 1993 timeframe. It should be ready for occupancy in December 1994," said Bohn. "Since this building was originally scheduled to be built here, the people who were slated to move into this new facility have been told that they could be asked to move sooner than 1996."

The temporary movement of the center's P-3's to Willow Grove NAS and the limited airfield operations beginning this October should not result in any major early moves. However, the test-bed aircraft will only be at WGNAS for one year, at which time they go to Patuxent River. According to Bohn, this action

could result in early moves for programs and organizations that rely heavily on access to the aircraft.

"Since all flying will be out of Pax River by the end of FY94, those candidates will be reviewed as early move possibilities," he said. "However, we will have to look at the best 'window of opportunity' for moving those programs. We won't jeopardize the sponsor's work just to move early."

Moving a limited number of programs early raises the question of location. If the north and south complexes won't be completed until March 1996, where would these programs go? "We would put them into renovated facilities and they would move into the new complexes upon completion," said Bohn. "We would move those activities that are not heavily 'facilitized'; ones that could be moved in a matter of days."

The completion of renovated areas could also open the door for early movement of some support people. "There are a series of about 30 renovated buildings that will be completed throughout 1994, '95 and '96. Most of these buildings will house support organizations like human resources, contracting, and comptroller, just to name a few," said Bohn. "The number of support positions to be offered relocation is yet to be determined. But the support area would be one of the first opportunities for our folks to be physically integrated into the NAWCAD at Patuxent River."

By M. J. Jadick
Public Affairs Office

Southern Maryland Information Fair

June 16 2 p.m. – 8 p.m.

June 17 8 a.m. – 5 p.m.

NAWCADWAR Building 2, Hanger Area

Open to all NAWCADWAR Personnel/Families

Contractor/Families

NAWCAD Trenton Personnel/Families

***Learn about Southern Maryland
from the people who call it home!***

Soccer booms in St. Mary's County



The soccer craze spreading to many areas of the U.S. in anticipation of World Cup 94 has not bypassed St. Mary's County. At both the youth and adult levels, organized soccer has more participants in St. Mary's County than ever before.

St. Mary's soccer (SMS), an organization affiliated with the county Department of Parks and Recreation (DP&R), sponsors recreational, club (travel teams), and girls' soccer. SMS serves the southern half of St. Mary's County, which includes the Pax River area. A similar group serves the northern part of the county.

This spring, SMS is sponsoring recreational division soccer in the under 6, 8, 10, 12 and 15 age groups. Both boys and girls participate on mixed teams. In addition, this spring, all girls soccer began with four teams.

Prior to last fall, players desiring to play on select teams (travel teams) tried out for one of the teams sponsored by the Waldorf soccer club, located 40 miles northwest of Pax River.

The club sponsors teams for the national capital soccer league. With new teams joining yearly, the league has 28 teams in five age groups. These teams come from the District of Columbia, and its Virginia and Maryland suburbs.

Games are played on Sundays and teams from LaPlata, Waldorf, Indian Head, Fort Washington, Andrews Air Force Base, Clinton, Calvert and St. Mary's counties. This April, the St. Mary's hornets hosted the first round of the under-14 Maryland cup competition.

Adults interested in playing soccer may participate in several leagues sponsored by St. Mary's County DP&R. Games are played Sunday afternoons.

Several U.S. soccer federation courses are presented annually for aspiring referees. Many SMS players also serve as linesmen or referees.

Coaching clinics are offered frequently. Many are conducted in St. Mary's County or at Andrews AFB, 50 miles north of Pax River. Maryland and Virginia universities as well as St. Mary's College conduct annual soccer camps.

Greg Einboden
NAWCAD legal counsel

Editor's note: Greg Einboden heard employees and families, here, are part of soccer programs and wanted us to know how soccer participation is growing near Pax River.

Southern Maryland to hold fair June 16 - 17

Representatives from the Southern Maryland Tri-County Council and the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) transition team have been busy planning an information fair.

The fair is scheduled to be held June 16, from 2 p.m. to 8 p.m. and June 17, from 8 a.m. to 5 p.m. in the hangar area, Building 2. The fair is open to all Warminster employees and their families, local contractors, and their families and Trenton employees and families. Representatives from Naval Air Systems Command and elsewhere will also be on hand.

The purpose of the fair is to give Warminster employees information on the Southern Maryland area and what it has to offer. Southern Maryland officials hope to have eight exhibits with the largest being about the Patuxent River facility.

Some features of the Patuxent River booth will be representatives from the Human Resources Department, showing a video tape on life at the Patuxent River facility, child care options, recreation such as swimming and bowling teams, and a golf course.

Other exhibits will include: information on primary and higher education, economic development, job service information for spouses, chamber of commerce information dealing with

housing; information on health care and the facilities in the area.

There will be recreational exhibits, cultural exhibits with information on places of worship, youth activities to include youth sports/activities, boy scouts/girl scouts.

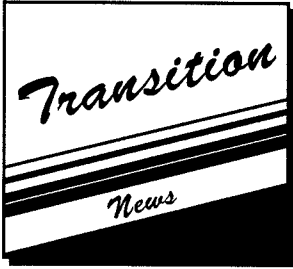
Employees from Patuxent River and residents from local counties will be available throughout the two-day event to answer questions.

Invitations with a final schedule of events will be sent to all employees before the fair. An interpreter will be available for the hearing impaired on June 16, from 4 p.m. to 8 p.m.

For more information, please contact Barbara Wiley, ext. 1180.

Maureen Talley
Public Affairs Office

Partnership for excellence stressed



Patuxent River, Md.—Over 200 Southern Maryland leaders turned out for a regional conference on Naval base consolidation at the Charlotte Hall Veterans Home in Charlotte Hall.

The Tri-County Council for Southern Maryland (TCC) sponsored the conference, entitled "The United States Navy and

Southern Maryland: A Regional Partnership for Excellence". The purpose of the conference, as set forth by the TCC, was to establish and maintain a foundation of factual information and region-wide support for Naval consolidations and realignments now being implemented in and near Southern Maryland; to enlist the support and participation of the local public and private sector community in a regional strategy that enhances the positive economic benefits on the consolidations; and to support the mission and activities of all Naval installations in Southern Maryland.

Rear Adm. Barton D. Strong, Commander, Naval Air Warfare Center Aircraft Division, told the audience that the cooperation between the local community and the Navy is very important and to date is working well. "I can't over-emphasize how important your support is," Strong said. "The team we have — the Navy and the community — and the cohesion between us is probably the most important thing we have going for us."

He pointed out that Pax currently contributes approximately \$600 million into the local economy. He said the current trend for the military is to down size, but for Pax River, the future appears to hold much promise.

"These are interesting times," he added. "Practically every site, every command is coming down in size. Some are being closed down, some are being shrunk, and some are being moved. I know there are a lot of questions out there, and I have the same questions. There are some unknowns, but there is also a lot of reason, in my view, for encouragement here in Maryland. We've got a lot going for us. The tea leaves, as they say, look pretty good at this point."

In an overview, Strong explained what will be happening in the next few years, including the move of 1,945 personnel from NAWC AD sites in Warminster and Trenton. He pointed out that despite a down sizing trend in the immediate future, the Navy's budget and number of personnel working at Pax will increase overall.

"You won't see that effect until the people from Warminster start to come here," he said. "The ratio will probably hold pretty true. I don't expect those numbers in the 'out' years to hold because we will be down sizing, but I do think we'll have in the neighborhood of twice the budget under the new consolidation that we would have had if we had remained just as we were in the past."

"The main restriction we have that keeps us from moving

Warminster down here right away is that we don't have a place to put them," Strong added.

"The good news is that we do have \$118 million of military construction funds for two big complexes to house the Warminster and Trenton personnel. That is really key to us."

Strong added that the educational caliber of the Warminster

**"-- the Navy and the community --
and the cohesion between us is
probably the most important thing
we have going for us."**

people relocating to Pax, combined with the highly skilled work force that is already in place, will give Patuxent River an exceptional level of personnel. "I think there's a tremendous power we're going to have down here with that synergism, when we can combine the research-development and test-evaluation capability all here at one site," he stressed. "I think there will be a lot of efficiency and we will be able to stay ahead of technology doing that."

**By Joseph Norris
Public Affairs,
NAS Patuxent River, Md.**



Photo by Lola Hilton

Rear Adm. Barton D. Strong (left), chats with Maryland Fifth District Congressman Steny Hoyer, and Maryland Governor William Donald Schaefer during a regional conference on Naval base consolidation.

Clay tackles Transition Team challenges



Editor's note: This Reflector article is another in a series to introduce the members of the center's Transition Team.

Joe Clay's official title on the Transition Team is "Deputy Transition Team Coordinator." However, he is a self-proclaimed "worker bee" in the hive of activity known as "the move to Patuxent River, Md."

"I needed team members who would be workers and not managers," said Franz Bohn, transition team leader. "I was up front with Joe (Clay) when I offered him the job; this position requires hands-on involvement."

Clay thinks it was a smart move to place current center employees onto the transition team. They are known quantities and really do best represent the employee concerns and needs at Warminster. "I feel people trust me. When they ask me a (transition related) question they can be sure that what I tell them is accurate," he said.

Clay is excited about the new challenge that the job presents. Previously, he was the head of the Engineering Support Group (old Code 80). This new position offers him the chance to draw on his vast reservoir of experience from numerous related fields including real estate, hazardous waste management, public works, converting land tracts from military installations into national parks, and a master's degree in sanitary engineering.

"I am working on six areas within the Transition Plan," he explained. "The move, the remaining facility, the environmental clean-up, the disposal of equipment and the transfer of real property to Patuxent River, and ensuring that support services continues to be there for our sponsors during the whole process."

Clay's biggest challenge will be to scope the estimate of the actual move — loading, packing, hauling and identifying all the special needs related to the move. "We have to identify what lab equipment will require special equipment in order to move it," he said. "I also have to come up with a dollar amount on the actual move. That includes cost estimates on everything directly and incidentally related to the move," Clay explained.

"We have to sell our sponsors on the idea that we are moving and the move is a positive one."

Clay is working very closely with the Supply Department to get employees to identify what materials and equipment are necessary to perform their jobs and what can be disposed of now. "Ideally, we will only have in the labs what has to be moved when the time



Photo by Jason Craig

Joe Clay enjoys the challenges associated with the transition process.

comes. Everything else will already be gone," he said.

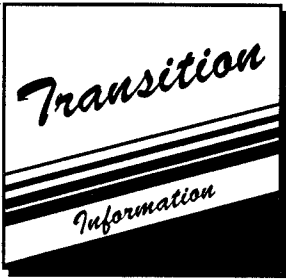
The environmental clean-up of the National Priority List (NPL) sites would have to take place regardless of the move. Internally, all the asbestos has to be identified. If it is damaged it could either be encapsulated or removed. Lead paint must be located as well. Clay has previously worked closely with the hazardous materials disposal and the NPL sites. The building has to be free of hazardous materials and contaminants prior to it being released to a new owner, or the new owner will be provided a hazard inventory, according to Clay.

Clay is also working with the various groups who are interested in the buildings and facilities that will be left behind. Nothing is firm at this time, Clay commented. "The only thing known for sure is that the housing is going to NAS Willow Grove."

Reflecting on the transition team's broad scope efforts Clay emphasized the importance of the continued sponsor support. "We have to sell our sponsors on the idea that we are moving and the move is a positive one. We must present the right image that by identifying specific windows of opportunity and moving during those windows, a minimal amount of project down time will result. We'd better do it (the move) smart, or we'll lose all of our credibility with our sponsors. And if we lose our sponsors, well.....," he said. "We just can't let that happen."

**By Heather Myllenbeck
Public Affairs Office**

Calvert County—charm of the Chesapeake



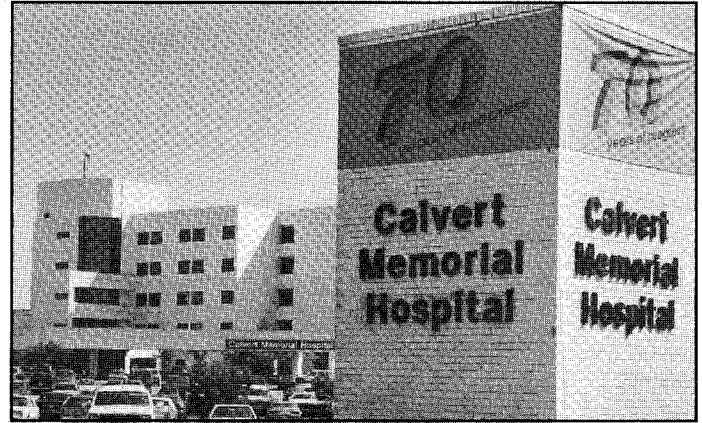
Calvert County, Md., is quite often referred to as “the charm of the Chesapeake”. With over 100 miles of shoreline, no point is more than 5 miles from navigable water, so it’s not surprising that Calvert County is one of the fastest growing counties in the state.

Centrally located on the eastern seaboard in Southern Maryland, Calvert County’s long, narrow peninsula is bound on the east by the Chesapeake Bay and on the west by the Patuxent River. It’s Maryland’s smallest county, only 9 miles across at its widest point and 40 miles long, and it is also one of the most environmentally sensitive. Located only an hour’s drive from Washington, D.C., it is convenient to the metropolitan area but still retains its rural atmosphere. Steep cliffs and woods predominate on the bay side, while on the east side rolling fields slope gently down to the river. And the county’s many creeks provide refuge for wildlife as well as scenic areas for boating and fishing.

The earliest inhabitants of Calvert County were the Piscataway Indians who established settlements along the shores of the Patuxent River and grew corn and tobacco on the fertile land. The word “Patuxent” is said to be an Indian Word meaning “where tobacco grows”. The Indians numbered about 2,000 when first sighted and reported by Capt. John Smith in 1608.

Established in 1654, Calvert County is one of the oldest counties in the United States. The County was named for George Calvert, the first Lord Baltimore, who served on the High Court of King James I. Although a Catholic, Lord Baltimore was granted by King James the Chesapeake Bay territory that became Maryland in reward for trusted service to the Protestant monarchy. Lord Baltimore died while his application was pending and the Charter for the Colony of Maryland was granted to his son.

In 1695, an Act was passed that divided Calvert County and created Prince George’s County out of the vast territory of the northwest. Land on the western and southern shores of the



Courtesy Photo

Built in 1978 and enlarged in 1984, Calvert Memorial Hospital is an accredited, non-profit, full service, 157-bed, acute care hospital.

Patuxent River was also taken, and divided between St. Mary’s and Charles counties. Formerly the largest of Maryland’s counties, Calvert County had become the smallest.

The Civil War had a profound effect— that of ending the plantation system upon which the economy of Calvert County had been based for more than 200 years. Much of the agricultural land of Southern Maryland went out of production in the years following the war, and the effects of the war lasted well into the 20th century.

Soon after the war, commercial fishing began to emerge as the County’s primary industry. The first large-scale commercial fishery was established in 1867 on what is now Solomons, at the mouth of the Patuxent River and Chesapeake Bay. Within the next decade, shipbuilding also developed as a significant source of industry. The invention of the automobile and the construction of a state highway linking the entire county with regions to the north spurred a new era of growth in Calvert County and ended nearly three centuries of relative isolation.

During World War II, the U.S. Navy set up training bases in Calvert County for members of the armed forces, specializing in amphibious warfare. The invasion of Europe, via the coast of Normandy, was simulated on the lower Cliffs of Calvert. The establishment of Naval bases marked a new era of ready capital in Calvert county, and ushered in an era of prosperity that had been lacking since before the Civil War.

This prosperity helped increase the amount of residential construction, especially along the scenic waterfront. The population increase, in turn, has expanded the labor force and helped the county begin to attract new manufacturing and service companies. Flourishing tourism activity, concentrated in large part around the recreational appeal of the waterfront as well as the significant natural resource areas and cultural heritage of Calvert County, has emerged as another leading industry in the latter part of the 20th century.

“Located only an hour's drive from Washington D.C., it is convenient to the metropolitan area, but still retains its rural atmosphere. Steep cliffs and woods predominate on the bay side, while on the east side rolling fields slope gently down to the river.”

(continued on page 27)

Calvert—home to full service, 157-bed hospital

(continued from page 26)

Today, the county has retained its rural character, and the picturesque tobacco barns dotting the hillsides reflect the important role that tobacco has played in the economy of the county. Also, traces of Calvert County's past can be seen today in its many 17th and 18th century churches and plantation houses. This rural heritage has been preserved with an emphasis on open space and conservation of natural resources as a priority with each new planning of commercial, industrial and residential growth.

Keeping pace with today's rapidly changing economy, the county has implemented development policies encouraging growth within the town centers. Northern Calvert County can be characterized as up-scale residential with limited commercial and industrial growth. The government and medical communities are centered in the county seat of Prince Frederick; Calvert Memorial Hospital's continuing growth has greatly influenced that area. Southern Calvert County, particularly Solomons Island, has evolved as a flourishing water community and as a cooperative neighbor to NAS Patuxent River.

Major contributors to commercial growth throughout the County include Baltimore Gas and Electric's Calvert Cliffs Nuclear Power Plant; Calvert Memorial Hospital, with over 115 affiliated doctors; T.J. Lipton, manufacturer and distributor of Tio Sancho Mexican Foods and other Lipton packaged products; and the University of Maryland Chesapeake Biological Laboratory. These industrial employers, in addition to other technical and manufacturing businesses, are paving the way for Calvert's changing economy.

The county's education system provides eight elementary schools, four middle schools, two high schools, a vocational/career center, as well as a special education facility and an alternative learning center. Private schools are also available offering classes from kindergarten through 12th grade. Higher education opportunities and enrichment courses are available at the Community College at Calvert County whose programs can be tailored to specific skills or businesses as needed. Also, within an easy commute of Calvert County, are a network of community colleges and nationally recognized universities such as: The University of Maryland, (College Park and Baltimore), Howard, Catholic, Georgetown and Johns Hopkins universities.

Although residential development in Calvert County has experienced a tremendous growth within recent years, the county

commissioners are aware that unchecked growth could damage the environment and the quality of life. In 1983, the county implemented a comprehensive growth plan that clusters commercial and industrial growth in town centers and in industrial zones. Also, a public facilities ordinance, enacted by the county commissioners to prohibit additional subdivisions where roads and schools would be inadequate to serve them, has been instrumental in managing growth.

Medical care can be found throughout the county and centralized in Prince Frederick, around the Calvert Memorial Hospital. Built in 1978 and enlarged in 1984, it is an accredited, non-profit, full service 157-bed, acute care hospital. It offers a 24 hour emergency department, a 28-bed mental health unit, and a large psychiatry program including psychiatric services for complete diagnostic and rehabilitation service.

Calvert County's unique and unspoiled atmosphere make it an unparalleled home to those who work and live in the county; our rural communities boast natural and historical museums and acres of parks along the Chesapeake Bay and Patuxent River.

At the Calvert Marine Museum in Solomons, history buffs can explore the lore of the Old Chesapeake and visit the restored Drum Point Lighthouse, one of the last of its kind on the bay. Turn-of-the-century resort life and transportation come to life at the Chesapeake Beach Railway Museum, the last remaining station of the railway. At Jefferson Patterson Park and Museum, now an archeological

preserve, the museum chronicles over 9,000 years of Maryland's history and the park features archeology trails with prehistoric and colonial sites. At BG&E Calvert Cliffs Nuclear Power Plant, a visitors center in a renovated tobacco barn hosts an energy arcade and exhibits on the heritage of nearby Calvert Cliffs.

In addition, resources in the nearby Baltimore/Washington, D.C., metropolitan area provide virtually unlimited recreational and cultural activities, including professional sports, theater and music, museums and art galleries, zoos, natural and historical landmarks.

Marilyn Manning
Calvert County
Department of Economic Development



Photo by Paula Johnson

The Drum Point Light House is one of the last of its kind on the Chesapeake Bay.

Meet Ervin Rothermel of Code 6072

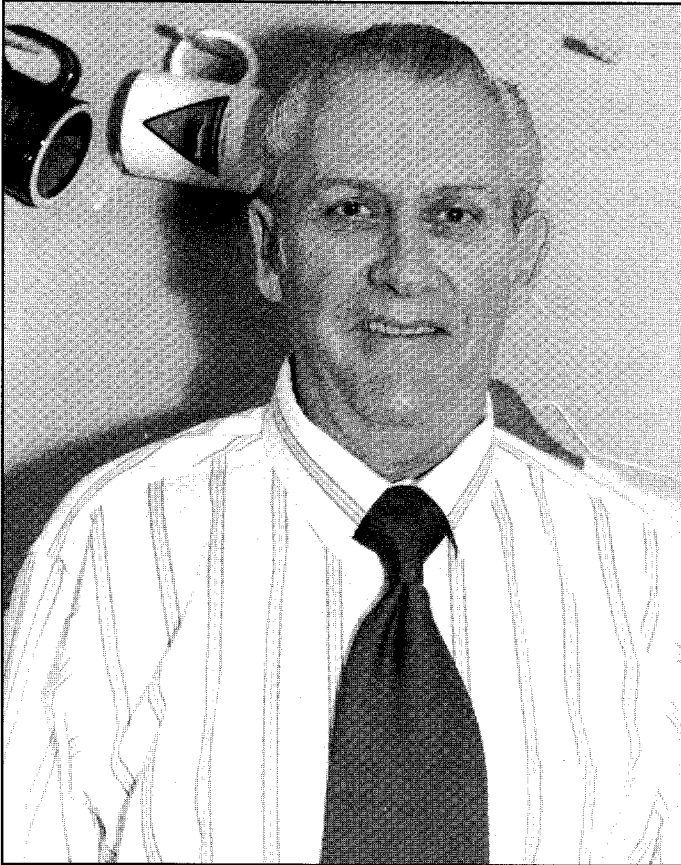


Photo by Cathy Burian

Name: Ervin E. Rothermel
Hometown: Hatboro, Pa.
Birthday: Feb. 2 (Groundhog Day)
Position: Planner/Estimator
Organization memberships: Welfare & Recreation committee
Years of Government Service: 22 years
Preferred entertainment: Varies, according to the season
Last book read: "Love, Medicine & Miracles" by Bernie S. Siegel, M.D.
Strongest attribute: To wholeheartedly attempt to help everyone who enters the office in regards to center projects or W & R services (particularly medical equipment)
Worst flaw: Too numerous to list in allotted space
Favorite food: Prime rib
Unfulfilled dream: Attend the college graduation of all of my grandchildren
Goal in life: To be supportive to the grandchildren and encourage them in their chosen activities and endeavors
How should your tombstone read: He wasn't perfect, but tried to help those in need
If stranded on a deserted island, other than the basics, what three things would you like to have: A loving lady, good health for both of us, and a never ending supply of diet Coke



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

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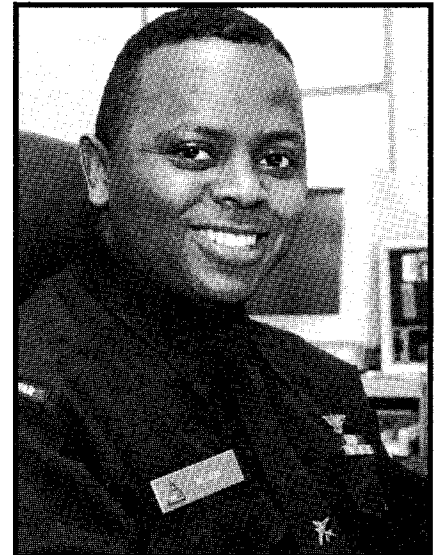


Photo by Jason Craig

The Reflector is published for people like Dwayne Nelson Code 101



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

September 1993 • VOLUME 38 • NUMBER 6

Public Works averts water emergency

The winning combination of alertness, teamwork and a "6P rule" prevented a major water drawdown at the center recently.

Early one morning, Bob Clegg, Public Works' production controller, looked at a gauge installed outside Harry Davis' door two years earlier. Davis, public works shops general foreman, had the gauge installed in a well traveled area to tell him the water level in the elevated water storage tank on the west side of building 1 was sufficient for each day's activities.

However, this day, it told Clegg a different story. Though no alarm sounded, the gauge told him the water in the tank and on center soon would become critically low. "I check the gauge each morning, myself, because keeping water coming from well #10 is critical," said Clegg. "We call it having water in the core."

Clegg quickly alerted Chuck Jacobs, electrical systems foreman, and Bill Hogarth, mechanical systems foreman.

They recognized, at once, that as more employees began to arrive, an increasing water drawdown would occur and employees might have to be sent home. Davis, Clegg and Hogarth put

together several teams and got into action. One team went to well #10 out by Street Road to check the operation of the deep well pump, the center's main water supply. Another went to the reservoir room in the basement of building 3 to check the pumps pumping water from the reservoir to the elevated tank. Still others went to building 26, to check for a ruptured pipe.

Teams not going near telephones took radios to communicate back to the Public Works *War Room*, a room used during such emergencies.

While the teams were on their way to each site, Davis, Chuck Jacobs and Bill Stumpp checked the operation of the automated controls system. It monitors the status and operation of many of the utility system components.

After some intuitive investigation, they discovered why no alarm had gone off. They isolated the problem as a tripped circuit breaker on a 40 horsepower booster pump and a failed printed circuit card on the computerized controls system. This failure had prevented the alarm from sounding.

Meanwhile, the water level of the water tank continued to drop. Taking charge of the situation, Davis and Jacobs coordinated on-site teams. Linked by the radio net, teams by-passed the controls and operated the pumps in a manual mode and reversed the dropping level in the tank. They operated pumps in this mode for several hours until repairs were made and plans started to modify the alarm system.

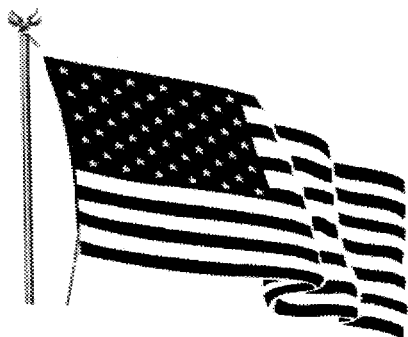
Little did Warminster personnel realize, as they left work, there had been a problem. The public works shops again demonstrated their "6P rule" according to Tom Ames, deputy public works officer. *Prior Proper Planning Prevents Poor Performance*. Even though two things failed at once, prior planning and an alert employee provided needed reaction time.

According to Clegg, the alarm system has been modified so an identical failure will set it off and sound an alarm loud enough to wake the dead. "But, I and others will keep watching that gauge."

"Public works takes pride in serving the needs of Warminster and it's what we do best," said Ames. "This is true whether the support is routine or due to an unexpected incident."

By Larry Lyford
Public Affairs Office

Colors



As directed in Chapter 10 of U.S. Navy Regulations, during morning colors (0800) and Evening Colors (sunset) all personnel within sight or hearing of the flagpole ceremony shall stop and render honors as the National Anthem is played. During colors, vehicles within sight or hearing of the ceremony shall be stopped. Persons riding in vehicles shall remain seated at attention.

Training and development key to transition



Capt. William L. McCracken
Commanding Officer

In this Reflector, I would like to address training and development. As an organization, Naval Air Warfare Center Aircraft Division Warminster, has always supported developing every employee professionally. In fact, the worth of this center is measured by the skills and capabilities of our employees.

Now, changing technologies, imbalances in work force skills, reduced funding, TEAM integration, reorganizations, make it more urgent to identify present job skills and potential shortfalls. We need to train now to ensure that we have the proper skill mix to meet the future needs of the Naval Aviation Systems Team in this changing environment. As individuals, we need to maintain our skills at the leading edge to meet the new requirements of a lean Navy or any other future employment.

As you know, we have been asked by Vice Adm. William C. Bowes, Naval Air Systems Command commander, that every person in this command receive a minimum of 40 hours of meaningful training per year.

The admiral has been up front in saying the old implied contract between all federal employees and the government, "work productively and work a lifetime," is no longer valid. This was always true in a growth environment. With today's downsizing, the Navy can only afford to keep a core of critical skills. Training is your best guarantee for keeping yourself employable.

I wholeheartedly support Adm. Bowes' goal and ask every supervisor and employee to work to meet or exceed it. Using the self assessment tool and developing a meaningful individual development plan (IDP) are the best means to use this opportunity.

There are many methods available for employee development. They range from academic courses, short courses, conferences to video training and on-the-job training.

The Employee Development Office in the Human Resources Office can provide employees with many training opportunities. We are also working to secure a training grant from the Department of Labor which will allow those interested the opportunity to pursue new career fields.

Times are changing rapidly and continual training for future opportunities must become the norm. I encourage all of you to take every opportunity to broaden your skills to succeed in your professional future. In this time of change, each of you must take charge of your career development.

Special PAT streamlined checkout process

Henry Ford, automobile industry giant, once said, "Business is never so healthy as when, like a chicken, it must do a certain amount of scratching for what it gets." NAWCADWAR is in just such a time of "scratching" to meet Base Realignment and Closure implementations while maintaining mission capability.

The Process Action Team (PAT) was created by the Corporate Advisory Board (CAB) to help simplify the actions required by employees here during checkout. In March Dr. Jine Tseng, deputy director, Systems and Software Technology Department, Code 70, tasked the team of Jackie Benner, (Code AD05) and Kathy Montrey, (Code 7001) with looking into the process and making recommendations on how to reduce the time and effort required to complete the checkout process.

According to Dr. Tseng "The old checkout procedure consisted of 21 stops which employees had to go to physically. One of the chief complaints by employees checking out was that many

of the places were hard to find and often no one would be there."

The new check-out procedure has only 13 stops, four of which are mandatory: Vehicle Pass and I.D., Dispensary, Security and Human Resources. There are nine other stops that may be required prior to leaving the center. When an employee decides to depart and gives notice, the department's administrative office will contact all 13 checkout stops via the E-mail system to determine if the employee must check out at that stop.

Dr. Tseng recommended that a two-week notice be given before starting the check-out procedure. She also emphasized that if you are leaving the center for 30 days or more please checkout.

"This new procedure went into effect in early September in anticipation of the massive checkout of employees. It saved a lot of time and energy, which in-turn reduced cost," said Dr. Tseng.

CMC conferences stress "downsizing"

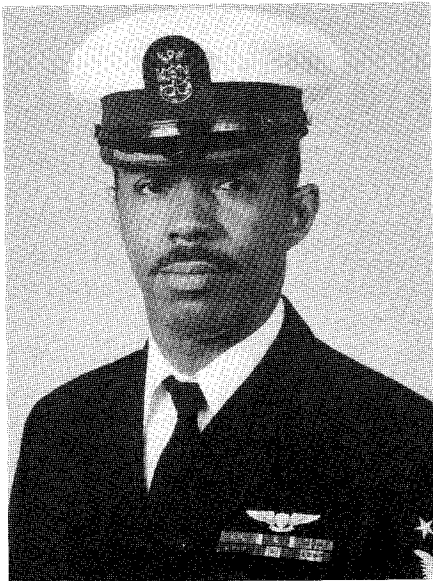


Photo by Jason Craig
CMC James A. Robinson

After attending two Command Master Chief Conferences it is quite evident that the words "downsizing" or "right-sizing," are going to be part of our lives for some time. Today, increased productivity must be the driving force of all our organizational planning. Just as increased skills must be the same driving force behind our career planning.

This new productivity emphasis

has sent shock waves throughout the nation and the Department of Defense as the country's largest employer. We, who have met the national defense mission or supported those who have, are now part of a great personnel reduction. The Navy's strength mission is to reduce. Waste and, especially, redundancy must be reduced. The military dollar must not be squandered in these austere times.

Our technical age has placed more than half of our old jobs on the scrap heap while creating newer, more productive ones for fewer, well prepared workers. Simply put, in industry there is a race to put employable people out of work. Why? New ideas and ways to do things reduce the number of people required to complete necessary tasks.

In the Navy, we don't use technology to make more personnel reductions possible but new technology means we need better trained people. The Navy pays Naval Air Warfare Center Aircraft Division's cost because we are in the business of developing new ideas. We are a think tank for military improvements. We seek to improve systems already in use or develop new ones. We help our military work smarter not harder. Some of the finest minds on this Earth are at work at Warminster ensuring the best possible product is on-hand for use in the fleet.

Yet, changes we produce still send shock waves through to real fleet sailors. Why? We bring both new products and new ideas to the fleet. These make turbulence for sailors. They must relearn what they already do just to keep up. For example, a metal aircraft communications cable becomes a fiber-optic one. As a result, it can't be tested or replaced in the same way. The job is the same but doing it is more difficult.

The more we do here, the more the fleet sailors need additional training. They'll tell you, they need an engineer on their shoulders whispering answers when systems don't work because something somewhere went wrong.

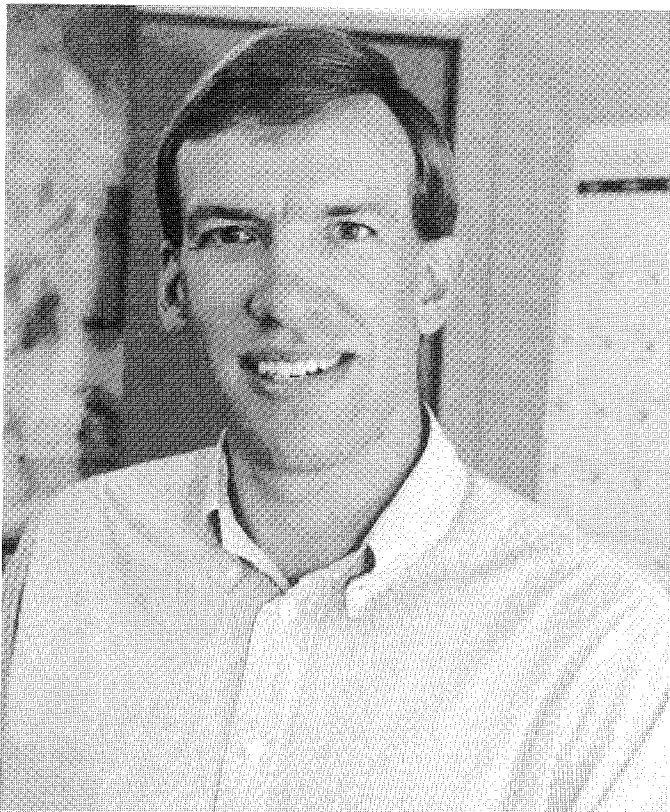
Though often, they don't appreciate how new technology has changed the way the fleet operates, they know improved equipment means they, too, have to improve.

Uniformed people are trained to serve and protect. Yet to survive we must be open to new ideas. Back here, where much of this change is conceived, we can set the example. It's sad, but we can make a fine contribution here and yet put off our own training. We can be key players here and fall by the wayside in the future because we neglected our personal training opportunities.

Our Navy will be much smaller so it must be its best in all areas, not for us but for our country. Individually, we must be strong and ready for the future through performance and preparation. There is a lot to be learned as times change. Let's do it together.

GET OUT!
STAY OUT!
YOUR
FIRE SAFE RESPONSE
FIRE PREVENTION WEEK
OCTOBER 3-9, 1993

Meet Peter R. Ulrich, Hydromechanical Branch



Name: Peter R. Ulrich
Hometown: Bedminster, Pa.
Birthday: March 25
Position: Mechanical Engineer
Organization Memberships: Sonobuoy collectors club of America.
Years of government service: 8
Preferred entertainment: Floating in Hanauma Bay (Oahu) on a weekday or skiing into a far-off snowy canyon & soaking in a hot tub afterwards.
Last book read: "What To Say When You Talk To Yourself" by Shad Helmstetler.
Strongest attribute: The ability to eat cafeteria food.
Worst Flaw: I keep hurting myself on government machinery.
Favorite food: Anything containing peanut butter.
Unfulfilled Dream: To expand my side business nationwide.
Goal in life: To help several other people become wealthy.
If stranded on a deserted island, other than the basics, what three things would you like to have: My wife, my dog, and my cellular phone.
How should your tombstone read: He did the best he could to help others while he had a chance.



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

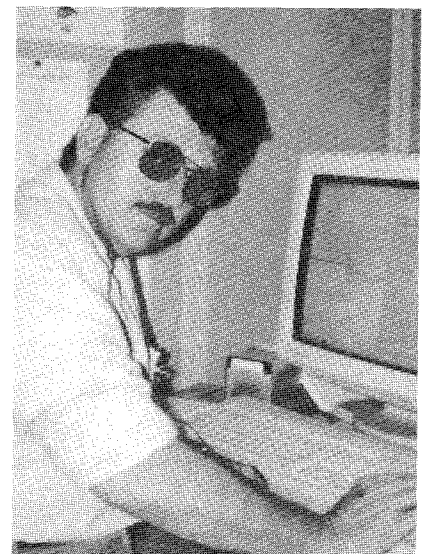
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Commanding Officer CAPT William L. McCracken
 Acting Executive Director A. J. Madera
 Public Affairs Officer Joseph P. Cody
 Graphics Design E. R. Locuniak
 Editor J02 Terry Wingate



The Reflector is published for people like Gene Locuniak, Code 0473



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

October 1993 • VOLUME 38 • NUMBER 7

1993 CO/ED Awards



Photo by James Moore

Recently, 17 outstanding employees were honored as Captain William L. McCracken, Commanding Officer, Naval Air Warfare Center Aircraft Division Warminster, and Guy C. Dilworth, the Deputy Commander at Naval Air Warfare Center Aircraft Division presented annual Commander and Executive Director awards at ceremonies in Hangar Bay 1.

"We see the signs of transition everywhere, we are creating a new organization and going through difficult changes yet you are leading the Navy to the leading edge of technology," said McCracken. "Last year, in the midst of downsizing, you brought us our best year ever (over \$500 million of business not counting work in our old Code 40) and you were an island of stability in a sea of uncertainty."

In addition to professional recognition, each winner received a cash award. The awards provided personal recognition for major technical achievements and support for the center. This year, an award was presented for team excellence.

Families of winners received confidential notification so they could be present yet maintain the element of surprise.

The winners were:

David Panetta for Analysis/Analytical Achievement.
Thomas Polaneczky, Luis Fortunato, Thomas Kreppel, Michael Warren for Team Excellence.
Roland Cochran and Thomas B. Gabrielson for Scientific Achievement.
Richard San Fillippo and Eileen Armstrong-Carroll for Junior Professional Achievement.
Terry Shepherd for Engineering Achievement.
David Volak for Technical Support Achievement.
Carl O. Reitz Jr., Steven T. McComas and Fred Shocket for Project Leadership.
Deborah A. Sztubinski for Administrative Support.
Georgette B. Gaskin for Equal Employment Opportunity Achievement.
Aviation Technician First Class Peter J. Casper for Aviation Support.

By Larry Lyford
 Public Affairs Office

NAVAIR relocates to Patuxent River

Patuxent River, Md - The U.S. Senate has voted to kill a motion to reject the 1993 base-closure recommendations. President Clinton earlier this summer accepted the report of the federal Military Base Realignment and Closure Commission (BRAC).

The result of that action will be the relocation of the Naval Air Systems Command from Crystal City, Va., to Pax River. The 1993 report also includes closing of all five activities at the Naval Electronics Systems Engineering Activity at St. Inigoes.

The Naval Air Systems Command employs about 2400 civilian and military personnel and an estimated 900 contractors. Decisions on numbers of employees to relocate to Pax have not yet been made.

Meanwhile, a \$78.4 million dollar contract has been awarded to the George Hyman Construction Company, Inc., of Bethesda, Md., to build the North and South Engineering Centers at the Naval Air Warfare Center Aircraft Division, Patuxent River.

The ground breaking for the two centers was held on Oct. 29. The centers will house the majority of the 1800 civilians and military people and their technical functions, scheduled to relocate from the NAWCAD Warminster, Pa. That move is the result of the 1991 BRAC recommendations.

Several key personnel changes have taken place at the Naval Air Station and Naval Air Warfare Center Aircraft Division.

Alek Loker, former executive director for the Naval Air Station retired after more than 30 years as a federal employee.

He is succeeded by Tim Smith, who had been director of Resources and Policy for the Aircraft Division and Flight Test and Engineering Group. Smith is succeeded by Stewart Simon, from Warminster, who has been named director of Resources and Policy for NAWCAD.

In other personnel notes, Paul Davis, executive director of the Flight Test and Engineering Group (FTEG)retired Oct. 1. He is succeeded by Dr. Joseph Hoeg, former director of the Range Directorate. Hoeg was named acting executive director of FTEG. His first assignment is to the Naval Air Warfare Center Aircraft Division transition team, where he will remain until the new organization of the aircraft division stands up.

Howard Norfolk, technical director at Range, has been named director until his retirement in early November.

Keith Fairfax, technical director at Systems Engineering Test Directorate, temporarily reassigned to the Executive Director's position at FTEG, will be acting in Hoeg's absence.

Frank Phillips, who had been the FTEG Associate Director, is the technical director for Systems.

**Public Affairs Office
Patuxent River, Md.**

IN MEMORIAM

In remembrance of Center employees that passed away

Lewis Lippel, Jr.
(Code 602)
June 24, 1993

Frank Garofola
(Code 102)
August 3, 1993

William Angermann
(Code 201)
August 17, 1993

THEY WERE SPECIAL PEOPLE

Military retirements: Service with honor



Photo by Jason Craig
CMC James A. Robinson

During the 1800's, enlisted retirements were developed to show the Navy's appreciation for an individual's service. Since that time an unlimited number of personnel have walked those last steps into the civilian life. Their time was given freely to the red, white and blue.

Today, we still perform Retirement Ceremonies for some service members, who have served 20

years or more. It is the Navy's custom to pay these honors to the men and women who have given their lives so that others might enjoy freedom as we know it today. Our Nation strives to protect these rights to which great men like Thomas Jefferson, George Washington and John F. Kennedy have spoken about.

Years ago, the Navy had just men and ships. The 1900's added the aircraft and the aircraft carrier. This combination led to major achievements during World War II. Strides have been made in every area known. First the propeller, then jet engines for faster speed. Large support ships were one of the reasons nuclear power was developed. Today, a ship like the USS Carl Vinson (CVN-70) cruises around the world on less than 16 pounds of fuel. Would you like to get that type of gas mileage?

You just can't be a part of the Navy, it becomes your life. I often marvel at great sea stories told by sailors and their friends. We complete high school and sometimes college hoping to place our marks on our families and develop a career for our offspring to live up to. During a retirement ceremony we find that our lives can be stated in less than 45 minutes. The one person who feels that the office can't do without him, is now on his own.

I invite everyone to share with me, what they observe during a retirement ceremony. If your heart isn't touched, please explain to me how you could view ones lifetime, doing a job that only a small number of people get to do, taking them all over the world and your heart isn't touched.

Some say retirement is good, others say it is bad. As your Command Master Chief, I say we must be ready for change. We only have to satisfy ourselves when it comes to our careers. Feel free to stop by my office and give me your personal comments. Thank you and have a great career no matter what you do.

PAX monitors safe drinking water

Patuxent River, Md - The drinking water for base personnel and operations, is drawn from confined aquifers. State and federal regulations call for the testing and monitoring for 83 types of contaminants at specified time frames and frequencies to protect the health of consumers. Beyond these regulations, NAS performs additional extensive and comprehensive water quality testing. Additional parallel testing is conducted throughout the station by the Naval Hospital's Preventive Medicine Department.

Part of a report recently made public by the Natural Resources Defense Council states that the drinking water at Patuxent River Naval Air Station in St. Mary's County had a report of a high count of coliform bacteria.

The report may be referencing a notice generated by the station's Environment Division in December 1991 as part of the Navy's commitment to the public notice requirements under the Safe Drinking Water Act.

In December 1991, five routine samples tested positive for bacteria; a public notice was released to the employees and the State of Maryland. Fifteen follow-up samples were conducted

and all tested negative for the bacteria, indicating safe drinking water. The water in the area which tested positive was super chlorinated to ensure the safety of the water. The initial report was suspected to be due to mishandling of the samples during monitoring procedures. The public notice included a description of the significance of the identified bacteria in the original samples. The identification of coliform bacteria is a possible health concern, but are common in the environment and are generally not harmful themselves.

This is the only instance of a positive test for coliform bacteria in the station's drinking water. The drinking water at the Naval Air Station comes from groundwater, lying an average of 300 feet below the surface and is tested using 27 different samples once a month.

"I remain impressed by the monitoring effort and quick response demonstrated by the station's Environmental Division," said Capt. Roger Hill, Commanding Officer, NAS Patuxent River. "While we prove monthly that we have excellent drinking water, we shall continue to monitor the water vigilantly to ensure the safety of our employees."

In my opinion: What kind of person are you?

(Editors Note: "In My Opinion" is a new column in the Reflector. If you have an opinion that you would like to share, send it to the editor Code 041)

It's been said that there are four kinds of people in the world: Those who make things happen (the successful), those to whom things happen (the unsuccessful), those who watch things happen (the uninvolved), and finally, those who didn't even notice things were happening.

To succeed in whatever we do, whether it be safely directing traffic at a school crosswalk, guarding a bank vault or leading a foreign missionary group, life demands that we strive to reach the first category.

The different theories, philosophies, techniques and gimmicks that claim to possess the ultimate secret of success are virtually unlimited. Some would propose that determination and drive are the essential elements of success, while others believe that finesse, savvy or common sense are the critical elements. Still others claim that simple luck is the most important factor in the equation.

In reality of course, there is no single formula for achieving success. Different situations require different approaches. While it is difficult, if not impossible, to identify a "superlative" formula for success, I believe that there is a single element that is common to all formulas. It's an element that's frequently overlooked but often marks a thin line between success and failure.

The single element is the equality of confidence.

Confidence, specifically defined, is the quality of having faith-acting in bold assurance. There are different kinds of confidence: Confidence or faith in one's children or God, confidence in one's country, confidence in one's job, etc. All are important, some more so than others. But regardless of which is more important, they all serve to produce and encourage another kind of confidence: self-confidence.

A noted scholar wrote that the "lack of self-confidence, so common in our culture is crippling to the individual. Our psychological selves may be crippled in much the same way as our physical selves may be crippled by disease or by an accident. Each limits what we can do."

Not only does a lack of self-confidence limit what we as individuals can do for ourselves, but also what we can do for others. People find it difficult to place trust in someone who doesn't believe in himself. In contrast, self confidence allows each of us to make the decisions and take the steps that moves us closer to our goal, closer to success.

This isn't to say that confidence produces 100 percent error free performance. Mistakes happen and will continue to happen. But confidence gives us the courage to continue, the strength to meet new challenges and the ability to make things happen and not just watch them happen.

JO2 Terry S. Wingate
Public Affairs Office

Southern Maryland Showcase

November 4, 10 a.m. – 3 p.m.

NAWCAD Trenton

Displays – Building 2, Hanger Bay 1

Seminar – Auditorium

Open to all NAWCADWAR

Personnel, Contractors & Families

**Learn about Southern Maryland
from the people who call it Home!**

Reflector

Survey

COMING IN NOVEMBER

Tell us what you think!!!

National night out huge success in housing

The Naval Air Warfare Center Aircraft Division Warminster participated in the National Night Out Program Aug. 3 in the Shenandoah Woods military housing area. This is a program in which all residents are encouraged to sit outdoors with their outside lights on between the hours of 8 and 10 p.m. This is done to discourage criminals from practicing their chosen profession.

This event has been coordinated for the fifth consecutive year by Command Investigator Dave Ritho, who described this year's event as "super". Ritho was assisted this year by Senior Chief Petty Officer Dave Kunkel.

"McGruff, the Crime Fighting Dog" arrived at 8 p.m. touring housing on top of a NAWCADWAR fire engine. The trail of security and fire department vehicles wound their way through the streets with lights flashing and sirens wailing. Kids on bikes

and foot enthusiastically followed McGruff through the entire military housing complex. It was estimated that more than 1,000 people took part in the campaign against crime.

McGruff then stopped at the Youth Center, where he joined the kids for a photo session. While there, he distributed many gifts to the kids. These gifts included tee-shirts, pool passes, a basketball and a 48 quart cooler, all provided by NAWCADWAR Moral Welfare and Recreation.

"I'm extremely pleased to be a part of this very successful project," Ritho said. "But none of this would have been possible without the help of many energetic and unselfish people."

Dave Ritho
Command Investigator

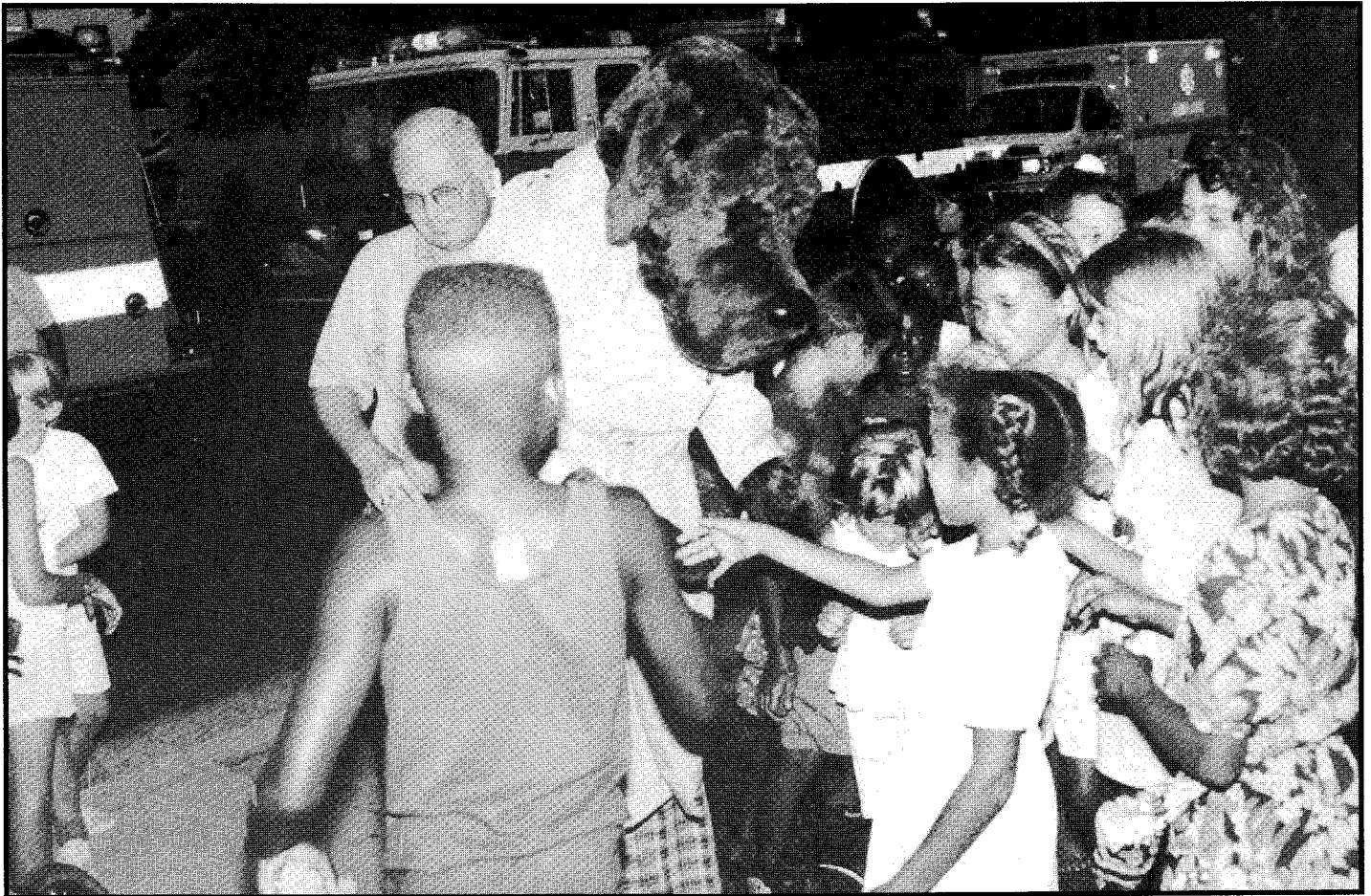


Photo by Ross Barcklow

"McGruff, the Crime Fighting Dog" greets children at Shenandoah Woods military housing complex. McGruff was part of the annual National Night Out Program, where residents are encouraged to sit outdoors with their lights on to discourage criminals.

NAWC training center renamed in Orlando

The Naval Training Center in Orlando, Fla., recently became the Naval Air Warfare Center Training Systems Division, joining the Navy's premier organization for the development and acquisition of aircraft, weapons systems and training and simulation systems.

During the ceremony to officially establish the Training Systems Division (TSD), Rear Adm. Barton Strong, acting Commander of the Naval Air Warfare Center, praised the Division's predecessor organization's history of pioneering the development of innovative training systems and discussed the growing importance of training and simulation systems in the future.

TSD Commanding Officer, Capt. Christopher Addison noted the Division's, "proud history of contributing to the defense of our nation," added that, "few organizations have assembled in

one place more talent in the field of developing the tools and methods of training and simulation than here at the Training Systems Division."

The TSD will continue the mission to develop, acquire, test, evaluate and support training systems for all types of Navy systems including aircraft, ships, submarines, and the Marine Corps. TSD also will continue to work closely with the Army and Air Force to share knowledge and experience.

TSD employs some 1,100 people, most at its Orlando site. The division administrators approximately \$6 billion in contracts, many with companies in central Florida.

The Naval Air Warfare Center, headquartered in Washington, DC, also includes the Aircraft Division at Patuxent River, Md., and the Weapons Division at Point Mugu, Calif.

Last TA-7C departs Patuxent River

Patuxent River, Md - "Salty Dog 420," the first production Corsair II to be put into service, took to the skies of southern

"Salty Dog 420" flown to Davis Monthan AFB to be mothballed

Maryland in early August for its final flight. The TA-7C ended

its tour of duty with flight test evaluation at Naval Air Warfare Center Patuxent River in August. It was flown to Davis Monthan AFB, near Tucson, Arizona where it will be mothballed. The airplane, sporting Bureau Number 154477, was the last to leave Patuxent River since the Navy began phasing out the Corsairs several years ago.

Salty Dog 420, as it was called around the aircraft division, was also the first Corsair II to arrive at Naval Air Test Center, predecessor to the Naval Air Warfare Center Aircraft Division, on April 24, 1978.

Fishing point shoreline contract awarded

Patuxent River, Md - A contract for the Fishing Point shoreline protection project at Naval Air Station Patuxent River, Md, has been awarded to Coastal Design & Construction, Inc.

A 25 acre area at Fishing Point along the north side of the Station on the Patuxent River, was used as the station's disposal site from 1960 to 1974 and the shoreline is slowly eroding at the water's edge.

Beginning in September, the contractor will install a protection system of offshore breakwaters to stabilize the shoreline and prevent further erosion.

"This \$945,000 project will continue the Navy's aggressive

remediation efforts under the Installation Restoration Program," said Capt. Roger Hill, Commanding Officer, Naval Air Station Patuxent River.

The station has been conducting environmental investigation and cleanup activities since 1982 under the Installation Restoration Program, in accordance with the Comprehensive Environmental Response, Compensation and Liabilities Act.

The Naval Air Station Patuxent River received the 1991 Department of Defense Environmental Quality Award for its outstanding environmental and natural resources programs.

NAWCADWAR announces new training center

As of November 1993, the Naval Air Warfare Center Aircraft Division Warminster welcomes the opening of a new employee training center. Recently constructed in Building 2 on the first floor, across from 8441 Custody Store #2 and Shop's #1, at the top of the ramp, it occupies Col 2C to 2F. The five new rooms will accommodate on-site classes from the Office of Personnel Management, various contractors, university courses and other Government agencies for NAWC personnel. Computer-related classes will continue in the Blue Room.

The proximity of the new training center is a bonus for all involved in training, especially at this cold time of the year. The Navy's cost-cutting effort to discontinue use of rented rooms in the IVB Building pleased the training department. Training Director John Markow's staff is happy to have the more conveniently located training center. For years, cartons of books, classroom materials, overhead projectors and other equipment had to be carried or pushed across the parking lot from Building 3 to IVB, where it was carried up three flights of stairs. "This was good exercise in the nice weather," said Ed Calvello, "but a real challenge in rain, sleet and snow."

The bright new surroundings invite students and teachers into newly carpeted, freshly painted, well lit classrooms. After a lively discussion in Employee Development, the rooms were named Colonial, Federal, Congressional, Keystone and Patriot. The construction crew from Shops Division erected walls, mounted doors and frames, installed ceilings, wiring, lighting, air-conditioning and carpeting. Special thanks to William "Ski"

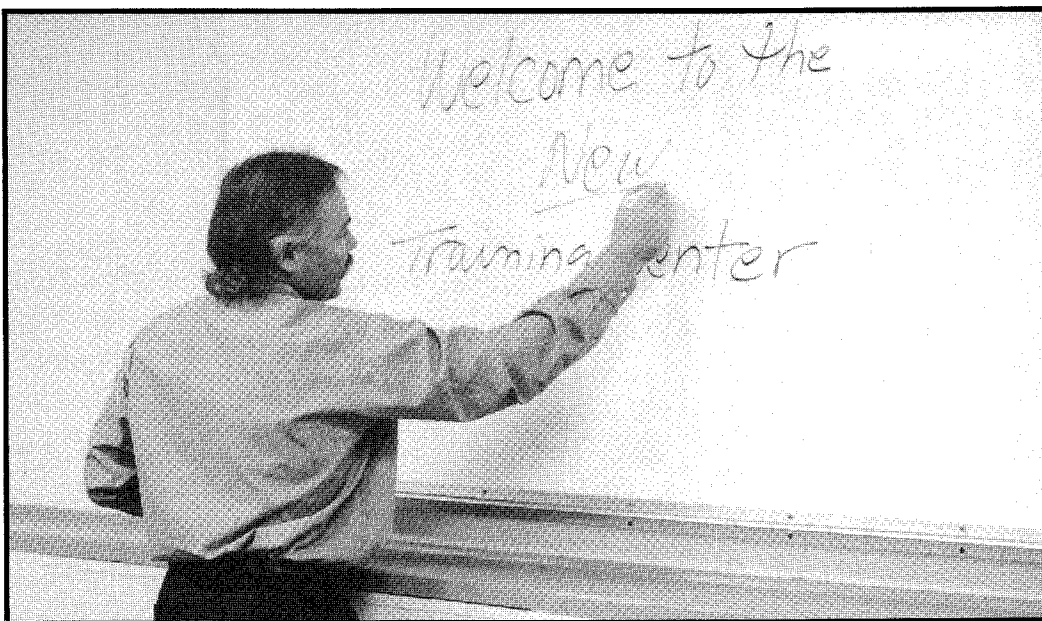
Galiczynski, Bob Clavan, Ted Molnar, Matt Sharkey, Bob Haines, Bernie Blank, William Rassier, Chuck Yeastedt, Frank Sheppard, Bill Capps, Nick Markwald and all who finished the center in time for the Fall classes.

The scramble was on in the Employee Development Department during the final hectic weeks of FY93 for classroom space. In order to meet the 40-hour training requirement, civilian NAWCADWAR employees were anxiously signing up for classes being offered on-site. The heavy schedule of the four rooms across the parking lot in the IVB Building, site of most previous training classes, made it necessary to hold many year-end sessions in spare conference rooms scattered throughout the base. Employee Development Specialists Ed Calvello, Lois Savage and Pat Higgins were hard pressed to schedule all the necessary classes in the few remaining vacant spaces and time slots once the IVB lease expired 30 September.

Although every effort was made to inform students of last minute changes when spare rooms were found, some did not hear of shifts in time. If you were lost in the shuffle, know that the Employee Development Department was working doubletime to accommodate everyone at crunch time.

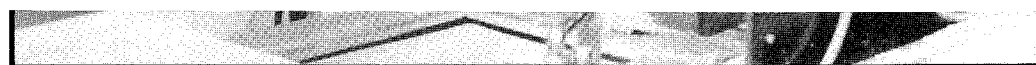
Fall classes to be held in the new training rooms will be circulated via memo. Don't wait for class to start to visit NAWCADWAR's newest addition. Stop by to tour the center and check in with Employee Development to learn of the grand opening ceremonies. Call extension 3076 to check with Kristin Henry for details.

Joan M. Brown



John Markow tests boards in new Training Center.

Photo by Jason Craig



MEMBER OF THE...
gram.

Elaine A. Picard (Anti-Submarine Warfare Systems Dept.): For your outstanding contributions as vice-chairperson

Build from the foundations upward not from the roof downward".

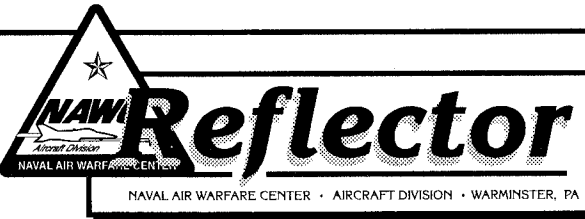
— **Adm. Dudley W. Knox, U.S. Navy**

Cooper wins aviation support award

Meet Sonal Desai, Tactical Air Systems Dept.



Name: Sonal Desai
Hometown: Where family and friends are - Warminster, Pa.
Birthday: July 24
Position: Office Automation Clerk
Years of government service: 4
Previous assignment: None
Last book read: The Patriot Game by T. Clancy
Strongest attribute: Doing conscientious work in #1 TACAIR
Worst flaw: Shyness in crowd and too sensitive
Work philsophy: I am an enthusiastic and hard worker
Favorite food: Any Mexican,Italian or Indian cuisine
Unfilfilled dream: To become a millionaire, good wife and mother
Goal in life: To get a degree soon
If stranded on a deserted island, other than the basics, what three things would you like to have: My husband, computer and a case of books.
How your tombstone should be read: She lived 'til she died!



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 October 1993

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- Graphics Design E.R. Locuniak
- Editor JO2 Terry Wingate



The Reflector is published for people like Lt. T. D. Whiteley.



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

November 1993 • VOLUME 38 • NUMBER 8

Madera receives command's top civilian award



Anthony J. Madera, executive director of the Center, receives the Navy Meritorious Service Award for his outstanding contributions to the nation's airborne portion of undersea warfare research and development from Capt. William L. McCracken, the center commander. The award is the Navy's third highest civilian honorary award and the highest awarded by the command.

Photo by Cathy Burian

Anthony J. Madera, executive director of the Naval Air Warfare Center Aircraft Division Warminster recently received the Navy Meritorious Civilian Service Award for his outstanding contributions to the nation's airborne portion of undersea warfare research and development. This is the Navy's third highest civilian honorary award and is the highest awarded by the command.

"You played a leading role in every sonobuoy and acoustic signal processor developed here," said Capt. William L.

McCracken, the commanding officer. "Under your direction critical sonobuoy systems were delivered to the Fleet and now are the backbone of our air anti-submarine warfare capability."

Completing research tasks and delivering products to the Fleet has been a career trademark for Madera who helped build a strong exploratory research program and transition several critical technologies into current procurement programs.

Larry Lyford
Public Affairs Office



Reflector survey on page 8

Ground broken for new engineering buildings

The sun shone brightly as the shovels of dirt were turned and construction officially began on the two engineering centers being built at the Patuxent River Naval Air Station.

Rear Adm. Barton D. Strong, Commander of the Naval Air Warfare Center Aircraft Division, welcomed numerous visiting dignitaries including: Maryland Governor William Donald Schaefer, Maryland Congressman Steny Hoyer, Vice Adm. William C. Bowes, Commander of Naval Air Systems Command, Washington, DC., 140 employees from the Naval Air Warfare Center Aircraft Division Warminster and a crowd of Naval Air Station Pax River military members and civilian employees. All were on hand to witness the beginning of the latest base realignment construction project slated to house 1,800 Warminster employees relocating to Pax River.

The \$78.4 million contract awarded to the George Hyman Construction Company, Inc., of Bethesda, Md., includes the construction of a 250,000-square foot North Center and 450,000-square foot South Center.

The North and South Center, to be located next to the ASW Hangers, will support 450 scientists and engineers in a variety of labs. Secure projects, a video teleconferencing center, a library and access to test aircraft and fleet users will also be incorporated

in the center.

The South Center, which will be located next to the Air Combat Environment Test and Evaluation Facility, will provide research and development space for 900 scientists and engineers.

Construction is expected to be completed on both buildings by 1996.

In remarks made before the ground breaking, Hoyer commended the Pax River community for the good things being done in St. Mary's County.

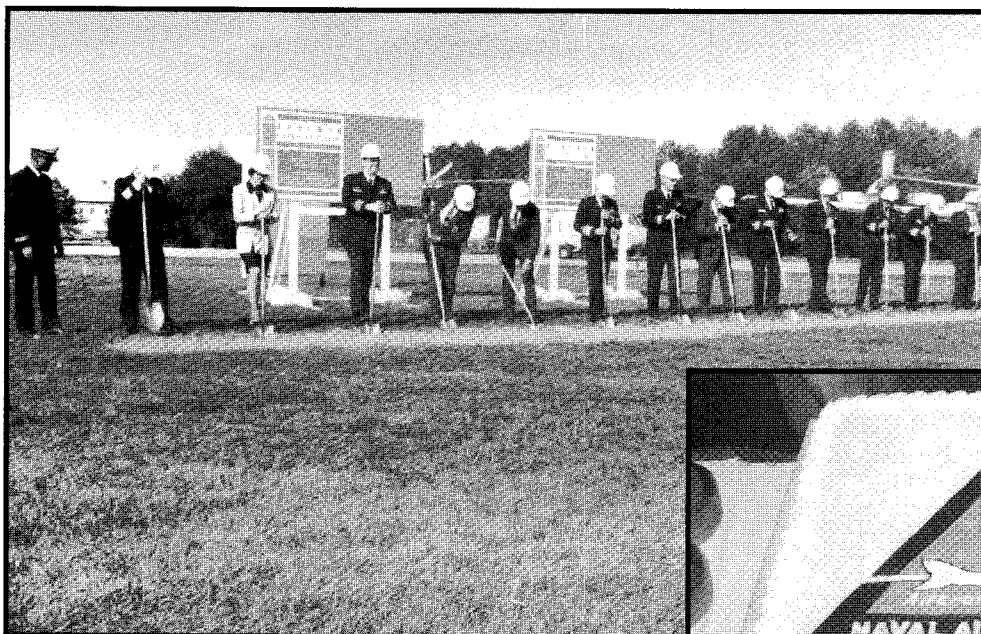
"Those good things are a reflection of Navy quality," Hoyer said. "Quality: That is what we're here about today."

The congressman noted that while new buildings are important to the mission of the Navy, "it is not the buildings that impact on our success or failure - it's quality people."

Hoyer also had news for the workers coming to Pax River as well as those already there. "For the first time in history, St. Mary's County will be included in the Washington Metropolitan area for cost of living adjustments," he said.

Schaefer encouraged the Warminster contingent to make the move to southern Maryland and St. Mary's County during his remarks.

(continued on pg. 12)



Photos by James Moore

Breaking ground for Engineering Centers has major impact on the future of Pax River.



Navy announces new smoking policy

WASHINGTON (NNS) - The Department of the Navy is implementing new smoking regulations that will significantly change smoking inside ships, aircraft, vehicles and buildings. The new regulations go into effect at all Navy and Marine Corps commands no later than Jan. 1, 1994.

"The policy will insure smoke free work and living spaces for our people," said Lt. Cmdr. Nancy Godfrey, the Tobacco Prevention/Cessation Programs Officer at the Bureau of Naval Personnel. "Commanding Officers will designate smoking areas on Navy vessels not to encourage smoking, but to provide a place for smokers who are having a difficult time quitting."

The new smoking policy is designed to protect Navy and Marine Corps people and their families from involuntary exposure to environmental tobacco smoke (ETS). The Environmental Protection Agency has classified passive smoking, or ETS, commonly known as second-hand smoke, as a "Group A" carcinogen.

Aboard surface ships, smoking areas shall be designated on weather deck areas away from the air supply intakes. If weather deck areas are not available, commanding officers shall designate one or more normally unmanned spaces inside the ship that vent directly outside the vessel and that will not recirculate secondhand smoke.

Designated smoking spaces will not include normally manned work or living areas, such as watch stations, berthing areas, lounges, messing areas, libraries, ready rooms, exercise areas and medical areas.

Commanding officers of submarines will designate smoking spaces based on guidance from force commander and the Nuclear Powered Submarine Atmosphere Control manual (NAVSEA S9510-AB-ATM-010 (U)).

At shore facilities, commanding officers may designate outside smoking areas away from areas commonly used by nonsmokers. Outside smoking areas must be located away from air intakes and building entryways and egresses, so that the smoke is not recirculated into buildings.

Smoking shall be permitted in individually assigned family quarters, bachelor quarters and hostess houses and Navy Lodge rooms providing they are not serviced by a common heating, ventilation or air conditioning system.

Smokers who want to quit will not be left out in the cold. The Navy and Marine Corps have several programs and classes available to help smoking cessation. These services are free and available through the command fitness coordinators, medical treatment facilities and Family Service Centers.

The 1992 Worldwide Survey of Substance Abuse indicated that about 37 percent of the people in the Navy smoke. While smoking is declining, the Navy is still well above the national average of 25 percent.

BUPERS Public Affairs

Editors Note: The Naval Air Warfare Center Aircraft Division is studying ways to implement the Navy's new smoking policy. Further information will be available at a later date.

IN MEMORIAM

Harry Krutter, first technical director of the Center died at his home on Nov. 17. Krutter's leadership in developing airborne radar and other electronic equipment for the Navy won him the Defense Department's highest civilian award.



Reflector Survey

The Reflector is a newspaper that serves the Naval Air Warfare Center Aircraft Division Warminster, its tenants, branch medical clinic and other activities in the area. Every two years, the newspaper's editorial staff surveys its readership about the publication. To assist us in providing the articles and news you need to keep you informed about NAWCADWAR, the time you take to fill out the survey below is greatly appreciated.

1. How do you rate the Reflector as an informative voice of NAWCAD Warminster's mission?
 a. excellent b. good c. fair d. poor
2. How do you rate the overall content of the Reflector?
 a. excellent b. good c. fair d. poor
3. How often do you read the Reflector?
 a. every issue b. most issues c. seldom d. never
4. How do you receive the Reflector?
 a. in work area b. by mail c. Bldg. 3 lobby d. by someone else e. Bldg. 3 PAO f. other
5. How does the Reflector compare to other area military newspapers you have read?
 a. better b. just as good (same) c. worse d. no opinion
6. What would you like to see in the Reflector?
7. What other military publications do you read? (Tester, Team Forum, Beacon, other)

8. How do you rate your interest level in the following articles?

	High	Moderate	Minimal	None
Technical articles				
Community news				
Human interest stories				
Military news				
Civilian news				
CO's corner				
CMC's corner				
Letters to the Editor				
Personal Profiles				
Awards and ceremonies				
NAWC News Briefs				
Navy-wide				
MWR Round-up				
Announcements				

Comments: _____

Please return the completed survey by December 17, 1993, via guard mail to: **Public Affairs Office, Code 041.**

Capt. William L. McCracken, commanding officer, recently addressed center employees at an all-hands meeting in the cafeteria.



Loan program sets a course for success

WASHINGTON (NES) - Student loans designed specifically for sailors, Marines and their families are now available from University Support Services, Inc.

All Ahead is a credit-based loan program intended to help defray tuition costs, lab fees, room and board, books and supplies. It can be used as the sole means of financing a student's education or in conjunction with other private or federal loan programs.

It is available for graduate, undergraduate and private high school students. The new All Ahead Loan Program can provide \$1,500 to \$25,000 a year to approved schools. The loans are available to active-duty and former Navy and Marine Corps personnel and their families, including reserve, retired and federal employees.

Eligible applicants for All Ahead must be a credit worthy

U.S. citizens or permanent residents, earn a minimum of \$15,000 a year and have been employed at their present job for one year. If an applicant does not meet these requirements, a co-signer who does meet the requirements is necessary to approve the loan.

The loan is paid back on a 15-year plan, with no penalty for early retirement. Interest rates vary monthly based on Commercial Paper Rate plus a spread of 4.75 percent (for June 1993 the interest rate was 7.89 percent). All Ahead recipients may defer repayment of the principal of the loan while a student remains in graduate or undergraduate program, but interest payments begin upon receipt of the loan.

For more information about the All Ahead Loan Program, call 1-800-SOS-LOAN.

Agencies join to save government time & money

Partnerships between various Navy agencies are resulting in expeditious and cost-saving test programs at the Ordnance System Department at the Flight Test and Engineering Group's (FTEG) Strike Aircraft Test Directorate.

The Ordnance System Department normally receives its tasking from Naval Air Systems Command for various platform work. This year's tasking included conducting safe/unarmed jettison of MK50 and MK60 series mines and separation testing of MK63 mines.

"The test program was cost effective for all parties. While FTWG tested and evaluated a tail fin design during the jettison and separation tests, mine designers had the opportunity to compare the results of model tests and fleet mine assemblers had the opportunity to obtain training on the new MK62/MK16 mines."

While planning for tests, John Oster, project engineer and Mike Lynn, project technician, saw an opportunity to combine the tests into an integrated test plan. Combining separation testing with jettison testing would better utilize assets.

During the logistics of acquiring the various mine assets, the Naval Mine Warfare Engineering Activity, Yorktown, Va. requested assistance in testing a new sealing compound to be used on mine assemblies. Also, the Naval Sea Warfare Center, White

Oak, Md. indicated the need for some tests performed on the new MK16 paratall fin used with the MK62 mine. Lab tests provided some data, but test experience with air-laid mines was needed.

Oster and Lynn coordinated the additional requests into their airtask objectives with no adverse impact. The new plan could provide service and data to the mine engineering activity and the sea warfare center at minimal additional cost because flight testing was being piggybacked. Due to the large number of mines for this test, Lynn coordinated with Mobile Mine Assembly Group II out of Charleston S.C. to assist George Ryan in the insert mine build-up. In exchange for assistance in assembling the MK50 and MK60 series mines, the assembly group received some initial hands-on training in the assembly of the MK62/MK16 paratall fin mines.

Coordination with the Range Directorate, another Flight Test and Engineering Group activity at Patuxent River Naval Air Station was necessary. The range, its target support section and divers determined suitable release points to meet the sea warfare center's test requirements and Range's safety requirements. By adjusting test parameters, objectives of the three agencies were met.

The range's dive team retrieved the mines and derived impact and mine field information.

Lieutenant Commander Win Everett, Ordnance Systems Department Head said, "The test program was cost effective for all parties. While FTWG tested and evaluated a tail fin design during the jettison and separation tests, mine designers had the opportunity to compare the results of model tests and fleet mine assemblers had the opportunity to obtain training on the new MK62/MK16 mines."

**Public Affairs Office
Patuxent River, Md.**

Southern Maryland Showcase held at Trenton

Employees from Trenton and Warminster, seriously considering relocating to Southern Maryland as a result of BRAC '91, were given an opportunity Nov. 4 to attend seminars on pertinent topics, ask questions and get one-on-one answers during the Southern Maryland Showcase held at NAWCAD Trenton. The day started with a kickoff ceremony and welcome by Capt. David Offerdahl, NAWCAD Trenton commanding officer; Rear Adm. Barton Strong, commander NAWCAD; and Gary Hodge, executive director of the Tri-County Council for Southern Maryland.

Co-sponsored by the Tri-County Council of Southern Maryland and the Navy, seminars were available throughout the day on spousal employment, taxes, licenses in Maryland; buying or renting houses/apartments; building homes; and selling homes.

Meanwhile, over 50 representatives from the tri-county area of Maryland joined by the Bucks and Mercer counties Board of Realtors met employees, answered questions and provided timely requested information as well as distributed the Southern Maryland Guide. Among the representatives who traveled to Trenton, N.J. to assist were volunteers from the Southern Maryland Board of Realtors, Maryland Department of Economic and Employment Development, Southern Maryland Chapter of the Certified Public Building Industry Association.

The Human Resources Office from Pax River and Trenton had representatives explaining the government permanent change of station rules/procedures and a private relocation group also offered information. Another group of HRO representatives discussed the Sponsorship Program and shared success stories and photos. This program matches employees relocating to Maryland with NAWCAD Patuxent River employees based on similarities in job, family and leisure interests. A local AFGE

union representative was presented to provide assistance and information as well.

Personnel could also choose to view the Pax River video "Working by the Bay" being shown in an adjacent training room. The video, produced at the Pax River Technical Information Department with assistance from the Public Affairs Office, explores the numerous assets and advantages of after hours activities at Pax offered to civil service employees.

Heather Myllenbeck
Public Affairs Office
Patuxent River, Md.

Severe weather closing

In the event of inclement weather, NAWCAD 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 Center will be closed due to severe weather conditions. Recorded information will be available by dialing 441-SNOW. Employees are advised NOT to call the Center operator or Officer of the Day for information.

(continued from pg. 2)

ground breaking

"It's a truly great state," he said. "When they say it's America in miniature, it's true."

The governor said that those people making the move would see new housing going up and a branch of the University of Maryland moving in. "Welcome to the southern part of the state of Maryland-you're going to like it here," Schaefer said.

Bowes echoed Schaefer's welcome to the Warminster guests, promising Pax River's and the Navy's "total commitment to each and every individual who will be moving from Warminster."

Despite a future with a smaller military, "the Navy will remain very active," Bowes reminded the audience. He cited the current Naval presence off the coasts of Bosnia, Somalia and Haiti as examples of the continued need for a strong Navy.

"How to provide necessary defense with fewer dollars" is

part of the Navy's challenge for the future, Bowes said. In these days of closing bases, "where we remain, we become stronger, more efficient," he added.

"We need first class facilities to support our vision of the future of our nation," Bowes said, looking over the site where scientists and engineers will test and evaluate Naval equipment of the future.

As 13 shovel-wielders prepared to ceremonially break the ground, Lt. Theodore Wilson, Chaplain, offered a prayer to "...the Architect over all things...that the ground we have chosen for the Engineering Centers be blessed, not be on shifting sand."

Peggy Davidson
Public Affairs Office
Patuxent River, Md.

Training Center holds first class

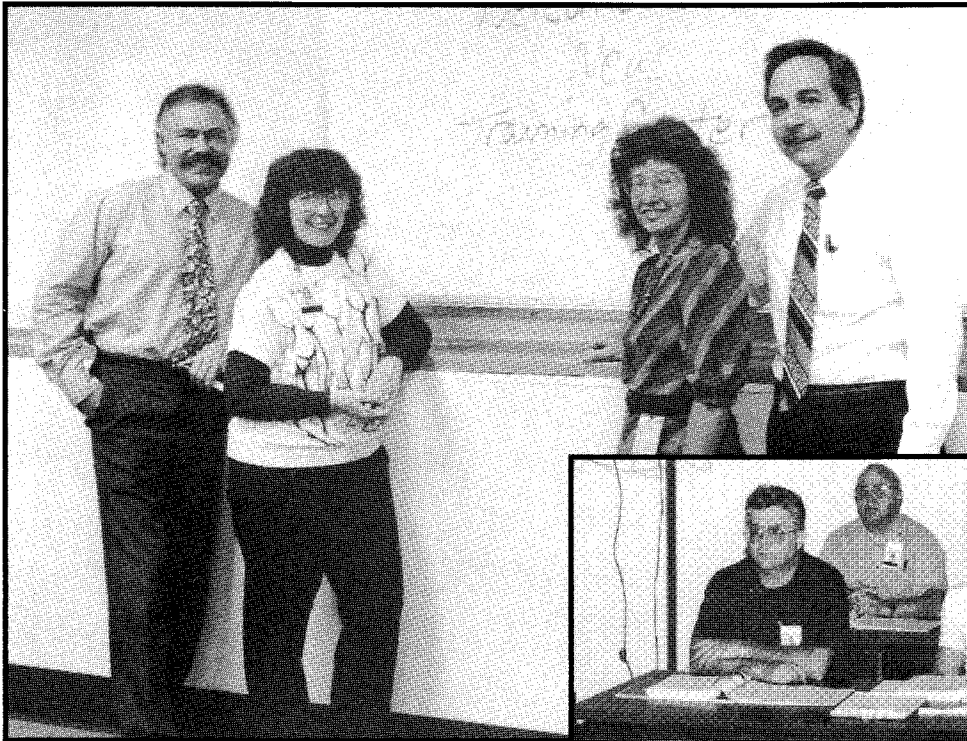
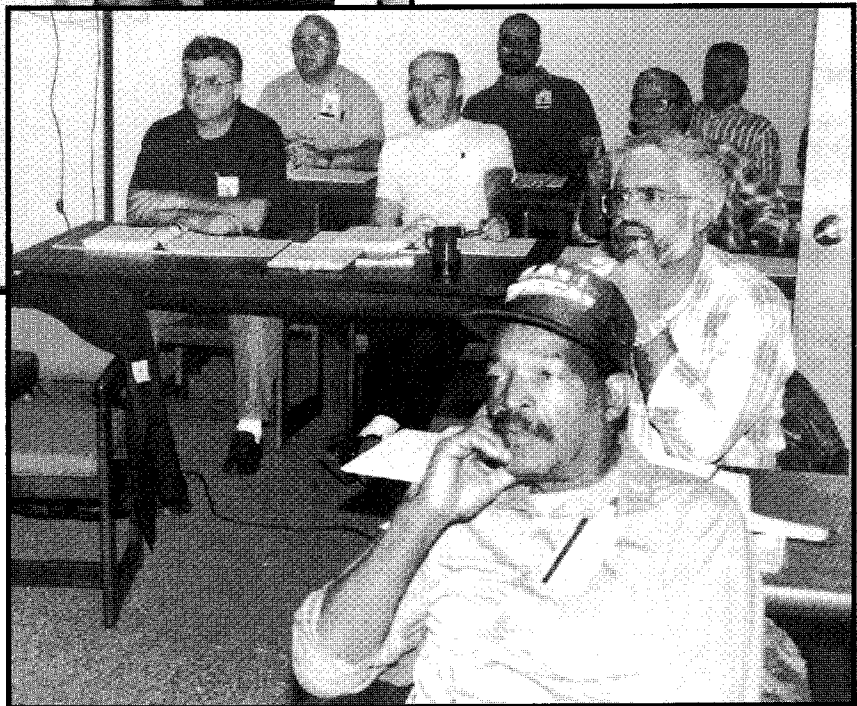


Photo by Jason Craig

Employee development classes begin in new NAWCADWAR Training Center

Photo by James Moore



The initial on-site training class was held at the Naval Air Warfare Center Aircraft Division Warminster's (NAWCADWAR) new Training Center October 26-29. Shop crew members from Warminster, Trenton, Willow Grove and Lakehurst attended the Roofing Inspection and Technology Course in the Congressional Room. Coffee and donuts welcomed these students, some of whom had just finished constructing the new training rooms in Building 2, across from Shops Stores #1 and Custody Store #2.

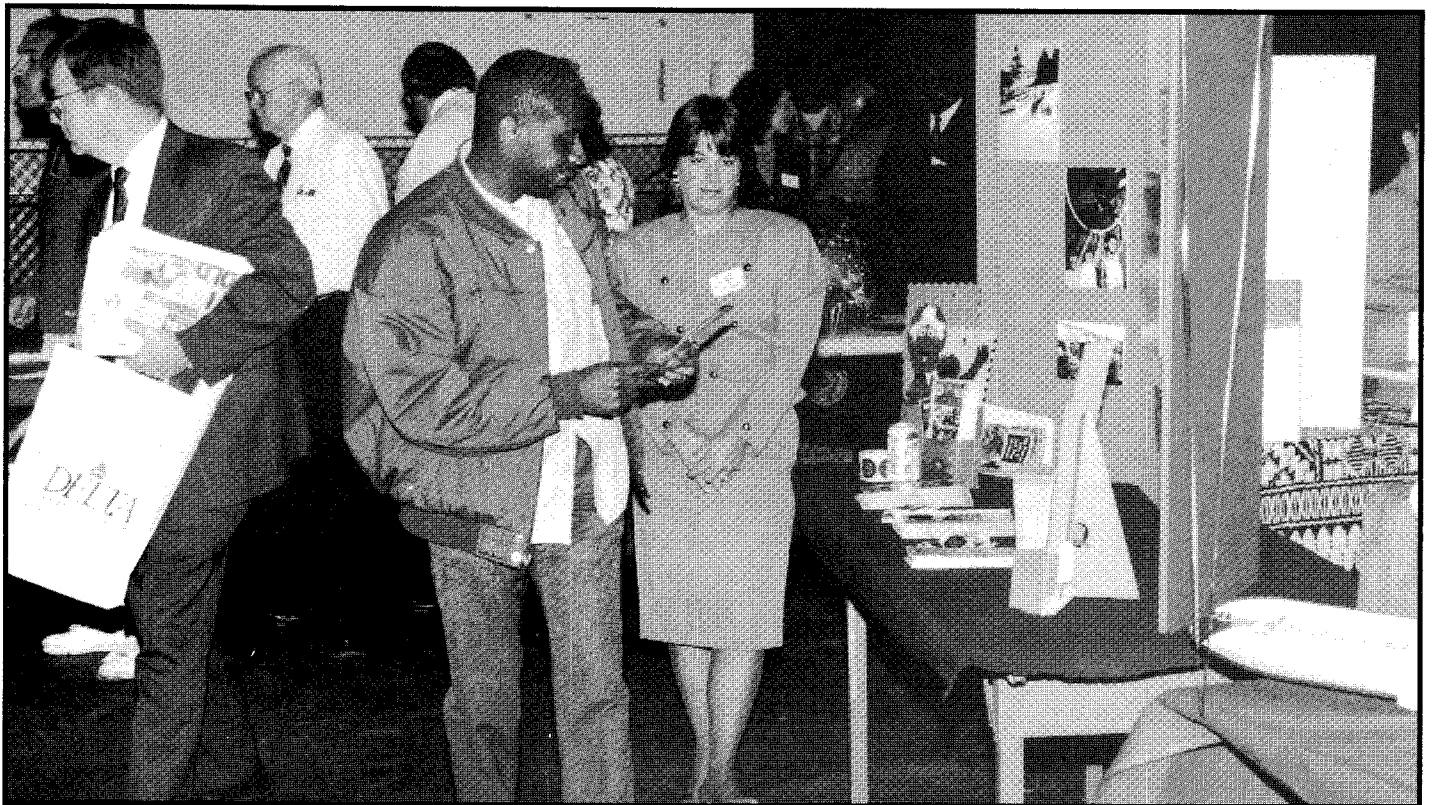
Previously, on-site classes were held across the parking lot in the IVB building. Now, Penn State, Drexel, Office of Personnel Management, Naval War College and a variety of other vendors and schools will instruct employees in the five new rooms.

The largest classroom, the Congressional, accommodates 36 students at tables and an additional 15 in chairs. The Colonial and Federal rooms hold 22 and 20 students, respectively. The Patriot room holds 18 students and the Keystone room houses a conference table and eight chairs.

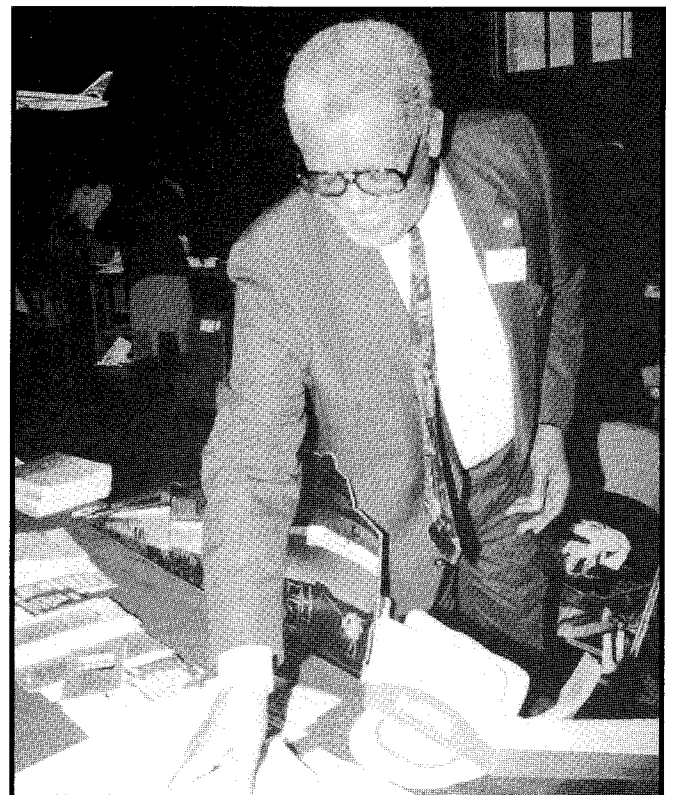
Employee Development Specialists are busy arranging usage of the new Training Center for fall and winter classes. A list of upcoming classes was circulated via memo and information on any training classes can be obtained in the Employee Development office or by calling extension 3076.

Joan Marie Brown
Employee Development

Travel fair



The travel fair was held in September and top hotels, motels, cruise lines, air lines and car rental agencies were on hand to show the best there was in traveling or vacationing.



Thanks given for a job well done



The following employees were awarded Letters of Commendation from the Commanding Officer:

MS1 Gerald B. Dibbern: For outstanding performance in achieving an "outstanding" inspection for the recent Adm. Zumwalt award competition

ATC James C. Howard: For vigorously aiding in the arduous process of ensuring that all physical readiness test requirements for over 400 military personnel were met in a timely and efficient manner.

ET1 Stephen F. Lewis: For your contributions in the success of the command's fitness testing program.

The following employees were awarded the Navy Commendation Medal:

Cmdr. Brian K. Young: For superior leadership and managerial skills in coordinating the planning, production and control effort of a major aircraft overhaul.

Lt. Cmdr. Robert Larys (Third Award): For superior leadership in supporting more than 8,500 mishap-free flight hours by maintaining mission capable and full mission capable ratings far in excess of type commander goals.

The following employee was awarded the Navy Achievement Medal:

YNC Jeannette Truscelli (Second and Third Award): For superior performance of her duties while serving as Ship's Secretary and Ship's Office Division Officer on board *USS Simon Lake* and for superior performance of her duties while serving as acting Military Administration Officer, command Legal Assistant and Bachelor Enlisted Quarters Officer.

The following employees were awarded the Good Conduct Medal:

HM3 Belinda Hamilton and HM3 Richard Pietrow: For fidelity, zeal and obedience.

The following employees were awarded Letters of Appreciation from the commanding officer:

Robert M. Lehman (Anti-Submarine Warfare Systems Dept.): For your time and effort during the recent American Defense Preparedness Association visit.

S. Danny Rajan, Janet Cuce and Lynne Roschetz (Tactical Air Systems Dept.): For your time and efforts during the recent American Defense Preparedness Association visit.

Maureen Talley (Command Administration): For your contribution to a successful tour of the American Defense Preparedness Association visit.

Stephen Bazow (Tactical Air Systems Dept.): For your dedication and leadership to the Joint Systems Engineering and

Analysis Directorate.

Zigmund Rafalik (Tactical Air Systems Dept.): For your participation in the All Weather Medium Attack Aircraft (AFX) Class Desk field station review.

Michael Warren, Thomas Kreppel, Luis Fortuno and Thomas Polaneczky (Mission Avionics Technology Dept.): For the support you provided as a member of the technical evaluation team on the airborne low frequency sonar source selection and your technical assistance to the ALFS Re-evaluation team in assessing the battery system was appreciated.

David H. Panetta (Warfare Systems Analysis Dept.): For your outstanding contributions to the ASW community.

LIVE BAND

"Second Wind"

December 3, 1993

9:00 p.m. to 1:00 a.m.

Lady Luck Club

Everyone is Invited

For more

information call

John at ext.7651

Meet Debbie Topel, Financial Services Division



Name: Debbie Topel

Hometown: Warrington, Pa.

Birthday: March 18.

Position: Budget Assistant.

Years of government service: 5 years, 9 months.

Previous assignment: Retail.

Last book read: The Firm (but for real suspense, I read the 02 budget reports).

Strongest attribute: To help other people and be a good listener.

Worst flaw: Over extend myself.

Work philosophy: To get the job done, no matter what it takes

Favorite food: Chinese.

Unfulfilled dream: Own my craft business.

Goal in life: Happy, healthy, wealthy.

How your tombstone should be read: Handcrafted by Debbie

If stranded on a deserted island, other than the basics, what three things would you like to have: A great guy, a cassette player and a case of wine.



Volume 38
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November 1993



The Reflector is published for people like Fred Shocket, Code 70E.

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