



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

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Madera to retire March 4 after 35 years

Anthony J. Madera retires from government service on March 4, after 35 years. He came to the Naval Air Development Center (NADC) in 1959 and since then has distinguished himself as an internationally recognized expert in the field of Airborne Antisubmarine Warfare (ASW).

He began his career at the Tobyhanna Signal Depot in Tobyhanna, Pa. He also served as an Engineering Scientist for the U.S. Army Signal Corps.

Early assignments at NADC included being a project engineer from 1959-1965 and responsible for the acquisition and testing of Air ASW sonobouy systems. In 1965 Madera became Section Head, Special Projects Branch.

One of his most significant accomplishments also came in 1965 when he was the Program Manager/Project Engineer for the Directional Lofar Analyzing and Recording (DIFAR) system. It became the heart of Airborne ASW Systems.

From 1970-1974 he was Deputy Manager, Acoustic Processing Division where he managed and supervised 70 professionals in the R&D and engineering evaluation of acoustic processing equipment.

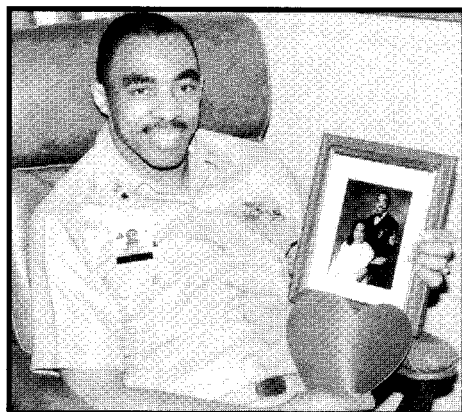
He served from 1978-1986 as Division Manager for Acoustic Development. His division was responsible for the conduct of exploratory, advanced and engineering development of the acoustic sensor systems for ASW.

From 1986-1990 he was the Technical Consultant on ASW to the Technical Director and also Block Manager for Air Surveillance for the Office



(continued on pg. 3)

Some have special plans for Valentine's Day



"My plans are to spend Valentine's Day showing my wife, Sherry, how much I love her by giving her a red rose. The month of February is a good time to show how much we care for each other. Our plans are to do just that."

AFCM (AW)

**James A. Robinson,
Code 098**



"My perfect Valentine plan, if the weather is nice and roads passable, is a weekend getaway. I would love to reserve a room at the Sheraton, enjoy a romantic dinner with my husband, see a show and then hang the Do not disturb sign. With four teenagers, we could use some private, quiet time. If we're still shoveling snow, I'm buying the kids movie passes, and we'll still have a romantic dinner at home and be cozy by the fireplace with the same Do not disturb sign on our door."

Ellen Marshall, Code 30

"I am going to cook my husband's favorite meal and along with the meal, we will have a chilled bottle of champagne. We will dine by candlelight. After dinner we are going to surprise my Valentine and invite Mr. Jenkins to come over! I can happily say, we couldn't have married a nicer guy!"

**Dorothy Knappik,
Code 2022**



Charnita Mathias, AZ2, Maintenance Control will wed Kent Johnson, HM2, Medical, Willow Grove on February 14, 1994. These sweethearts met through friends at NAWC Branch Medical. The Valentine's Day civil ceremony will be followed by a social for friends. Charnita plans a large wedding in June at her home in Baltimore. For now, is there a more romantic way to spend Valentines?

AZ2 Charnita Mathias, Code 902

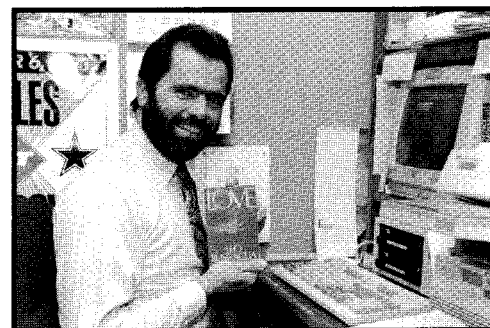
For my Valentine fantasy, I would take my sweetheart away to a secluded cabin in the mountains that has a jacuzzi, a king size waterbed with black silk sheets and a fireplace with a bear skin rug. Our cabin would be surrounded by a foot of fresh-fallen snow as we settle in for a three day weekend. Throw in "between-the-sheets" music, including Whitney Houston, candles, bubble bath, his 'n her's red and black silk robes, champagne, White Zinfandel and Coors Light and one red rose . . . well . . . It won't get any better than this!!!

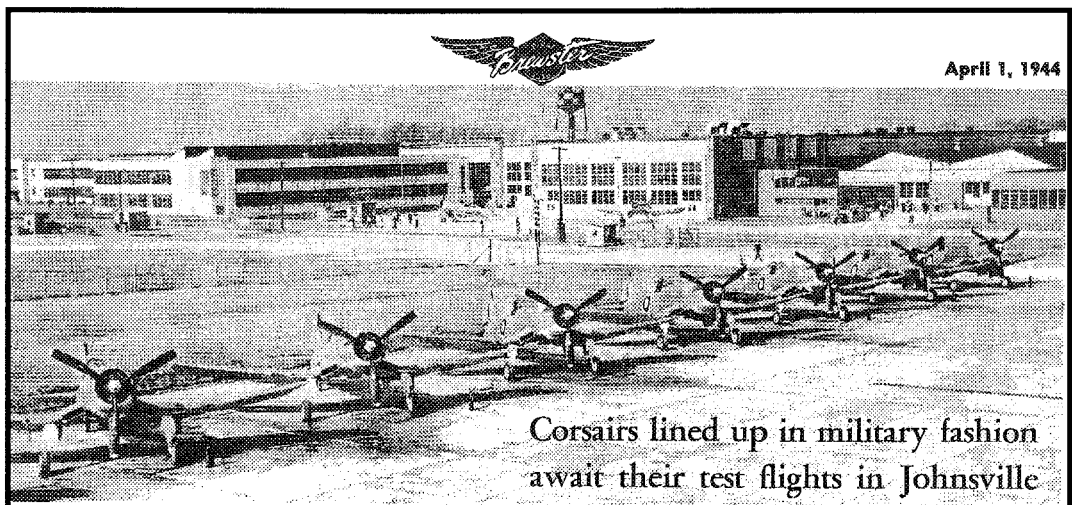
John Bowes, Code 103L4



Connie Mount, Payroll Technician Code 0213, who has three children, Stephanie, Michael and Jamie, is going to help them send Valentine cards to their classmates. Let's hope they all receive lots of cards in return.

**Connie Mount,
Code 0213**





Corsairs lined up in military fashion await their test flights in Johnsville

(continued from pg. 1)

Madera's retirement

of Naval Technology. He was also the Data Exchange Officer for Germany, Italy and France.

Since being selected for promotion to the Senior Executive Service in 1990, Madera was appointed to the dual role of Associate Department Head for ASW Development and Head of the Acoustic Processing and Development Division. He was responsible for the leadership, formulation, guidance and conduct of designated research and development projects for acoustic and non-acoustic devices, systems and their integration in ASW platforms. From August 1993 to February 1994, Madera served as the Executive Director of the Naval Air Warfare Center Aircraft Division Warminster. In this position he was responsible for the leadership and execution of all aspects of the site's business and technical development efforts.

Madera was awarded the Department of the Navy Meritorious Civilian Service Award in November of 1993 for outstanding

contributions to this nation's Airborne Undersea Warfare Research and Development Programs. He was awarded the Bronze for Science and Engineering USW by the American Defense Association in 1988 and the Naval Air Development Center's Engineering Achievement Award in 1989. He received yearly outstanding performances since 1978 and has received over 20 letters of commendation. Madera has three patents and one disclosure for sonobuoy systems.

Madera is married to the former Carolyn Obrzut of Olyphant, Pa. The Madera's have four children, three sons, Joseph, James, Anthony and a daughter Susan.

On behalf of the Commanding Officer, Capt. William L. McCracken and the entire Naval Air Warfare Center Aircraft Division Warminster, we thank you for your many years of dedicated service and wish you well upon your retirement.

From the Chaplain

(The following article is reprinted for your enjoyment from The Journal. The command newspaper at the National Naval Medical Center in Bethesda, Md.)

Do you trust God? On one of my rounds aboard ship, I asked one of the sailors: "How are you and God getting along? His response was: "Just fine chaplain, I don't bother Him and he doesn't bother me." It took me awhile to overcome the laughter; but, what a statement! How honest can you get? This is one of the most honest responses I have ever received.

With God, honesty is where the rubber meets the road. If we are honest enough to admit our differences with God, the grounds for peaceful negotiations are most readily accessible. To "fess up", to be honest and to get real with God are doors unto a trusting relationship. But, how can you be honest with someone you don't know? How can you trust a stranger? Honesty requires vulnerability, a lowering of the shields,- a state of peace.

Trust in God requires knowledge of God. The more we know about God, the more we trust him; the more we trust him the more we are willing to lower our defenses to become vulnerable. It is said in II Corinthians 12:9 "...My grace is sufficient for thee: for

my strength is made perfect in weakness." If we are willing to become weak and trust in the power of God, God will rise to the occasion of our helpless estate and deliver us. It is not what we can do for ourselves or for God to do for us.

By faith we are never certain what lies ahead. But because of our knowledge of God, we have confidence in Him that all is well whether we know it or don't know the outcome of the consequences. When we have a trusting relationship with God in the storms of life, we can boldly say as Job said: "Though he slay me yet will I trust in him ... For I know that my redeemer liveth and that he shall stand at the latter day upon the earth: And though after my skin worms destroy this body, yet in my flesh shall I see God: Whom I shall see for myself and mine eyes shall behold and not another; though my reins be consumed within me" (Job 13:15, 225-27).

Trust is like a bank depository for valuables. To trust God is to deposit our valuables in His hands.

**Chaplain (Cmdr.) Edgar S. Bankhead, CHC
National Naval Medical Center Pastoral Care Service**

No Air Expo at Pax River in 1994

There will be no air show at Patuxent River Naval Air Station in 1994.

Commander George Olde, executive officer of the air station, said, "the 1994 Air Expo has been canceled because no jet flight demonstration team could be scheduled."

Air Expo is the Naval Air Station's annual open house which attracts thousands to view exhibits and watch military aerial demonstrations and various civilian aerobatic performances.

Olde said planning is under way for an Air Expo in 1995.

Softball season is just around the corner!!!

Co-Ed Modified fast pitch

Open to all NAWCADWAR Employees and Contractors

Deposit of dues and rosters due by March 7

Balance of dues on April 4

Schedules determined on April 4

Call Dan Schmidt at ext. 2690 for more details

Our recycling helps the environment

We all want to leave something for our children and grandchildren to remember us. But what our progeny will find after we're gone will not reflect well on our generation at all.

What can we do individually and collectively about overflowing landfills, toxic waste, polluted waterways and other casualties of our life-style?

Just as each journey begins with one step, this huge task of saving our planet from being buried alive in waste must begin with each one of us.

At NAWCADWAR (NAWC), environmental efforts have been introduced and implemented from time to time. Actually some very good plans exist, they just need active participation from all of us. This article deals with an area where each of us can have significant impact — recycling. There are a million ways to recycle. Recycling requires very little effort.

January's *Reflector* carried an article on Executive Order 12856 which promotes recycling and conservation. Its goals promise to reduce solid and toxic waste, encourage new technologies and build markets for recycled products. The problem of landfill overuse and expansion faces all communities. And this is one area where each of us can have immediate and lasting impact.

The U.S. Federal Government is the largest user of paper in the world, consuming 300,000 tons of printing and writing paper every year. By conserving and recycling we can do something about this startling fact. At NAWC, white copier paper and greenbar computer sheets are stockpiled in paper carts for collection by the Labor & Equipment Services Branch under the direction of Tom Morrison, Code 844. The Paper Chase, a local recycler, picked up 95 tons of office waste from NAWC in 1993. Normally, the recycler would pay NAWC \$25 a ton or \$2,375. We received no profit in 1993. Actually, we were lucky they didn't charge us \$35 a ton for sorting and processing the white and greenbar from all the other stuff thrown in the bins!

Sorting is imperative. We also need to remember that our co-workers unload this paper by hand, and it can be dangerous. Morrison tells of one paper handler who was badly cut by miscellaneous junk left in the paper bins. In an effort to re-energize recycling, Supply has placed two bins in each collection location. Starting immediately, one bin is for white and greenbar paper only. The other bin is for newspapers, magazines, file folders and other office paper. Paper only! Please no trash, styrofoam, cups, binders, fasteners, plastics, metals or other items. It takes time to separate paper from binders and fasteners but it's an investment.

Our generation needs a lesson from our grandparents. Commander Wendell Gift, Code 84 remembers a time when his family generated practically no trash. "My grandparents and parents composted garbage in the yard, burned trash and composted the ash and recycled almost everything else," said Gift. Recycling requires a bit of work, but it could be worth it in the

long run for future generations, and in the short run for our NAWC employees.

"Morale, Welfare and Recreation (MWR) once received profits from recycling on base. We are now at the point where our recycler is going to charge us for our non-sorted paper. The quality of our paper is fine, but not co-mingled with everything else. Under current rules, if our paper is properly sorted and funds generated, profits would pay overhead base salaries for collection time, and the remainder could go to general overhead," said Gift.

With transition in mind, Selina Ridpath, Supply Systems Analyst, Code 84 recommends departments start their big clean out now. "I recently went through my area clearing excess files and boxes. It was time consuming emptying binders, removing fasteners and paper clips and sorting paper into proper bins, but it is the way of the future," said Ridpath,

Our consumer oriented throw-away society conveniently forgot how to take care of our environment. Sure it's convenient, but it's time to get back on track, stop living as if we had an inexhaustible supply of resources, and places to stockpile trash. We don't.

When cleaning out, junk metals can be deposited in the metal collection dumpsters located near Transportation and by Receiving for delivery to the Navy Yard. "We don't make any money doing this, but its the right thing to do," said Gift. For pick up of broken chairs, coat racks, shelves, etc. call Labor and Equipment Services Branch and leave a message on ext. 2946.

There is a "Lazy Factor" we must overcome if we are going to help save the environment for our kids. Another suggestion is for each department to recycle items within its own area. Instead of filling the trash cans with reusable items that will be in the landfills 5,000 years after we're gone, put unused binders, etc, on a convenient shelf until you or a co-worker need a new binder or other recycled material. Go to your own store instead of Shop Stores and help reduce the deficit as well! Save it, store it and remember to use it.

The Public Affairs Office just renegotiated our contract for printing of the *Reflector* to include the use of recycled stock. We have joined the effort to create a market for recyclables. We invite all to hop on board the recycle chain and help make it work.

Joan Marie Brown
Public Affairs Office

Energy Conservation Tip

"Help your smoke detector do its job."
Did you know, as many as half of Americas smoke detectors are not working because of old or missing batteries. It's a fact.

Patient Contact Representatives help solve problems

Does the following scenario sound familiar to you?

Your child has been sick all night with a fever. You and your spouse are sleep deprived the next morning and you need medical care for your child as soon as possible! You call the clinic at 7:30, 7:35 and 7:45 a.m. and finally you get through at 8:00 a.m. only to find out that there are no appointments available. What can you do or who can you talk with now?

The Patient Contact Representative will try to help resolve your problem. Patient Contact Representatives are health care professionals located at each Naval clinic or hospital to assist patients and their families with a variety of concerns. You may choose to talk with the representative regarding difficulties in scheduling, questions regarding the treatment you received in your health care facility; or to discuss special needs that you or a family member might have. It is also helpful for the representative to receive suggestions on how to improve the operation of the clinic or to bring to their attention a specific feature of the clinic that is especially helpful.

You have a right to expect the following from the Patient Contact Representative:

1. Someone to listen to your concerns with an open mind.

2. Honesty and courtesy in their response to you by carrying through with plans to resolve an issue.

3. Assistance in solving the problem by exploring all the options with you.

As with all rights, there are responsibilities that must be accepted for the program to be effective.

1. State your problem or concern clearly. Give any background information that is pertinent and will help the representative understand your problem better.

2. Remain open minded when discussing possible solutions to your problem. You have the responsibility to make the final decision regarding your health care, so be informed of all your options.

If you or your family are patients at NAWCADWAR Branch Medical Clinic Annex, you may contact the Patient Contact Representative, Lt. Mary Lasiter at ext. 3006/7 between 7:30 a.m. and 4 p.m. Please complete the patient contact questionnaire when you receive care in the clinic. This is very useful to the Clinic and is also a way for you to communicate your needs throughout the clinic command.

Lt. Mary Lasiter

NAWCADWAR Branch Medical Clinic Annex



Congratulations to the Naval Air Warfare Center Aircraft Division Warminster Bachelor Enlisted Quarters (BEQ).

Warminster was selected for the second place award in the annual Adm. Zumwalt competition for the best bachelor quarters, small category. This is a very difficult Navy-wide competition each year among hundreds of commands and activities.

Bravo Zulu to the command and the BEQ management team. Lt. Tracy D. Whiteley, MS1 Eugene Thomas (not pictured), MS2 Mike Green and MS3 William Hilty. Being number two in this crowd is a tremendous achievement, particularly considering the challenges of taking care of the troops as closure is just around the corner.

Photo by James Moore

Thoughts on weathering the winter storm

Patience. Perseverance. Fortitude. Courage. Determination. Spirit.

All these virtues and probably a few more are needed during this winter of 1994. . . just to get to work.

A 15 minute drive turns into a 90 minute carnival ride. Of course, it's through a winter wonderland. When we are forced to drive slowly we can take in the beauty all around. At 15 m.p.h. one can gaze at frosted farm fields glistening in the frozen sunlight and get a glimpse of how heaven must look. Driving on ice slicked roads is definitely not heaven.

Moving at ice-pace reveals unfamiliar scenes. Drivers have time to see the expressions of panic, fear and disgust on the faces of other drivers as cars crawl past. One morning I sat idly in an endless line of cars, vans, pick-ups and tractor-trailers waiting behind the salt truck that couldn't make it up the hill. I didn't even realize that road was an incline until ice covered it. We've been spoiled by twenty-odd-years of fairly mild winters. So I guess we're due for a real winter. But this is ridiculous.

Minus 10 degrees for the day's high doesn't allow much melting or plowing of highways. Most of the townships must be

out of salt and cinders because I haven't seen any on the roads since January 12.

The pickax my neighbor used to chop several inches of ice off her driveway also chopped up several inches of asphalt here and there. I had to use a hammer to hack 4" of solid ice that encased my feeble heat pump. Its groans could be heard over the howling winds as it labored under its impossible burden. My husband yells if the kids bump this same heat pump with their football or bikes. My co-worker witnessed someone pounding ice off their car with a hammer! Amazing how priorities change with the weather.

To the many employees and family members who had accidents or injuries due to the snow and ice storms, we extend best wishes for speedy recoveries. Even a minor fall on treacherous stairs or walkways can be a painful experience. Congratulations to all those who did manage to arrive for work and back home again in one piece. This winter of '94 that is quite an accomplishment.

Joan Marie Brown
Public Affairs Office

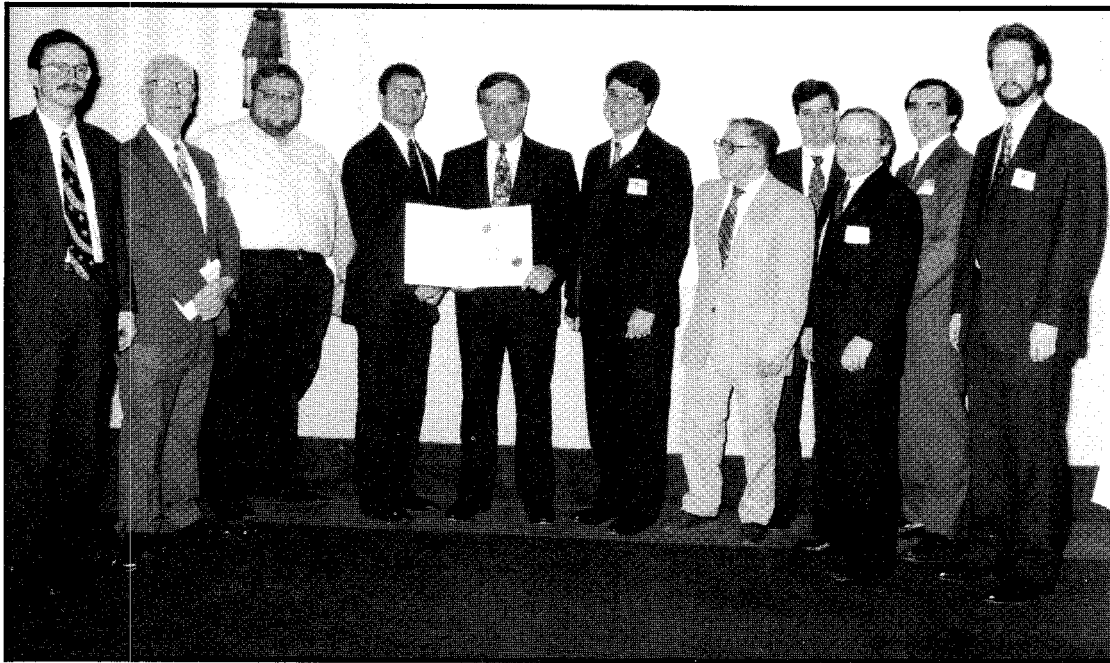


Photo by Tom Palandro

The American Institute of Aeronautics and Astronautics (AIAA) Greater Philadelphia Section council members with Representative Curt Waldon. Included are the Naval Air Warfare Center Aircraft Division Warminster members Joe Minucci, John Dorff and James Wright of Code 60.

The next dinner meeting of the AIAA will be held on March 24. It will include AIAA distinguished lecturer, John Roncz, speaking on "Design challenges for several Unconventional Aircraft."

The annual honors and awards banquet will be held on May 26, featuring the Aerospace Professional/Project of the year. For more information, call Joe Minucci at ext. 1506, James Wright at ext. 7259 or Bruno Cavallo at ext. 2205.

PAX River named to NPL list

The Environmental Protection Agency (EPA) has proposed placing NAS Patuxent River on the National Priorities List (NPL). The National Priorities List, commonly referred to as the NPL, is a listing of the nation's most serious, environmentally hazardous waste sites. Its purpose is to focus attention and funding on clean-up and remediation efforts at each sites.

The proposed addition of the NAS to the NPL is not due to any new or imminent environmental problems, but to recent revisions in the way EPA calculate scores under its Hazardous Ranking System (HRS). The HRS forms the basis by which the EPA judges the degree of hazard posed by former waste disposal sites and disposal practices. It is a uniform, technical judging method applied to all sites across the country that removes, as much as possible, subjective judgements in deciding which sites should be included on the NPL.

When applied to previously identified sites of environmental concern aboard the NAS, the revised scoring system results in a substantially higher score than earned under the old system, a score that places the NAS above the threshold for inclusion on the NPL. In responding to the news, Capt. Roger Hill, Commanding Officer of the NAS, explained, "We have not discovered any new sites of environmental concern, nor have we found any new reasons for heightened concern at our sites, it's just that the rules have changed."

The Navy and NAS Patuxent River have long been concerned about protecting the environment and cleaning up sites where previously acceptable disposal practices may have created an environmental hazard. Under the Navy's Installation Restoration Program (IRP), a program begun unilaterally by the Navy in 1980 to address clean-up of the environment at Naval installations, most of the significant sites of environmental concern aboard the NAS are already undergoing restoration and do not pose an immediate threat.

One example of restoration efforts currently underway aboard the NAS is the shoreline restoration project at Fishing Point. The area, which was previously used as a landfill, had been experiencing shoreline erosion to an extent that created a potential for release of discarded material into the Chesapeake Bay. As profiled in the December 10, 1993 issue of the "Tester," this project involves constructing breakwaters off-shore of the affected area to protect the shoreline from further erosion. Additionally, sand is being trucked in to restore the beach line to its original condition. When completed, the project will ensure that unwanted materials do not enter the Bay.

None of the restoration sites identified aboard the Naval Air Station are likely to impact the public drinking water supply, according to experts in the Station's Public Works Department. This is due both to the geology of the area as well as the great depths from which drinking water used throughout the NAS is obtained. To ensure the safety of the base's self-contained drinking water system, the Environmental Division of the Public

Works Department analyzes water samples at least monthly. Done in accordance with the Safe Water regulations and State of Maryland drinking water regulations, these tests regularly confirm that drinking water at Patuxent River meets or exceeds established guidelines for safe drinking water.

NAS Patuxent River takes its environmental stewardship role seriously and is a signatory on the Chesapeake Bay Pact signed in 1991. Because of its concern for the health and safety of employees and residents, as well as its impact on the Chesapeake Bay ecosystem, NAS regularly tests air, soil and water to make sure we are safeguarding our environment. The NAS has also established procedures to encourage EPA, state and local officials to review and comment on environmental assessments, studies and proposals for response and remedial action. Using a Technical Review Committee (TRC) chaired by the NAS Commanding Officer as a vehicle, NAS officials regularly meet with these experts in order to ensure open lines of communication and reasonable courses of action on matters of environmental concern.

NAS is also committed to maintaining open lines of communication with the general public to allay concerns over environmental issues. Through articles in local media and the base newspaper, officials at the NAS seek to keep the public informed of ongoing environmental projects and problems. In addition, information repositories have been set up in the NAS Library and the Lexington Park Library. These repositories contain minutes from the TRC meetings, new releases concerning remediation efforts, published news articles and environmental impact statements and are available to anyone wishing more information about environmental stewardship at the NAS.

Navy leadership as NAS believes the EPA, after additional review, will agree that NAS Patuxent River is managing its environmental issues well, with appropriate oversight provided through the TRC and State of Maryland Department of the Environment. Additionally, the regional office of the EPA has played a key advisory role in the Station's IRP and will continue to work as partners in efforts to clean-up sites that may pose a threat to the environment.

Questions concerning the NPL or the IRP can be answered by consulting one of the information repositories at the library, or by contacting the NAS Public Affairs Office at (301) 826-7512.

Patuxent River Public Affairs Office

WANTED

The Cultural Exchange Newsletter is soliciting material for publication. If you have material to submit, contact Marge Russo at ext. 2660.



NADEP Norfolk News Team airs 'live' broadcast

NORFOLK, VA — Making NADEP history, the NADEP Norfolk news team successfully planned, coordinated, produced and directed the first "live" broadcast with two-way communications capability. Through the team's initia-

tive, depot employees were given the opportunity to ask questions via an on-air-phone in system.

A visiting congressman provided real-time answers about BRAC-93 and 95 closure decisions, employment opportunities and more. The self-initiated project is evidence of the news team's commitment to improve internal communications, information-flow, employee morale and open up a new avenue for two-way communications between depot management and employees

Evelyn Odango
NADEP Norfolk
Public Affairs Office

ASNE symposium focuses on Naval Aviation

INDIANAPOLIS, IN — The Naval Air Warfare Center Aircraft Division Indianapolis will co-sponsor a technical symposium conducted by the Midwest Section of the American Society of Naval Engineers (ASNE), June 28-30, at the downtown Hyatt Regency Hotel. With its theme "The Future Needs of Naval Aviation... the Products, the Processes, the Technology," the symposium focuses on re-engineering naval aviation to meet the challenges ahead. Featured speaker for the symposium kickoff will be Vice Adm. William C. Bowes, Commander, Naval Air Systems Command.

The Honorable Ms. Nora Slatkin, Assistant Secretary of the Navy (Research, Development and Acquisition), has been invited to be the keynote speaker and Mr. Stu Dodge, Bell-Boeing vice president and director of the Joint Program Office for the V-22, will address a luncheon engagement during the symposium. Also included will be a discussion on "Forging Partnerships for the 21st Century" by a panel of representatives from government, industry and academia.

ASNE has issued a call for papers to be presented at the symposium. Abstracts need to be submitted by February 14, with final papers required by May 16. Interested applicants should contact Dwight Gilbert at (317) 353-7302, FAX (317) 351-4855. For more information about the symposium, contact the event's chairman, Dave Cross at (317) 353-7915, FAX (317) 351-4417

Steve Applegate
NAWCAD Indianapolis
Public Affairs Office

NADEP Cherry Point inducts first CH-53

CHERRY POINT, NC — The Naval Aviation Depot inducted its first 53E Super Stallion helicopter to undergo Standard Depot Level Maintenance (SDLM) recently. Aircraft serial number 162521 is the first of four prototypes planned for induction during fiscal year 1994. The CH-53 workload is being transitioned from NADEP Pensacola. Full production schedule to begin in October and as many as 58 CH-53s are planned to undergo SDLM for fiscal year 1995.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

New Executive Officer arrives at NADEP

CHERRY POINT, NC — Lieutenant Colonel William F. O'Hara Jr. has been named to replace Lt. Col. U.L. "Lee" Brown as Naval Aviation Depot Executive Officer. Lieutenant Colonel Brown, who has served as Executive Officer since 1986, retired Feb. 1.

O'Hara served as Commanding Officer for Attack Squadron (VMA)-223, Marine Aircraft Group (MAG)-14, 2nd Marine Aircraft Wing, from April 16, 1992 to December 2, 1993. He held this position before his arrival here.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

**Give The Gift of
 Life
 On March 2
 and March 3
 DONATE BLOOD**

**Public Works Lunch Room
 9 a.m. to 4 p.m.**

In my Opinion**For some, the price of disobedience is the brig**

"I solemnly do swear that I will support and defend... obey the orders... according to regulations and the Uniform Code of Military Justice..."

Promises. Promises. Perhaps some of us are crossing our fingers as we repeated those words of commitment.

Yet, that is our choice: We can uphold the principles set down before us or exercise our freedom to disobey them.

As Navy members, we see the entire picture, both sides of the coin... the good, the bad. In black and white, the rules are laid down and the consequences that result from disobedient actions are clearly stated.

For those who freely chose to dishonor promises made at the time of enlistment or reenlistment, the price paid is a high one, indeed. I have not personally been able to see Navy members living out the consequences of their actions, but I am sure the price they pay is high.

Prisoners in the brig, though properly fed, clothed and provided for, are stripped of the two basic qualities on which this country stands - freedom and privacy.

Caged behind locked bars, their every move is under constant surveillance. They are told what to wear and how to wear it, what to say and how to say it, what and how to do it.

Severely limited, their freedom of choice even extends to the kind of shampoo they must use.

The word "privacy" is obsolete in a prisoner's vocabulary. It's a very dehumanizing thing to be sitting on a commode taking care of a basic physiological need, and there are no curtains to draw or doors to close. In other words, you're just there.

The military prison scene is not a pretty one, but I don't feel any sympathy towards its occupants. Navy policies and procedures were created for an all-important mission: the defense of this great country.

Criminal offenders serve no purpose in the military system. The mission is too precious to be compromised.

**JO2 Terry S. Wingate
Public Affairs Office**

Check tax returns to avoid common mistakes

A few minutes spent double-checking the federal tax return before sending it to the Internal Revenue Service (IRS) could save time in the long run said IRS officials.

Any mistake slows down processing and could delay a refund by as much as two weeks, said IRS officials. The error, like no signature or missing attachments, might even kick the return back to taxpayer.

Before you mail the federal tax return, IRS officials suggested going through the forms one last time to check these points:

* Make sure your correct name and Social Security number appear on each schedule.

* Make sure the name and Social Security number of each dependent 1 year and older appear on the tax return.

* If you are filing a joint return, make sure your spouse signed and dated the form.

* Make sure your math is correct.

* If you are not itemizing, use the correct standard deduction

* If you qualify for the earned income credit, child care credit

or other type of credit, make sure you correctly filled out the required forms.

* Double-check that you marked the correct boxes and carried the correct figures to the appropriate lines.

* Double-check that you entered the correct amount from the tax tables.

* If you owe taxes, be sure to spell out "Internal Revenue Service" on the check or money order.

Ensure Form W-2s, schedules and other required forms are attached in the proper order to the tax return.

Once you determine the tax return is correct, make a copy of the complete package, including all supporting forms.

Check the postage on the return before you mail it. Depending on the number of attachments to the basic return, the envelope could require additional postage. IRS officials will return a postage-due envelope to you. The return is considered late if they receive it after April 15, even if the first time you mailed it was before the deadline.

American Forces Information Service

**If you won't write a letter to the editor, use my space to write a Peer-to-Peer Thank You.
You can personally address employees from all over the Center who have made your job easier.
Send your letters to the Editor, Code 041, and please limit your letters to 60 words or less.**

Combined efforts avert water main break disaster

A broken water main disrupted normal activities here on Friday, Jan. 21 and the Center experienced a total water loss to the sprinkler system located in the north end of Building 3.

According to Chuck Mayers, Assistant Fire Chief, approximately 2 to 3 thousand gallons of water was lost due to low heat in the space brought on by frigid temperatures outside caused by the winter storm.

"The biggest concern in a situation like this was the electrical hazards in the generator room and the under-floor of the computer room," explained Mayers.

"In approximately two hours the water main problem was under control," stated Mayers, "due to the combined efforts of the

Fire Department, Public Works, under the direction of Harry Davis, Security, lead by Sgt. Joseph Tangye and Scott and Son Maintenance, Inc., supervised by Tony Adams."

Mayers emphasized that employees working in these areas should be aware that when the Fire Department secures an area, it is for their own health, safety and well-being.

The combined electrical and water hazards in addition to slipping hazards were the Fire Departments major concern for shutting down the north end of Building 3 to pedestrian traffic.

JO2 Terry S. Wingate
Public Affairs Office

Exercising can be done more safely

In this age of physical fitness, many health conscious people take to gyms, streets and rooms in homes to get exercise. They lift weights, run, walk or work-out with a fitness video.

Here at NAWCADWAR, many use Morale, Welfare and Recreation's fitness center or take to the perimeter road located on the airfield side of Jacksonville Road during lunch to walk, run, bike or roller-blade. All these are fine practices.

As safety officer, I need to remind a few practitioners about the rules-of-the-road when exercising close to or on our roadway. Walkers and joggers need to move in the direction facing traffic, just as they would in local traffic. They should remember they are exercising on or close to a vehicle access road, so they must stay alert for vehicles, even the human powered kind.

Wearing portable headphones, earphones or similar devices is prohibited. Having one ear uncovered may be permitted in some communities but not here.

Two wheeled bicycle enthusiasts also must adhere to the rules of the road. They should watch out for those on foot, slow and warn of their approach. The swish of air getting closer to a

pedestrian's back is not sufficient, nor is zooming past one. One sideways step from a startled pedestrian could lead to an injury to both wheeled and foot mounted exerciser.

Our young and fearless roller-bladers should be particularly careful. Casual observers may not see them or be aware of their true speed. Roller-bladers should follow the boxing referee's advice, "Protect yourselves at all times." Use a helmet, elbow and knee pads and extra alertness to keep safe.

Those in motorized vehicles should not exceed posted speed limits and remember during our staggered lunch period no one is alone on our "country" road. Others are running, jogging and exercising in varied ways.

Exercising on base should be safer than trying to exercise on community streets. Everyone can make it even safer by staying alert and behaving as if he or she were on a community street some where off center.

Walt Latosh
Safety Officer

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Meet Rosemary Watts, S&S Technology Dept.



Name: Rosemary Watts
Hometown: Warrington, Pa.
Birthday: A long, long time ago
Position: Supervisory Program Analyst
Years of government service: 23
Previous assignment: Department Program Analyst
Last book read: Bridges of Madison County
Strongest attribute: Leadership
Worst flaw: Being a computer nut
Work philosophy: Do yourself proud
Favorite food: Any seafood
Unfulfilled dream: To be a great musician
Goal in life: Not to outlive my health, my mind or my money
If stranded on a deserted island, other than the basics, what three things would you like to have: A good friend, a good book and good music
How your tombstone should read: She never lost her sense of humor



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The Reflector is published for people like Joan M. Brown, Code 041.



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

March 1994 • VOLUME 39 • NUMBER 3

NAST Plans Transition to Competency Alignment

The Naval Aviation Systems TEAM has published a transition plan describing its change to a horizontal, competency aligned organization with integrated program teams. The changes, according to Vice Adm. William C. Bowes, are designed to better serve the Navy by sharpening focus on customers through the use of multidisciplined, integrated teams of knowledgeable, skilled and empowered people from across the TEAM. The plan, released in February, communicates what has been done to date and what lies ahead.

The TEAM's new operating concept involves Integrated Program Teams (IPT) as the primary avenue for developing, acquiring, and supporting products for Naval Aviation.

The Transition Plan, "Reshaping the Future" focuses on the near-term actions that must be taken as we approach this transition. It emphasizes extending and strengthening the best of current practices: program teams spanning multiple sites; people

with in-depth and profound knowledge; and recent experience in operating multiple geographic sites as a seamless organization. We must enhance our strengths in the face of a demanding new environment with dramatically reduced resources.

As the number of Navy aircraft are reduced by 25 percent, the NAVAIR personnel supporting aviation systems will decrease by an even larger percentage. We will likely go from a high of over 57,000 military and civilian personnel in fiscal 1989 to 33,000 in fiscal 1999, according to the document. We will perform in house only that work which is absolutely necessary. The Base Realignment and Closure (BRAC) process will close Naval Aviation Depots at Alameda, Norfolk and Pensacola as well as realign the functions of NAWCAD Warminster and Trenton to Patuxent River and Tullahoma, Tenn. TEAM resources will move from Crystal City to Patuxent River by fiscal

(continued on pg. 2)

Community Attitude Survey completed

The most important concerns on the minds of residents within a three-mile radius surrounding the Naval Air Warfare Center (NAWC) are the loss of jobs, environmental cleanup and land utilization according to a Community Attitude Survey commissioned by the Bucks County Commissioners and the Bucks County NAWC Economic Adjustment Committee (BCEAC). The BCEAC, which was appointed by the County Commissioners over a year ago, is made up of representatives of Warminster and Northampton Township, Ivyland Borough, Bucks and Montgomery, the commonwealth of Pennsylvania and the business community.

One important finding of the survey, which included 350 telephone interviews with residents in Warminster, Northampton,

Ivyland, Upper and Lower Southampton, Horsham and Hatboro, is that most residents are not aware of the extent of the relocation. Most resident's estimates of the move are optimistic-only 32 percent of the respondents estimated that more than 75 percent of the jobs will be lost. While 66.3 percent of the respondents thought the relocation was very likely, almost 10 percent did not know about the move or thought the move was unlikely.

The Naval Air Warfare Center Aircraft Division here is the principal research and development center for naval aircraft. Formerly the Naval Air Development Center or NADC, the center was reorganized and targeted for relocation to Patuxent River, Md. in the Base Realignment and Closure Act of 1991 (BRAC-91)

(continued on pg. 4)

Transition Plan

(continued from pg. 1)

1997. To reduce this dramatically, and still provide quality support to our customers, we have to significantly reduce our overhead and find other efficiencies in the way we do business using a competency aligned organization.

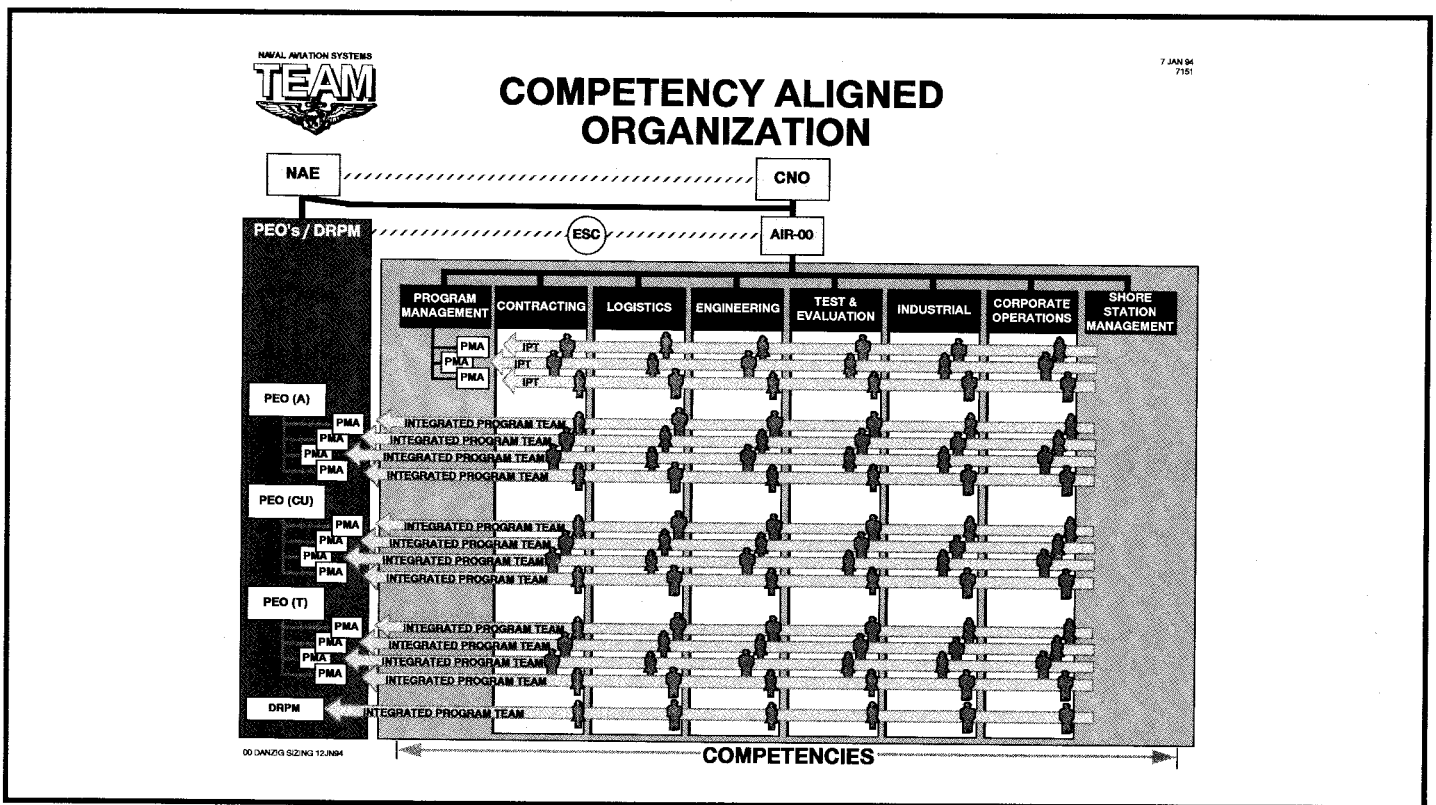
CAO - the Future

Corporate America is "downsizing", eliminating layers of management and supposedly empowering employees with greater responsibility. According to "Business Week" 12/20/1993 cover story, "The Horizontal Corporation", despite cutbacks, most companies are still vertically organized, with staffers looking "up to bosses instead of out to customers. . . Mere downsizing does little to change the fundamental way that work gets done. . . To do that takes a horizontal corporation."

beginning-to-end responsibility for production and staffers are rewarded not just for individual performance but for the team's performance. The Network Service Division of AT&T has initiated the sometimes painful process of reorganizing horizontally, as well as Eastman Chemical, General Electric Lighting, Boeing, Motorola Government Electronics, and Xerox according to "Business Week".

Reengineering the TEAM

The CONOPS (Concept of Operations) Study Team patterned the TEAM's new structure from several major corporations and the Air Force. In short, the reengineering study proposed a reshaping of the TEAM to focus on the formation of Integrated Program Teams fully empowered, under PMA leader-



"Business Week" explains, the horizontal corporation eliminates both hierarchy and departmental boundaries. In its purest state, it boasts a skeleton group of executives at the top (e.g. finance & H.R.) and virtually everyone else works together in multidisciplinary teams that perform core processes, such as product development or sales. The organization may have only three or four layers of management between the chairman and the staffers. Companies organize around process (developing new products) instead of around narrow tasks (e.g. forecasting market demand). Performance is linked to customer satisfaction rather than profitability or shareholder value. Employee teams have

ship, to manage their assigned programs from concept to disposal; and a Competency Aligned Organization (CAO) to develop and sustain TEAM resources. Program managers will have better control over their technical and supporting personnel at every site. The IPTs will provide a more responsive single face to the customer, improving our ability to control performance, cost and schedule.

The CAO will link people with like capabilities across all NAVAIR sites into competencies, providing us with organization-wide pools of talent and the leadership opportunity to unite people doing similar work. The success of the new operation

depends upon our ability to transition from our predominantly functional and site orientation to one based on products and multicompetency teams.

Integrated Program Teams and Competencies are the fundamental building blocks of the organization. IPTs focus highly skilled and dedicated people on program objectives. This represents a transition from our current work environment where primary responsibility for the quality of program products lies with the functional organization for their portion of the effort to one where product quality is predominantly a shared responsibility of the Integrated Program Teams. Competencies, as the principal supplier of resources to the program manager, will be unified across the TEAM and linked across geographic sites by common processes and standards. The competencies will provide the teams with skilled and knowledgeable people, facilities and processes.

The CAO will consist of eight competencies, including Program Management, Engineering, Contracting, Logistics, Test & Evaluation, Industrial, Corporate Operations and Shore Station Mgmt. To assist in putting this organization together, interim transition leaders have been identified for each of these areas.

Nearly the entire TEAM workforce will be located in these eight competencies. The CAO embraces the "homeroom" concept of workforce allocation. All resources of a competency including people and facilities are "owned" by the competency

and are then assigned to IPTs, Externally Directed Teams, those dealing with work outside of Naval Aviation, and Enterprise Teams. When an assignment is complete, the individual "returns" to the competency homeroom for further assignments.

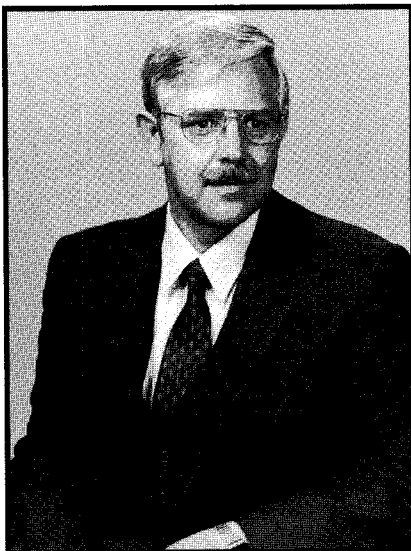
Eight Level One Competencies

The Program Management competency provides the TEAM program managers of NAVAIR, PEO(A), PEO(CU) and PEO(T) with the standard processes and support services required to develop, plan and execute programs. The Program Management competency leader shall serve as the TEAM Acquisition Executive, formulate and maintain policy for IPT implementation, plus establish and maintain processes to monitor programmatic cost, schedule and performance. It will also establish and maintain program office personnel skill assessments and training requirements.

The people and processes necessary to execute the contracting function for all naval aircraft, weapons and support systems will be located in the Contracting Competency. It includes pre-award work, post-award contract administration, and contract policy. The goal is to achieve standard processes and efficiencies in the management of contracts and to deliver quality products on time.

The Logistics Competency will coordinate the people, skills, facilities and equipment needed to integrate support considerations into product designs and to establish and maintain Integrated Logistics Support capable of supporting Fleet operations
(continued on pg. 6)

IN MEMORIAM



Robert N. Becker, head of the Warfare Systems Analysis Department died February 14 at Doylestown Hospital.

Mr. Becker began his career at the Naval Air Development Center in 1961. He worked more than 30 years in engineering design and development of advanced airborne weapons systems.

Mr. Becker was promoted to senior executive service in July 1982 and served as a director of planning assessment, head of Aircraft and Crew Systems Technology Department, head of the Warfare Systems Analysis Department and associate technical director.

He received numerous senior executive service outstanding performance awards and was a recipient of the Naval Civilian Meritorious Service Medal.

Surviving besides his wife, Marilyn May Becker, a daughter, Patricia L. Gibbons of Mount Airy, Md.; two sons, Stephen R. Becker and Michael J. Becker both of Warrington; and a brother, Rudolph A. Becker of Chadds Ford.

March: Women's History Month!!!

March is Women's History Month! This year's national theme is "In Every Generation, Action Frees Our Dreams." This theme can be interpreted by everyone in a personal way. Each of us can look to the preceding generation and find a specific action that has brought us to a new, better and richer position in our lives. You'll see this theme as part of the Women's History Month's bulletin board near the solarium. The three women's special interest groups (Administrative, Secretarial and Clerical (ASC), Federal Women's Program Committee (FWPC), and Women in Science and Engineering (WISE)) have all made contributions which highlight NAWCADWAR women's professional accom-

plishments and activities that have enriched the lives of others. Take a look at the bulletin board this month!

Carol Lumadue, Supervisor of the Speech/Language Program of the Bucks County Schools Intermediate Unit No. 22, will speak on the stages of development that infants and toddlers go through and how to stimulate their development with easy, practical activities and homemade toys on Thursday, March 17. This program will be of interest to all parents and grandparents of infants and toddlers. This program will be held in the Center Auditorium at 11:00 a.m. The FWPC, sponsor of this event, is also interested in developing a parenting network to support all
(continued on pg. 13)

Survey

(continued from pg. 1)

The Center employed almost 2,200 civilian and 200 military employees in Fiscal year 1992 and purchased the services of another 1,500 contractor employees who work for a number of companies in the immediate area. Completion of the realignment plan is scheduled for the summer of 1996, with approximately 1,656 civilian and 136 military positions required to transfer. Total payroll for NAWCADWAR employees, most of whom are scientists and engineers was \$114 million in Fiscal Year 1992, while NAWC contracts in the Delaware Valley accounted for \$93 million.

Scheduled to remain at the NAWCADWAR facility, is the Naval Command Control Ocean Surveillance Center (NCCOSC) detachment at Warminster, which employs approximately 250 civilians and represents about 20 percent of the current naval research activity at the site. NCCOSC is the Navy's national center for navigation research.

While the window for other federal agencies to express interest in the NAWCADWAR property is almost closed, it appears that approximately 700 acres of land in Warminster, Northampton and Ivyland will be available for reuse. The Navy plans to retain 140 acres of the 840 acre site for NCCOSC operations and housing for Willow Grove and other area military personnel. The available land includes approximately one million square feet of laboratory and office space.

One of the primary responsibilities of the BCEAC is to develop a reuse plan that is acceptable to residents of surrounding communities. The overall mission of the committee is to identify, assess and recommend economic development strategies that will best utilize the resources of NAWCADWAR and its people to the greatest benefit of the surrounding community.

Besides the Community Attitude Survey, NAWC Economic Adjustment Committee recommendations have led to the appointment of a coordinator to oversee its activities and a team of consultants headed by Coopers and Lybrand to prepare a Preliminary Economic Adjustment Strategy. The Committee has also

responded to the Navy's initial environmental cleanup plan and is closely monitoring the Navy's other environmental plans. And, based on Committee recommendations, Bucks County submitted a proposal to the federal Advanced Research Projects Agency for funding to commercialize technologies at NAWC and NCCOSC, which could lead to new companies and jobs in the region.

The Preliminary Economic Adjustment Strategy which is the Committee's biggest project so far will be composed of the following four parts:

1. An Impact Assessment—An assessment of the economic impact of the relocation on the community;
2. A Community Resources Analysis—An inventory of economic attributes of the and an analysis of market strengths and weaknesses;
3. A Transitional Development Strategy—A strategy to retain and support the professional service contractors and NAWC employees prior to base closure; and,
4. A Preliminary Economic Adjustment Strategy—Identification and analysis of options available to the community with regard to its marketability to industries and organizations.

Results from the Community Attitude Survey also show that residents want local governments to keep them informed. The Survey, which was designed to assess community awareness and identify concerns, will be used by the NAWC Economic Adjustment Committee's Community Relations Subcommittee to develop a Community Outreach Strategy. Other roles mentioned by survey respondents for local governments include bringing in replacements for NAWC, job creation, training and environmental clean-up monitoring.

For additional information, contact Georgia Masters, Coordinator, Bucks County NAWC Economic Adjustment Committee at 345-3406.

Bucks County Economic Adjustment Committee

Dress Down Fridays

T.G.I.F. has taken on new meaning at the Naval Air Warfare Center Aircraft Division Warminster recently. Captain William L. McCracken announced a new policy at the October's Captain's Call meeting allowing employees the option to dress casually for work on Fridays.

Employees usually welcome dress down days, and those at NAWCADWAR are no exception. This innovative morale booster has been implemented across corporate America with easy success. When the idea is first introduced, the sight of CEOs in sweats and secretaries in sandals can cause quite a few second glances. Executive directors and department heads dressed for work in colorful sports shirts or sweaters, casual pant outfits, and sun dresses can make a bit of a stir the first few times. After the novelty wears off, everyone settles into the new routine and enjoys it.

In the beginning sometimes a few forget it's dress down day and show up in suits and ties, stockings and heels. That doesn't happen for long though and unless someone has a meeting or visitor, most employees wear their more comfortable attire on dress down day.

Although the January 31 "Ragan Report" notes a new phenomenon, "Armanism" - people being discriminated against because they chose to continue wearing suits, happily no one at NAWC has filed any complaints of this sort. Since dress down days have become popular, *The Wall Street Journal* reports on a whole new line of clothes: the "corporate casual look," according to "R/R."

Lois Kieserman, who greets everyone at the reception desk, says it is wonderful to see everybody come to work so relaxed on Fridays. Anita Baxter, from Human Resources Office, enjoys dressing down. "It's a nice casual end to the week," she said. Joanne Owen, from Equal Employment Office (EEO), says, "It's the greatest thing we ever did here. Every day should be Friday."

William Glass, from Crash Safety Survival Systems, feels dress down Friday is good. He said "I like one day a week to loosen up." Helen Scavilla, who manages the Employee Assistance Center said, "I love it. Everybody has a more relaxed attitude. It seems like everyone has a little Christmas spirit every Friday." "With this weather, we need to dress down," added Mary Kerns from EEO.

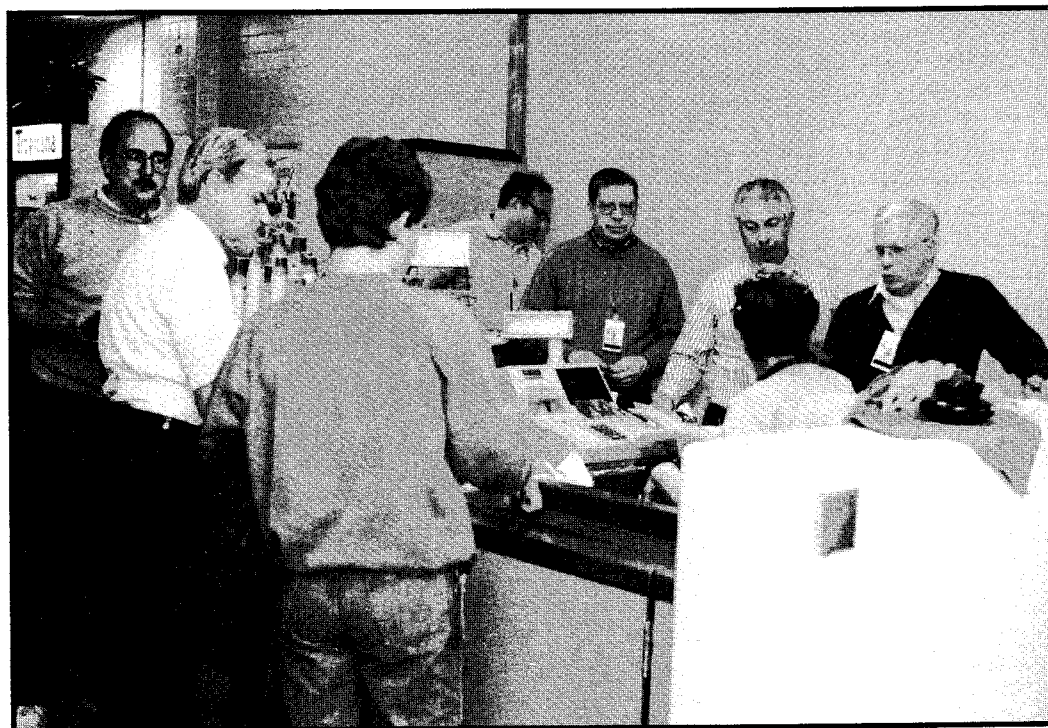
Many employees resorted to dress down on days other than Friday due to the extreme weather conditions this winter. Battling snow drifts and icy winds, all had to dress for survival. One administrator wearing bulky knit socks, heavy sneakers and sweater just laughed and laughed, unable to answer when asked how she felt about dress down policy as she stared down at her feet.

Some employees expressed a wish for dress down every day, unless meetings or visitors required formality. Others felt a need to go shopping for more casual clothing because their wardrobes contained mostly business clothes. One neatly uniformed security guard lamented that he could not participate in dress down days.

Ron Kabin, Manager of Command Evaluation, hasn't had a chance to dress down on Friday yet. He has had visitors or meetings every Friday. When he gets a break in his schedule to dress casually, "It might be fun," he says. Doug Bagwell, Hydraulics Engineer, (Code 60), says "Dress down Friday needs to be expanded; we need more casual days." Joan Fess, in Personnel, appreciates that it is easier to get ready on dress down mornings. "I think we should all look presentable, but it is quicker in the a.m. when we don't have to dress up."

So far, no inappropriate attire has caused any comment or problem on the base. Everyone seems to enjoy the comfort and ease of the new policy and hopes it continues.

Joan M. Brown
Public Affairs Office



Transition Plan

(continued from pg. 3)

and maintenance throughout the full life cycle of aviation weapons systems and related equipment. Much of the TEAM's day-to-day Fleet support responsibilities will be provided by personnel from the Logistics competency working on IPTs.

The mission of the Engineering Competency is to provide the people, processes and facilities necessary to support the maritime engineering needs of technology development, system acquisition and product support of all Naval Aviation aircraft, weapons and support systems. The competency provides people to manage and conduct: Engineering and Cost Analysis, Test and Evaluation Engineering, In-Service Engineering, Formulation of Engineering Standards, Translating operational requirements into technical procurement requirements, Assessing supplier performance, System Development and other functions.

The Test & Evaluation competency includes the knowledge, processes and facilities to support the planning, conduct, monitoring and reporting of tests for the development, production, evaluation and fielding of air warfare systems, sub-systems and support systems.

The Industrial Competency is comprised of the former units known as AIR-43, Naval Aviation Depot Operations Center, NADOC Calibration Labs, European Rework and Repair, the Naval Aviation Depots, the Naval Air Pacific Repair Activity and the prototype, manufacturing and test operations support elements of NAWC Lakehurst, Indianapolis, China Lake and Pax River. Industrial will maintain, repair, convert, modify, prototype or manufacture aeronautical systems, subsystems, components, etc. either being "Inspected and Repaired" or "Manufactured".

Corporate Operations will provide key products and services which enable all TEAM competencies and IPTs to operate successfully, including manpower, information and fiscal resources allocated across the TEAM. With emphasis on customer services, Corporate will use advanced communications technology and a global information process, combining regional hubs which will reduce TEAM overhead through standardization, information sharing and reduced duplication.

The Shore Station Management Competency is responsible for development, coordination and implementation of policy for the functions NAVAIR shore activities provide for on-site TEAM organizations and non-TEAM tenants. These include facilities management, environmental programs, material management, military quality of life, airfield operations, physical security, law enforcement, occupational safety and public safety.

For a complete description of Naval Aviation System's competency aligned organization see Section 3 of the TEAM document "Reshaping for the Future".

Timetable

The commitment to reshape and streamline the organization was confirmed at the October 1993 Commander's Conference in

Pensacola. Competency alignment for the TEAM will be reached via a phased approach by October 1997. Sufficient time has been planned to allow coordination with the required BRAC 91/93 actions affecting consolidation at PAX and the remaining NADEP sites. BRAC 95 impacts will be incorporated when those decisions are final.

Phase I (October 1993-October 1994) concentrates on changing the current structure of the various NAVAIR elements to a common framework based on the eight competencies. Effective 1 October 1994 NAVAIRHQ, NAWCAD, NAWCTSD, NAWCWD and NADEPs will all be aligned to Levels 1, 2 and 3 of the competencies. The current reporting chains and responsibilities of those commands will not change on that date.

Individual transition plans for each organizational element must be prepared to facilitate other major changes required to align the current organization. These plans will describe the needed actions the element will undertake prior to 1 October 1994. Guidance for these plans will be issued in February 1994.

During Phase II (October 1994-October 1995) the realignment emphasis will shift from the organizational framework to competency and teaming development.

Phase III (October 1995-October 1997) will emphasize the completion of the competency linkages across the various elements and the restructure of our current geographically-based organization.

In the introduction to "Reshaping for the Future" Vice Adm. Bowes reminds readers that the future of Naval Aviation depends on the TEAM's ability to effectively adapt to an environment dramatically different from the past. He acknowledges that this transition plan will answer some questions, and that there will be more questions as the change is implemented. Remember that this is an evolution — a phased approach to change. The success of this change depends on the people of the TEAM. Cooperation and support are critical to the success of this major transition. Copies of the CAO Transition Plan have been distributed to Branch Managers during March.

The CAO eight competencies with interim transition leaders

Program Management	K. Miller, Deputy PEO(T)
Contracting	Capt. R. Wood, AIR-02B
Logistics	Rear Adm. (SEL) W. Smith, AIR-04
Engineering	D. Distler, AIR-05A
Test & Evaluation	RearAdm. G. Strohsahl, NAWC-00
Industrial	R. Malatino, AIR-43A
Corporate Operations	L. Milan, AIR-07
Shore Station Mgmt.	Capt. R. Hill, CO, NAS PAX

**Public Affairs Office
NAWCADWAR**

From The Top: Planning Our Transition

Along with change comes uncertainty. We have all had our share of questions about what lies ahead. By now, most of us are past the denial stage and have accepted that change is imminent. Now we must determine how to deal with it in a way that ensures our continued success, while avoiding negative impacts on our people and our customers. I can assure you we will not merely "ride this one out." We will take an active role in shaping our future.

We have a plan — and with it, a clear direction. Although this "Transition Plan" will not be the final word, it is a solid start. You can rest assured that the Plan was a product of serious consideration and research by some of the most experienced, talented and visionary leaders of this organization. It has the unified support of our field and headquarters executives. And it is an important step in our evolution, as it will put us all on a common ground of understanding. And that is where we must be in order to work together toward a common goal.

You will have a voice in how our transition is implemented. But along with that opportunity comes responsibility. In order for you to make a real and positive impact, you must first have a firm grasp of the fundamentals of our new organizational structure. You must understand what it means to be aligned by competency, to support programs over their entire life cycles, and most importantly, *to work as a member of a unified TEAM with a common vision.* I am committed to establishing a two-way communication process and providing you the information you will need to make a valuable contribution. It is your responsibility to reciprocate — by keeping an open mind and actively seeking out as much information as possible. Remember, change is upon us, and that change will affect each of you, to some degree. It is in your best interest to stay informed. The Transition Plan is one medium available to you. I urge you to utilize it.

With the Transition Plan, the real details will become apparent. It will answer some of your questions and will probably generate even more. It provides a framework to guide change, but is a living document, which will be updated periodically to keep you informed as we progress through the transition. Planning is an evolutionary process. And you will have a role in that evolution. It is the responsibility of our managers to discuss the Plan with their staffs, not only to explain its principles, but to actively solicit ideas. It is in turn your responsibility to do something with that information — to provide your ideas and questions to management. Your input will influence our decisions. If you stay informed and genuinely wish to make a contribution — you will be heard.

The Transition Plan describes the TEAM's transformation into a new operating concept. The key elements of this new concept focus on 1) Integrated **Program Teams** as the primary avenue for developing, acquiring, and supporting products for naval aviation, and 2) our reorganization to a **competency aligned organization** spanning all sites. This initial plan centers on the near-term and critical long-lead actions necessary to bring

us to this new construct. More detailed follow-on plans will provide key operating policies and procedures as they are collectively developed.

Each of our organizational elements, i.e. competencies, IPT's and sites, will use the Transition Plan as a guide to follow in preparing their implementation plans toward competency alignment. The plan describes the process the "CONOPS" Study Team evolved through to arrive at the principles behind our organization. Among other things, it provides a brief discussion of each of the eight competencies and illustrates work breakdown structures for each.

The plan provides a timeline for implementation, breaking our transition into three distinct phases, each addressing a critical operational or organizational impact on the final structure. We are now in Phase One. By October 1, the current organizational structures (now unique to each site) will be changed to reflect the new common framework aligned around the eight competencies. By the time Phase Three is completed in 1997, our competencies will be linked across all elements of our organization, and the geographic-based structure of today will be history.

There is a great deal of work to be done. That work will not be performed at the headquarters alone. Rear Adm. Newman, as the Organizational Transition Executive, will serve as a facilitator and counselor to our team members in the field, guiding our transition at the macro level and ensuring we all remain on the same path. The real creativity will be a product of a coordinated effort by each TEAM subset (competencies, IPT's and sites) at a level where the day-to-day work gets done.

Although the new organization we are moving toward is in some ways revolutionary and vastly different from the way we have operated in the past, it is not a total departure from what we are doing today. The intent of this reorganization is to strengthen the best of our current practices and extend them throughout the entire organization. We realize that we now have program teams, spanning multiple sites, committed to delivering the best products and services to the Fleet. We now have functional experts who provide in-depth knowledge and dedicated support to programs. And we now have recent experience in operating multiple geographic sites as a seamless organization. Now is the time to capitalize on this experience — and make these successes into realities for the entire TEAM.

Despite all of this progress, our job will not be easy. It is imperative now that we communicate — ask questions, share lessons learned, and develop creative solutions. Our success hinges on teamwork and trust — between levels of management, and between the elements of our organization. I believe the Transition Plan will serve as a catalyst for that relationship — by getting the dialogue started at all levels of the TEAM so that we can execute our plan in the best interests of our organization and its people.

Vice Adm. William C. Bowes
Commander, NAVAIR

Science Fair scheduled in April

The Fifth Annual Science Fair, sponsored by the Air Vehicle and Crews Systems Technology Department (AVCSTD) will be held on Saturday, April 30. Invitations were extended to local high schools, including the Philadelphia school district. Students in grades nine through 12 are eligible to participate. Entry forms may be obtained from school science advisors.

The categories for this year are: Chemistry, Engineering/Energy, Computer Science/Math, Environment, Life Sciences, Physics and Sociology/Behavioral Science. Awards for this year will include savings bonds, a programmable scientific calculator and the opportunity to compete in the Naval National Science Fair.

Women in Science and Engineering (WISE) joined the effort last year. "Our members worked hard on behalf of last year's S & E fair as one of WISE's goals to stimulate student interest in mathematics and science," said Leigh Lieberman, Engineer (Code 60). "Our chapter's Student Programs have reached out to over 2400 girls and boys from area schools turning kids on to the intellectual challenges of technology."

The NAWCAD Science and Engineering Fair, as well as other youth programs sponsored by WISE, make a great impact on the students, because technical careers are not generally visible to them. Students are generally unaware of the vast variety of occupations that require a strong background in math and science. This is especially true of female and minority students.

The participants' exhibits will be open to the public from noon until 3:00 p.m. on April 30. This will be a great opportunity for aspiring students to meet our scientists and engineers who run the Science Fair. "My 9-year-old son, Michael, still remembers some of the projects he saw last year, like the exhibit on a tennis racket's "sweet spot". He can't wait to be old enough to participate," said Lieberman.

The AVCSTD Science Fair tradition began in 1990 and participation has increased every year. Readers who wish to volunteer in this rewarding event, should contact Donna Aragon at ext. 3906 or Leigh Lieberman at ext. 1687.

Truscelli named PLR of the Quarter

Chief Petty Officer Jeannette Truscelli has been named the Pass Liaison Representative of the Quarter by the Personnel Support Detachment, Willow Grove.

Through superior leadership and management she assisted in alleviating significant personnel transfer problems by her personal involvement in researching and providing appropriate documentation.

Additionally, she created a useful missed meal form for NAWC personnel to claim reimbursement and worked with this command and the detachment to ensure timely completion of personnel and pay actions whenever required.

"Bravo Zulu, for a job well done."

Peer-to-Peer Thank You

A peer-to-peer thank you to Kristin Henry and Joan Miller of HRO. I frequent both their desks and always get prompt, accurate and courteous help. It always amazes me how they can be in the middle of six other things, stop in the middle, help a customer and then get back to the six things they were doing at once. I can't ever remember a time when I came for advice and they weren't busy working. I think these people are models of hard work and customer service that we all should strive for.

Al Kannis



Photo by Jason Craig

Employees benefit from CPS Program

An elite group of NAWCADWAR employees were recently certified as professional secretaries by Professional Secretaries International (PSI). PSI is an association for executive assistants, secretaries, administrative assistants and office managers that works to promote competence and recognition and offers insight into changing office trends and requirements.

Carol Keller, Nina Mulik, Kathleen Y. Kelly, Rosetta V. Blessing, Deborah Sztubinski, Loretta Campbell, Eleanore Hopper, Hilda Kelly, Marti Malin, Joan Reimel, Joan DiDonato and Chief Jeannette Truscelli passed the difficult Certified Professional Secretary exam administered by the Institute for Certifying Secretaries and Bucks County Community College through NAWCADWAR Employee Development Division. This exam is predicated on the premise that a competent secretary should know how to apply the principles of good human relations, have basic knowledge of business law, economics, management principles, business organization, psychology and accounting. PSI also expects a competent secretary to be familiar with current secretarial techniques and office technology.

The object of the NAWCADWAR Certified Professional Secretary Development Program is to provide secretaries and other clerical employees with the opportunity to become well-rounded professional secretaries by furthering their knowledge in six subject areas: Behavioral Science in Business, Business Management and Economics, Accounting, Office Administration and Communication, Business Law and Office Technology.

Employee Development Specialist Marianne DeCicco arranged for the training, examinations and certifications of the NAWCADWAR group on site with weekly classes. These intense, accelerated classes were college level curriculum and successful students are able to receive up to 18 credits at Bucks and Montgomery County Community Colleges upon matriculation in a degree program.

Upon completion of two segments of training, the equivalent of two semesters, and successfully passing six 2 hour exams, an individual is eligible to become a CPS with the following experience: Students possessing a Bachelor's degree in any academic field with 2 years experience at the GS-3 and higher clerical/secretarial classifications, students with an Associate's degree and 3 years experience and those with no degree but 4 years of like experience qualify.

Does the Certified Professional Secretary designation do more than merely look good on a resume? Absolutely, according to many who have successfully completed the very rigorous process. Nancy Heinzl, from Accounting, chairs the ASC Group (Administrative, Secretarial & Clerical) on base. "I give all those who completed this program a hearty congratulations. They deserve a lot of credit. They are tough courses," said Heinzl. She is preparing the bulletin board to highlight the recent graduates in recognition of their achievement.

Eleanor Hopper, Accounting Department, who earned the

CPS designation, said the program is very challenging but it helps professionally. "The courses bring out a lot you do not know you have. Job experience is helpful with the classes. You have to be able to draw on past work experience in order to succeed. You can't learn law in six weeks, but the classroom exercise plus experience I have from working in the legal profession helped me succeed," she said.

Chief Petty Officer Jeannette Truscelli, Military Administration, is proud of the CPS designation. "I made it, and I'm glad it's over," she said. "It required 10 months of intense effort, every week. I took what I could glean from the intensive classes and luckily passed the test. It was very challenging, with lots of generic elements. I took the classes in preparation for retirement from the military. I hope to gain an interesting job in Italy, where I will be moving. CPS has an international chapter." Truscelli hopes more military personnel will take advantage of the training classes offered at NAWCADWAR.

Carol Keller, Secretary to Captain William McCracken, who recently assumed duties as Transition Assistant, attests to the difficulty of the CPS program. "It was a lot of hard work, very intense, like cramming whole college classes into five weeks," she said. Keller, like many others, hopes the CPS designation will help obtain a new job after the base moves. "After completing these CPS classes, I plan to go back to college and take advantage of the credits toward a degree," said Keller.

The PSI and American Management Association are sponsoring a live television conference focusing on the needs of secretaries, assistants and support staff on Secretaries Day, April 27 from 1:00 to 3:00 p.m. NAWCADWAR will be downlinking this live satellite briefing. This briefing will focus on how secretaries can participate in the new team culture which emphasizes communication and empowers the "doers" to contribute their best. For more information contact Marianne DeCicco at ext. 1805.

Joan M. Brown
Public Affairs Office

Thank You

I want to extend a big Thank You to my office for all the hard work they did in planning and executing my retirement dinner. To Mary and Marge, you have my deep appreciation for a job well done.

Also, to those who took time from their busy schedule to attend.

Tony Madera

Making a good move to Patuxent River

Facing change is always a challenge. There is not one person on the planet who is not facing some change. The future is never static. If it were, wouldn't we be bored with our vistas?

Nearly everyone at the Naval Air Warfare Center Aircraft Division Warminster is facing transition in the form of Base Realignment and Closure. Each person recognizes, reconciles, reorganizes and reacts to a change of this magnitude differently. Lets face it, this coming change is a big one. No one is denying that. Various efforts are underway throughout the organization to ease personnel through this change.

The Warminster Transition Team, headed by Franz Bohn is operating in the Transition Trailer on base to coordinate every aspect of the realignment of Warminster operations to Patuxent River, (PAX) Md.

The Employee Assistance Center, located in building 3 down the hall from the main reception desk, is open daily. Manager Helen Scavilla and her able staff are providing valuable information and assistance to anyone who stops for a visit. For help and advice on nearly any aspect of the move to PAX, the assistance center is the place to ask.

This article is about assurance. Yes, there is life after PAX. During the past year, many NAWC co-workers have made the transfer to southern Maryland. In an effort to help our readers see into the future and visualize aspects of this change that may be of concern, The Reflector interviewed several former NAWCADWAR employees who are now working at NAWCADPAX. We can offer no crystal ball, but we hope this article provides a clearer picture of life in the new surroundings.

Joan MacKenzie, formerly a computer analyst in Warminster, transferred to Patuxent River in November, 1993. She and her husband, Chuck, moved into their newly built home December 28. MacKenzie's comments were all positive, despite the freezing cold and abundant snow she and the moving crew had to deal with on moving day.

MacKenzie hopes others won't have to contend with temperatures in the 20s, thick ice coating the driveway, and frigid winds blowing in along with the furniture. "We received a nice welcome, from our new neighbors, of hot sandwiches and hot chocolate on that cold moving day. They were fantastic," said MacKenzie. They are very happy with the southern Maryland area. Their new home is about 20 miles away from the base and MacKenzie says the half-hour drive is pleasant.

They are meeting the people at PAX a few at a time, but have been very busy decorating their new home. "We will be wallpapering and painting until our new house becomes like the home we just left. When on the job, it is always nice to see a few co-workers from NAWCADWAR who are now working here," said MacKenzie.

Bob Swierczynski, Transition Team member, lived in PAX for a year on special assignment. He had no complaints about the area except the difficulty finding a good Philly cheese steak. When she visited on weekends, his wife would bring a cooler full

of hoagie rolls. "My whole family and some neighbors visited often." said Swierczynski, "They enjoyed the trips to Maryland, the water sports, golf, fairs and especially the Blessing of the Fleet festival."

Gary and Lucy Dunbar, from the Public Works and Safety Departments, left Warminster in August, 1993 for southern Maryland. Having lived in Bucks County since childhood, Lucy Dunbar started at NADC while still in high school. This move meant leaving their extended family and hometown. Dunbar was honest in revealing it was traumatic selling her home in Bucks. Yet she clearly feels the change has presented pleasant new horizons. "My entire family, Gary, Kim, 11 years old, Kari, 9, and I feel very good about this move," said Dunbar. "We are living in temporary housing and it is quite an adjustment moving from a big home into a compact two bedroom apartment. We will be building a new home soon," adds Dunbar.

The Dunbars stress the beauty of the southern Maryland area as well as how pleasant the people have been. "Our new co-workers have been super," Lucy said, "especially Mike Quigley. He transferred from Trenton and has been very supportive. He moved his family of five children two years ago, so he understands the adjustments we are making."

Southern Maryland is a naturally beautiful area and the Dunbars hope it does not become too over-developed. "Our children are in a wonderful school. They have an accelerated program, a good solid curriculum and a great staff who have helped the kids through the change," said Lucy.

The Dunbars are enthusiastic about their new hometown and new work environment. There will be some happy faces to see if you move to PAX.

John Flowers, one of the riggers from the Supply Department, moved to PAX at the end of February. Flowers, his wife, Loretta, and 15-year-old son will rent an apartment for the first year. They were stationed in North Carolina for three years, when first married, and liked it. Flowers is looking forward to riding his motorcycle year round in southern Maryland. The winters are not usually so severe as in Pennsylvania.

Another familiar face PAX-wannabys will see in Maryland is that of Heather Myllenbeck. Formerly in the Public Affairs Office at Warminster, Myllenbeck moved to PAX in 1993. "I did not encounter one person who was negative when I moved," said Myllenbeck, "It is an adjustment, but its up to each individual to make it a good experience." She is very happy and stresses that PAX offers a good situation for new people. The area is very nice, with a newly renovated fitness center that rivals the best in the Philadelphia area, a marina on the bay, sailing lessons and classes for civilians and many other on site and off-site activities," Myllenbeck said.

She appreciates the proximity to Washington, D.C. and Annapolis, Md. for cultural getaways, and enjoys the many festivals and fairs in the three-county southern Maryland area. "Career possibilities are good," concluded Myllenbeck.

(continued on pg. 11)

ASEF reduces program risk with rapid prototyping

Engineers in the Aircrew Systems Evaluation Facility (ASEF) at the Naval Air Warfare Center Aircraft Division have built a realistic virtual reality environment that puts military aircrew into a simulated dynamic flight scenario by using high resolution graphics on color monitors for head-up and head-down displays.

The ASEF lab is one of eight integrated labs at the Patuxent River Naval Air Station that interrelate to compose the Air Combat Environment Test and Evaluation Facility at the Aircraft Division.

Interactive, three dimensional graphic animation and simulation are used industry-wide. It has been recently used by the NAWC for numerous testing scenarios with computational fluid dynamics to solve the non-linear physics of fluid motion and related phenomena.

Currently, as in the past, display integration has focused on the Aircrew Systems Advisory Panel (ASAP) approach where display prototypes are evaluated by a panel of aircrew and engineers. Previously, test and evaluation engineers had to rely on paper, pencil, imagination and visualization to arrive at a display design for potential simulation. Converting the paper designs to functioning prototypes for evaluation could take many "man-months" of programming time. Subsequent refinements to these display prototypes took weeks or months to implement.

What makes the ASEF lab simulation approach unique is that by providing rapid prototyping support to the aircrew community, they can build a realistic virtual environment and enhance applications based on aircrew input, ranging from modeling to engineering, in just minutes, using software development. Rapid prototyping often reduces the ASAP process from multiple meetings to a single meeting. For consistency, using the same ASAP team members is a must. A typical panel may be composed of from eight to 20 aircrewmembers and engineers from installations throughout the country. Eliminating the added meetings also reduces the resulting travel costs.

ASEF's rapid prototyping work has greatly streamlined the design process reducing time and overhead. This customer-oriented approach enables the lab to fully animate functional displays in less than one week, in most cases.

To present the display, ASEF developed the Prototype Reconfigurable Electronic Display Analysis Tool for Operational Requirements, PREDATOR. The PREDATOR is a combination of hardware and software that allows for the rapid configuration and testing of displays in a simulated flight environment.

It consists of a simulated cockpit with realistic flight controls, high resolution monitors, which can display any combination of cockpit instruments and gauges and provide out-the-window views and virtual prototyping engineering software. This locally developed animation software in conjunction with the Visual Applications Builder provides simulations of an aircraft's performance and other mission data.

With their objective being the creation of a convincing visualization, the ASEF lab took emerging technology and applied it to their task, creating a revolutionary process that evolved from a desktop, PC-based system to a full-up control display integration. A compiler developed by the ASEF team provides the unique capability of speeding up the simulation. It provides a 60 percent improvement in the speed at which the flight programs run, creating a more realistic evaluation environment. This compiler output is completely portable and can enhance applications on any existing SGI computer at any location, allowing the ASEF lab to ship prototypes to other locations with SGI machines without the additional software expense.

The ASEF lab's customer-oriented approach revolves around the 'form follows function' design theory. Customers explain their requirements to the ASEF lab staff, who then translate their needs into display prototypes for customer review. These displays are presented and the aircraft is 'flown' with realistic flight controls to evaluate the basic format. Recommendations and display changes are made, and the cycle continues with display refinements until the customer is satisfied.

Rapid prototyping greatly accelerates the design process. By using this capability, customers can see the dynamics of the display as it is flown. Once refined to an optimum level, the customer can experience flying the display on the PREDATOR simulator. By customer involvement from the early design stages, displays progress quickly, streamlining the operator interface, greatly improving the 'man in the loop' portion of the scenario.

Heather Myllenbeck
Public Affairs Office
Patuxent River, Md.

Good move

(continued from pg. 10)

This story, told by Myllenbeck, demonstrates one way her moving jitters were quieted. "When I moved, one of my concerns was my son's fish tank. The water wouldn't clear. I visited the local aquarium store to explain the problem. The owner asked if I was 'one of those Warminster people?' Oh, no, I thought, as he disappeared into the back room. He returned with several replacements for our dead fish and all the chemicals we needed to clear our water. "Welcome to the area", he said, "These are 'on the house' as a welcome gift."

There are many others who have moved to PAX recently, and more are on the way every day. The Employee Assistance Center is developing an updated Friendship Map to help you locate familiar faces. Helen Scavilla, or a volunteer on duty, will be happy to show you how you can get in touch with your former co-workers who are already in PAX.

Joan Marie Brown
Public Affairs Office

NADEP participates in NATO Conference in Brussels, Belgium

Norfolk, VA. - NADEP recently participated in the Second International NATO Conference in Brussels, Belgium. The conference focused on topics of ozone-depleting substances (ODS) in military applications, including halon fire protection, aerospace and electronic solvents and shipboard refrigeration.

Bill McGowan, an environmental Engineer at NADEP, gave a presentation on NADEP's role in eliminating ODS. In only two years NADEP has eliminated the use of 95 percent of ozone-depleting solvents used in 1991 for the maintenance and repair of F-14 and A-6 aircraft and components. As an industrial facility, NADEP uses chemicals and materials that may be considered harmful to the environment. Many of these ODSs were used in cleaning processes, tank and vapor degreasers, hand cleaning and aerosol sprays. To help eliminate ODSs, NADEP has been substituting the ozone depleting substances from industrial processes and refrigeration equipment with other materials, nonaerosols when possible.

"As a result of this conference, the attendees were able to give generic recommendations on how to overcome targeted common problem areas as seen from the military standpoint," said McGowan.

NADEP has an award-winning environmental program. In 1993, the Depot received the Environmental Protection Agency Stratospheric Ozone Protection Award, the Navy Environmental Quality Award and the Navy Pollution Prevention and Recycling Award. NADEP also received the DoD Environmental Quality Award in 1992.

**Evelyn Odango
NADEP Norfolk
Public Affairs Office**

Air Scoop wins first place

Lakehurst, NJ - The U.S. Navy Chief of Information has selected *Air Scoop* as first-place winner of the prestigious 1993 CHINFO Merit Award for funded small shore unit newspapers.

The award recognizes Navy-wide excellence in print and broadcast products.

More than 650 entries were submitted to compete in 39 categories. First-place winners are forwarded to the Defense Information School to compete in the DoD Thomas Jefferson Awards.

Other winners in this category are: for second place, the *Corry Log*, NTTC Pensacola and for third place, the *Rudder*, Naval Air Reserve Norfolk.

The CHINFO Merit Award provides significant public affairs peer recognition. The award comes two years after *Air*



Scoop won third place in the same category.

Each member of the Public Affairs staff and other significant Navy Lakehurst contributors provide the expertise required to attain such a goal.

Thanks to everyone who supported the *Air Scoop*, its staff pledges to strive to keep the *Air Scoop* a fundamental communication tool for all its readers.

**By Karen Malinowski
NAES Public Affairs Office**

Call in the Reserves

The Naval Aviation Depot (NADEP) 0474 Reserve Unit has been making its presence felt throughout the NADEP, Jacksonville by working closely with the BRAC Implementation Team (BIT) for the past several months. Instead of the entire unit working at once; however, members of the reserve unit are working in two week increments as the pace has increased and will do so throughout the year to provide continuous support.

"We're here to fill in the gaps and bring a fresh perspective to the operation and ensure things are not being overlooked," said Cmdr. Fred Roeder, special assistant to the unit Executive Officer. "Our duties have truly been integrated into NADEP operations."

The reserve unit's primary mission is to augment and assist the BIT or any other activity needing support within NADEP.

"In some cases, we will read over technical manuals or address space allocations and make recommendations to NADEP about ongoing operations," continued Roeder.

Recognizing the need for the continuity and support provided by the reservists, Roeder kicked off the three-phase unit activation in August with a six week tour. He started working closely with the BIT on the initial transition plans to bring additional workload to the NADEP from closing depots.

The second phase of the unit's activation was to activate the rest of the unit on overlapping two week tours to assist in identifying new workload in association with plans, equipment and space allocations. The third phase is to make available to the Depot a continuous pool of talent to assist in any activity required to fulfill the NADEP's mission while simultaneously providing meaningful training for the reservists.

"This is a great opportunity for NADEP 0474 to provide assistance to the NADEP in 'real world' situations," said Capt. John W. Zulich, who wears two hats—one as NADEP 0474's Executive Officer and the other as a NADEP Division Director. "The BRAC effort is a high priority and we think the unit is making a real contribution to the future of NADEP."

**Lisa A. Gates
NADEP Jacksonville
Public Affairs Office**

Simulators put aviators on cutting edge of technology

Virtual databases and a network of simulators came together for a wartime exercise that cost nothing in troop movements, flight hours or the expenses associated with flying, and wear and tear on combat equipment.

A week-long exercise took place in Orlando late last year as a demonstration of Distributed Interactive Simulation (DIS), a linking of various types of simulations at several locations to create a realistic, complex, "virtual world" in which wars can be fought and exercises conducted.

Engineers from the Manned Flight Simulator, at the Naval Air Warfare Center Aircraft Division at the Patuxent River Naval Air Station, traveled to Florida to attend the 15th Interservice/Industry Training Systems and Education Conference sponsored by the American Defense Preparedness Association. The demonstration was a special event during the conference which hosted industry leaders, educators and military engineers at a forum aimed at meeting the challenges of the current environment.

Manned Flight Simulator officials from the Naval Air Warfare Center took the Cobra AH-1W aircrew procedures trainer prototype and a low-cost simulator which "flew" the V-22 Osprey at the conference. Both were designed and built at Pax River and are in use at the MFS facility.

Both Navy simulators were designed to be inexpensive and portable for use throughout the service. Technology advances allowed the Cobra simulator to be totally self-contained. All equipment needed to run the simulator is embedded in the cockpit. Because the simulator has been designed to be user-friendly, simulation sessions can be self-run and self-monitored. The simulator also can be deployed to remote locations and run

using diesel generator power.

The V-22 Osprey was hosted on a minicrew station which uses one Silicon Graphics (Onyx) computer to run the entire simulation, from visuals to instrumentation, from avionics to airframe. The minicrew station can represent a variety of entities such as enemy aircraft, missile site or friendly aircraft.

Like the Cobra, the minicrew station is portable and DIS-ready. During the Florida demonstration, the Osprey helped guarantee the success of the exercise and allowed the Navy a chance to show the capabilities of this new aircraft.

The scenario played out at the conference was a Third World crisis and humanitarian assistance plot. During the week, 42 organizations with more than 70 entities played in the scenario.

The scenario had air, ground and sea actions, and ended when the "hostage ambassador" was rescued by the V-22 simulation team with support from the Cobra simulator.

The scenario was not "canned" and opposing forces were free to attack and defend at the discretion of their commanders.

The scenario run at the conference gave Manned Flight Simulator engineers the chance to collect experience and compile "lessons learned." These will benefit future programs and make the technology a useful tool for meeting new requirements and exploiting technological advances.

These types of joint warfare exercises can aid the military decision makers in accessing what they must have to get the job done.

Peggy Davidson
Public Affairs Office
Patuxent River, Md.

Women's history (continued from pg. 4)

working parents. If you are interested, please contact Marianne DeCicco at ext. 1805 or Lisa Fitzpatrick at ext. 2594.

An important seminar on Advance Directives will be given on Wednesday, March 23 by Donna Fedus of the Premier Years Organization, Albert Einstein Medical Center of Philadelphia. This will be held in the Center Auditorium at 11:00 a.m. In 1990, Congress passed the Patient Self-Determination Act, giving each of us the legal right to decide what type of medical treatment you may or may not want to receive. By using the advance directives, you can control your own medical care should you become incapacitated. The advance directives are the living will and the durable power of attorney for healthcare. The living will specifies exactly what kind of treatment a person would want if incapacitated and unable to communicate instructions, while the durable power of attorney over healthcare designates someone to make these decisions for a patient who is unable to make their desires known. Come and hear why and how you can ensure your wishes are known and respected by all.

The Small Business Office, (Code 094), will sponsor a Women-Owned Business Fair on Thursday, March 24. It will be held in Building 1, Hangar Bay 1 from 10:00 a.m. to 2:00 p.m. The fair will target the commercial and also private use of women-owned businesses. Small Business Administration representatives from the Philadelphia Regional Office will be available during this time to counsel women who are interested in starting their own businesses.

On each Tuesday in March, a video entitled "A Woman's Place" will be shown on the NAWCADWAR Info Channel (Channel 9) of the Center's Video Cable Network from noon to 12:30 p.m. on the TV monitors in the hallways and cafeteria. This video pays tribute to notable individuals who have made great contributions to society and celebrates that today "A Woman's Place" is everywhere. The video will be shown on Wednesday, March 30 in the Center Auditorium at 11:30 a.m. and again at noon for those who wish to see this 25 minute video in its entirety.

BIG presents "HBCU's: A Salute to Excellence"

The Naval Air Warfare Aircraft Division Warminster Black Interest Group (BIG) presented an open forum panel discussion, "Historically Black Colleges & Universities: A Salute to Excellence" in commemoration of Black History Month.

In keeping with this year's Black History Month theme dedicated to education, Dr. Jay Carrington Chunn, Associate Vice President of Morgan State University, Md., Dr. William Lester, Provost of Tuskegee University, Ala. and Dr. Harold Martin, Dean of North Carolina A & T State University School of Engineering spoke on their schools' histories, contributions and future plans.

Janet Russell, site Equal Employment Manager, welcomed the visitors to the "northeast winter wonderland" including one of our own, Jeanie McCain, Head of Maintenance & Reliability Office, now on special assignment as Naval Science Advisor to the Commander of Naval Surface Forces Atlantic. McCain, an alumni graduate of N.C. A & T, moderated the discussion.

Historically Black colleges represent 117 institutions across the U.S. Dr. Martin explained that N.C. A & T is one of 17 state institutions in North Carolina, one of three schools of engineering. "HCBU's are rich in community and diversity. Black students have a high success rate at HCBU's vs. state institutions. Nearly twice as many graduate. Predominantly black institutions nurture and take risks with borderline college bound students," he said.

Dr. Lester stated the need for predominantly black institutions as the pool of students is growing. The ratio of applications for each opening is now five to one. He said, "The faculty are the key to good programs. We face a desperate shortage of black professors." Dr. Chunn explained that the faculty / student ratio at Morgan State is 35 to 1, vs. 15/20 to 1 at Maryland State. "HCBUs are in the habit of operating lean and mean financially. Our faculty routinely handle two courses simultaneously and

operating costs were kept to a minimal increase of 3 percent last year," added Dr. Lester.

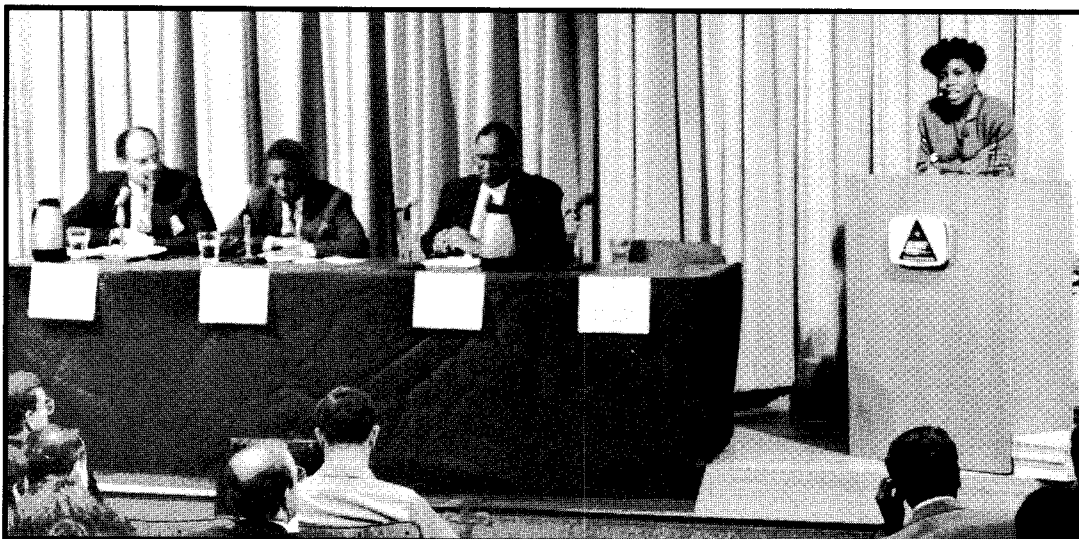
Dr. Martin stated, "The engineering program at N.C. A & T is attracting many foreign students, as well as Black and commuter students from local communities. Prior to the 1970s, the bulk of graduate degrees in science and engineering went to American citizens. Now 50-60 percent of Ph.D.s go to foreign students. Five years ago, up to 90 percent of faculty members were foreign born. Now the figure stands at around 70 percent. In five more years, more balance will be attained."

All speakers elaborated on the pre-college programs at their institutions. The FAST Track program invites promising junior and senior high school students to spend summer weeks on campus studying engineering, math and science courses. Students are introduced at this early stage to the different schools, helping them gather information and decide earlier to pursue fields they may not have otherwise considered, especially engineering and science. Dr. Chunn added he "hopes to see young people of color, and all students, socialized toward engineering and science." He stated he loves summertime on campus with computer camp, FAST Track and other summer programs attracting elementary, junior and high school students.

HCBUs are experiencing an annual growth rate of 6 percent. All speakers emphasized highlights of their school's progress, program additions and future plans to associate with medical institutions and business communities. And all stressed the importance of government, community and alumni support.

Captain William L. McCracken acknowledged NAWC appreciation by awarding plaques from BIG. He reiterated the critical need for science and engineering graduates.

Joan M. Brown
Public Affairs Office



Janet Russell, Equal Employment Opportunity Manager, kicks off the HCBU's open forum panel discussion.

Photo by Jason Craig

Thanks given for a job well done



The following medals/awards were awarded by the Commanding Officer:

Michael R. Sutton (Letter of Commendation): Your skill, diligence and enthusiasm in support of your host and home commands is appreciated.

Laura E. Huber (Letter of Commendation): For your efforts and contributions to the SH-60B Block II Upgrade test team.

The following employees were awarded Letters of Appreciation from the Commanding Officer:

Squadron Leader Geoffrey Barrett, AWC George C. Kamberger, AW1 Michael A. Gallo, AT2 Dray A. Petrik, Edwin E. Salada and Karl C. Geist (Antisubmarine Warfare Systems Dept.): For your superb performance in briefing and demonstrating the Combat Aircrew Training System to members of VP-30 Training Department.

John Mochulski (Systems and Software Technology Dept.): For your continued exceptional performance and hard work in support of Tactical Advanced Computer (TAC-4) project.

Lawrence Boden (Test and Evaluation Group): For your contribution to upgrading the recording system for the F/A-18D aircraft deployed at the Aviano Air Base in Aviano, Italy.

Alan Rubin (NCCOSC RDT&E) Division Detachment), **Margery E. Hoffman** (Air Vehicle and Crew Systems Technology Dept.), **Michele C. Passfeld** (Mission and Avionics Technology Dept.), **Tim Membrino, Noreen M. LaPira and Carol A. Beckett** (Warfare Systems Analysis Dept.), **Jeff L. Davidson** (Antisubmarine Warfare Systems Dept.), **Frank L. Lis** (Computer Dept.), **Emil Rongione** (Command Administration Dept.), **Deiter J. Ballmann** (Financial Management and Planning Dept.), **John W. Wood** (Science and Technology Dept.), **Dorothy T. Knappik and Lisette M. Fortuno** (Tactical Air Systems Dept.), **Barbette J. Ivery** (Systems and Software Technology Dept.), **Charles J. Ballaro** (Test and Evaluation Group), **Michael J. Markle** (Human Resources Office), **Thomas G. Reiter** (Supply Dept.), **William F. Begley** (Public Works Dept.): For your help in exceeding the goal of \$125,000 in the 1993 Combined Federal Campaign.

Nils Anderson (Tactical Air Systems Dept.): For demonstrating excellent technical expertise and superb team effort during a rotational assignment to AIR-540.

Dr. Jeffrey Waldman (Air Vehicle and Crew Systems Technology Dept.): For your outstanding participation in the External Reviews held at the Naval Research Laboratory.

Larry Buchsbaum and John J. Fisher (Warfare Systems Analysis Dept.): For the outstanding technical support that you provided as a Model Controller for the Surveillance Intercept

Coverage computer model.

Jane Whiteman (Comptroller): For the excellent assistance you provided to PMW 183, Deployable Systems Program Office.

Rhea Feldman (Supply Dept.): For your efforts in support of the H-46 mission and the Center.

Richard O. Mitchell (Systems and Software Technology Dept.): For taking time out of your busy schedule to talk to students attending the Patuxent River Test and Evaluation Management Course on Mission Critical Computer Resources and Software Test and Evaluation.

E. Russell Gombos, John McIntyre and Lt. Cmdr. David Angrisani (Tactical Air Systems Dept.): For your participation in the upgrading of the recording system for the F/A-18D aircraft.

Nils Anderson (Tactical Air Systems Dept.): For displaying exceptional technical expertise and leadership ability on the Vertical Takeoff and Landing UAV program.

Bruce Whiteman (Antisubmarine Warfare Systems Dept.): For your valuable contributions in support of the tactical Advanced Computer Program's Request for Proposal release to industry.

Doug Dawson (Air Vehicle and Crew Systems Technology Dept.): For the outstanding support provided to the Aircrew Systems Program Office.

Cron Eckman, Gary Kelly, George Marko, Francis Ritchie, Eugene Balik, Victor Olmedo, Marvin Trusty, Otis Mackey, William Nitsche and Paul Imhof (Command Administration Dept.): For the dedicated and professional way in which you performed your duties during the ice storms.

1994

Intramural

Softball Season

Interested in coaching

or playing, contact

Tammy Jo Edmundson

at ext. 2510

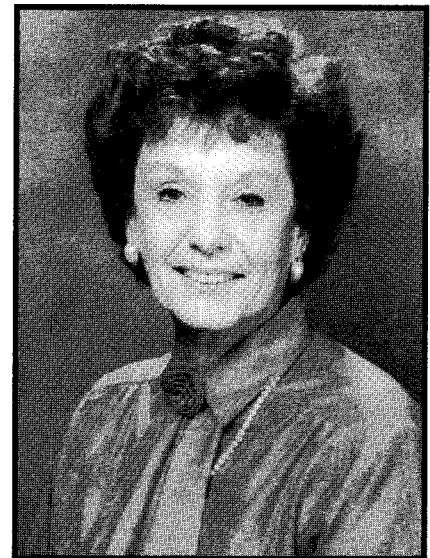
Meet Joe Alfano, S&S Technology Dept.



Name: Joseph Alfano
Hometown: Wyoming, Pa
Birthday: November 14. A blue sweater would be nice
Position: Normally upright. Sometimes on my side
Years of government service: 13 years, 7 months
Previous assignment: Electronic Engineer in the Air Vehicle and Crew Systems Technology Department
Last book read: Investing for Good: Making Money while being socially Responsible
Strongest attribute: Only one, eh?... Persistence
Worst flaw: Too politically correct for my own good.
Work philosophy: "Always do right. This will surprise some people and astonish the rest." —Mark Twain
Favorite food: Most any vegetarian cuisine: Italian, Chinese, Mexican, Tropical fruits & veggies. Not all on the same plate
Unfulfilled dream: Running the Boston Marathon in less than 3 1/2 hours. Then again, just completing it. Then again, just starting
Goal in life: A large house amongst the trees and close to the beach. Preferably on Maui
If stranded on a deserted island, other than the basics, what three things would you like to have: The Library of Congress, reception of National Radio programming and a high speed connection to the Internet
How your tombstone should read: Death is life's way of telling you you've been fired



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Commanding Officer CAPT William L. McCracken
 Acting Executive Director T. W. Castaldi
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 Editor JO2 Terry S. Wingate

The Reflector is published for people like Rosetta V. Blessing, Code 04.



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

April 1994 • VOLUME 39 • NUMBER 4

George E. Biggs Award presented to Morrison

Dr. Jefferey G. Morrison of the Air Vehicle and Crew Systems Technology Department (Code 60) was awarded the George E. Biggs Dissertation Award for original research by the American Psychological Association.

Morrison's achievements and responsibilities clearly demonstrate that he positively impacts essential technology areas which are critical the Center's and Navy's mission. Through his continuous, astute perception of applying technological principles, he has become the Naval Air Warfare Center Aircraft

Division Warminster's (NAWCADWAR) internationally recognized expert in the field of cognitive psychology and human factors and as the Navy's expert in automation and human performance. He has also become recognized for his leadership in adaptive automation (AA) and adaptive function allocation.

Morrison has served in a key number of technological and managerial positions such as the program manager for the Adaptive Function Allocation for Intelligent Cockpits (AFAIC) program. This \$2 million or more effort required him to directly
(continued on pg. 4)

Bianchi attains Certified Plant Engineer status

Commander D. Scott Bianchi, PE/CPE, Director of the Public Works Department here, attained the status of Certified Plant Engineer (CPE). The distinction was granted by the Certification Board of the American Institute of Plant Engineers (AIPE).

Bianchi is a member of AIPE's Greater Philadelphia Chapter Number 006.

AIPE Certification was established in 1975 and quickly became a standard of excellence for the plant engineering profession. The initial process of certification requires either a combination of engineering education and experience or a passing grade on a comprehensive written examination. Once certified, successful applicants may use the Certified Plant Engineers (CPE) designation after their names. To date, more than 3,400 plant engineers in the United States and abroad have been certified.

AIPE, with more than 10,000 members across the United States and Canada, is America's only association dedicated exclusively to the plant engineering profession.

J. Gross
American Institute of Plant Engineers



Cmdr. D. Scott Bianchi

1993 Barnaby Award honors Robert N. Becker

Robert N. Becker, Associate Executive Director and Code 30 Department Head at NAWCADWAR until his sudden death in February, was chosen by the Naval Civilian Managers Association (NCMA) to receive the center's highest award.

The Ralph S. Barnaby Award was established in 1975 to recognize formally the outstanding contributions and distinguished service by an individual to the site and the Navy at large. The 18th annual Barnaby Award luncheon, unfortunately delayed from January to March because of severe winter weather, was a tribute to Becker's career accomplishments. Mrs. Marilyn Becker accepted the award for her late husband. Their son Stephen also attended. (Becker passed away February 14, 1994.)

Dr. Donald P. McErlean, president of NCMA, addressed the employees who negotiated yet another blizzard on March 3 to attend the luncheon. Speaking of his predecessor in Code 60, McErlean praised Becker's excellence in managing many high level positions on this Center. "This finest and best tribute recognizes Mr. Becker's continual striving for both personal and organizational excellence over the years." Mr. Becker's career highlights included Director of Planning, Assessment and Resources Department, Department Head for Air Vehicle and Crew Systems Department, managing the Warfare Systems Analysis Department as Department Head and serving as Associate Technical Director.

"As Associate Technical Director, Mr. Becker balanced all the needs of the Center and solved a highly complex set of interdepartmental issues, handling many divergent personalities and opinions. Bob's gift for handling data and decisions, avoid-

ing personality conflicts and triumphing with logic avoided disruption and pain during this time. He chaired the Center Management Group (CMG) and the Center Advisory Board (CAB) and helped equitably resolve many day-to-day operational problems," McErlean concluded.

A poised and brave Mrs. Becker accepted the award and took the podium. Despite how difficult it was for her to speak, Marilyn Becker explained that the recognition was appreciated and was overwhelming for her family. Relieving the subdued gathering with classy humor she quipped, "And to think Bob always said he did not do anything at work!" Receiving the prestigious Barnaby Award and hearing Becker's accomplishments undermined his modesty.

Captain William L. McCracken's closing remarks reminded all that this was not a memorial award. "Bob was chosen by the NCMA before anyone knew he was ill. He was chosen for his outstanding accomplishments. It is sad for me that he is not here to share in this ceremony. If you review the award recipients, Ron Young, Dr. John J. Deluccia, Tom Brennan, Tom Shopples, Robert Finkelman, Louis Naglak and especially the two most recent, Stuart Simon and Bob Becker, you can see what the Center is all about. Simon and Becker handled realignment and were in the forefront of looking out for the people here. Bob did the studies on downsizing. He was chosen for his professionalism and fairness. He was a fine gentleman; I really enjoyed working with him. I wish he could have been here."

Joan Marie Brown
Public Affairs Office



Marilyn Becker (center) wife of the late Bob Becker (Code 30) stands with **Dr. Donald P. McErlean (left)** president of the Naval Civilian Managers Association and **Capt. William L. McCracken (right)**, commanding officer after accepting the Ralph S. Barnaby Award on behalf of her husband.

Photo by Drew Schmith

Robinson reflects on "what is a sailor"?



CMC James A. Robinson

Sailors is an individuals that have taken an oath to obey the orders of the President and the orders of the officers appointed over them. As the words are repeated to individuals, men and women, they have been misunderstood for unlimited periods of time. The word 'obey' in the oath takes on a different commitment; one to your country and the other to God and

family.

To express appreciation for the effort that sailors make, the Navy has placed into the system such programs as Sailor of the Year and others to recognize individuals who perform above and beyond the call of duty to country.

The Naval Air Warfare Center Aircraft Division Warminster's Sailor of the Year is Petty Officer First Class Francis Trevizo of Code 902. His nomination awarded him a trip to the next level of competition at the Naval Air Warfare Center Aircraft Division Patuxent River, Md., where he represented Warminster very well.

There are a number of personal feelings about the sailor and civilian teams. I need not remind you that the rules for employment are not the same. It takes a special kind of person to serve in the United States Navy. If you choose not to believe me, try it yourself.

It is my hope that recent visits by higher level leaders will take a small number of our views and try to improve the relationship of the sailor/civilian team. There is a lot to be learned from both sides.

AFCM (AW) James A. Robinson
Command Master Chief

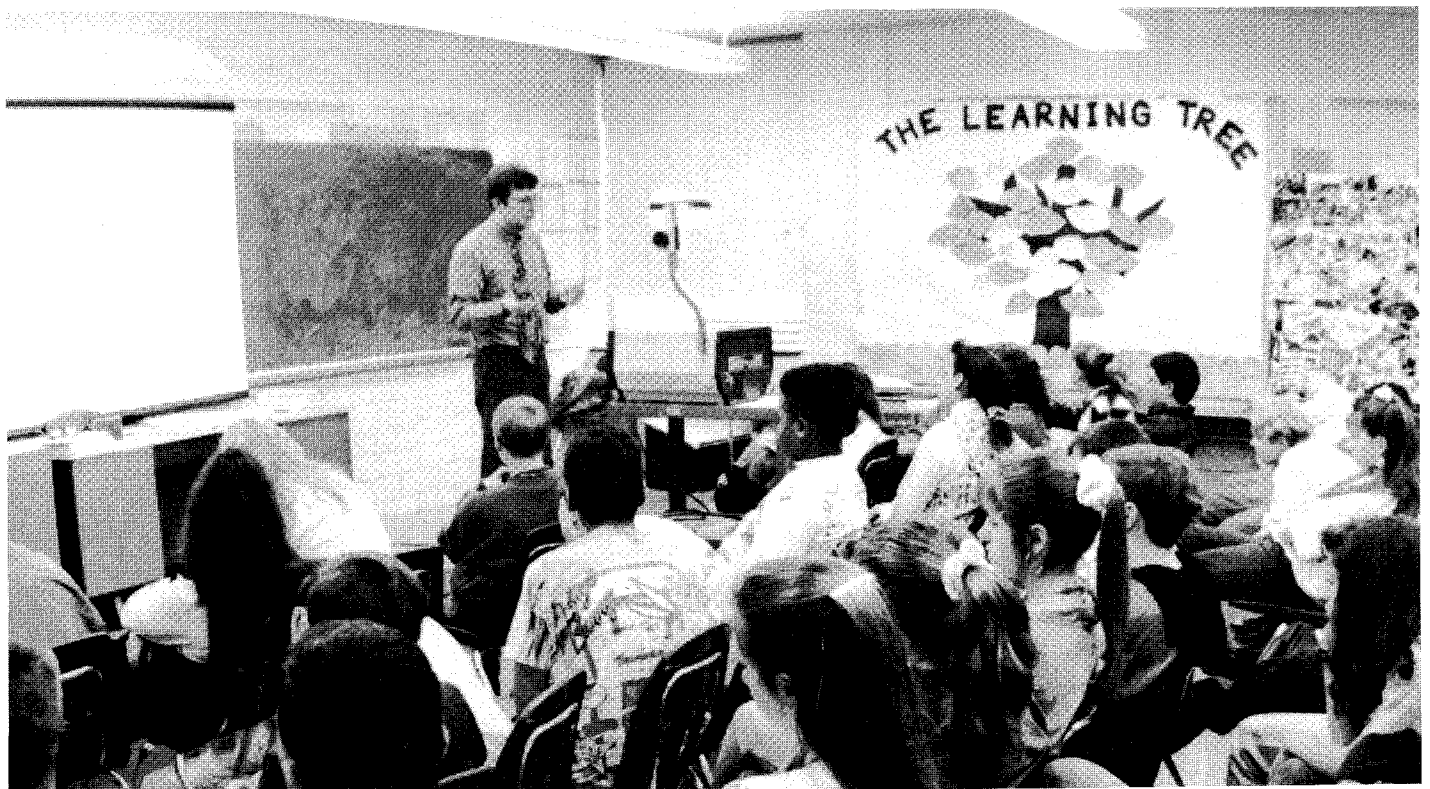


Photo by Jason Craig

Tom Ames, co-chairman of the Restoration Advisory Board speaks on water pollution to 105 seventh-grade students at Log College Junior High School.

President named Adm. Boorda as new CNO

I am pleased to announce that I have nominated Adm. Jeremy M. Boorda to succeed Adm. Frank B. Kelso II as Chief of Naval Operations.

Admiral Boorda currently is serving as Commander-in-Chief, U. S. Naval Forces, Europe/Commander-in-Chief, Allied Forces, Southern Europe where he is responsible for coordinating and planning NATO military actions over Bosnia-Herzegovina and in the Mediterranean and Adriatic Seas.

Admiral Boorda brings to the job of Chief of Naval Operations a keen appreciation of operational requirements in the post-Cold War world and an outstanding ability to work with our allies in complex and challenging circumstances. He has distinguished himself as one of the foremost military leaders serving in the armed services today and his counsel and guidance on the many national security issues facing our nation will be of great value.

Admiral Boorda assumes the post of Chief of Naval Operations at an important time in the history of the United States Navy. I will depend on him to continue the progress that Adm. Kelso has made in restructuring the Navy to meet the new domestic and international security environments.

I have also nominated Vice Adm. Leighton W. Smith, Jr., U. S. Navy, to relieve Adm. Boorda and be promoted to the rank of admiral. As the former Director for Operations, U. S. European Command, and the current Deputy Chief of Naval Operations, Plans, Policy and Operations, Vice Adm. Smith possesses a thorough understanding of NATO structure and the requirements of the European theater of operations.

**The White House
Office of the Press Secretary**

Biggs Award

(continued from pg. 1)

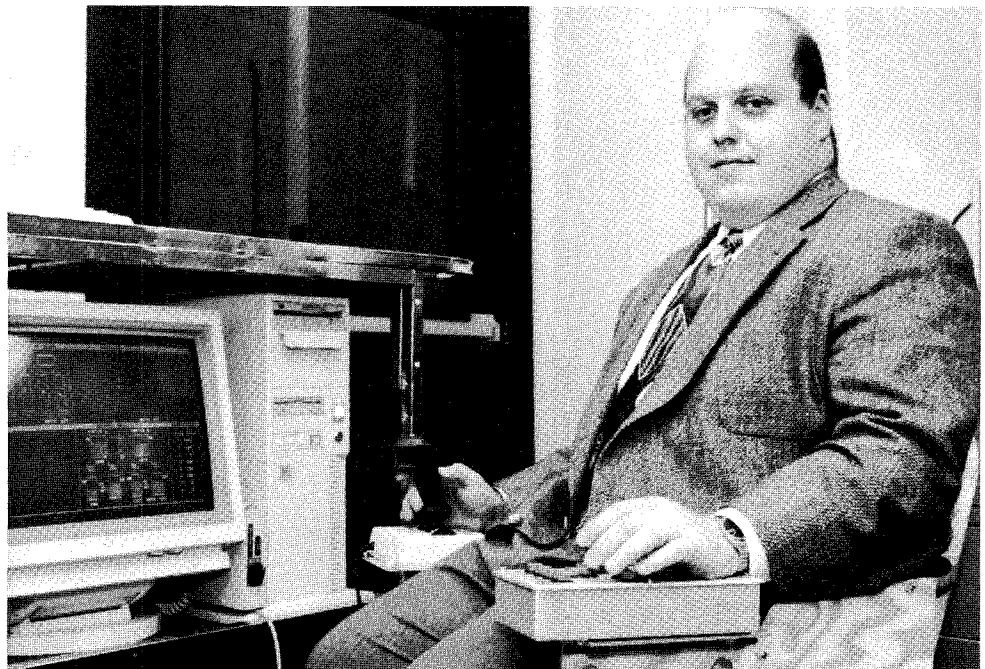
supervise three engineering psychologists, two research analysts and up to four different contractor teams (involving 30 additional technical people).

He also is the principle investigator for a series of studies involving the cumulative effects of "G" forces on cognitive tasks. The research utilizes the NAWCADWAR Dynamic Flight Simulator (DFS) Centrifuge facility and employs individuals from several branches.

In addition to his assignments, Morrison has been invited to participate in a number of regional, national and international conferences to discuss his work on adaptive automation. He is currently serving as an advisor to the Technical Cooperation Program to assist in writing a proscriptio for required research in advanced automation and has been asked to describe his work to them on several occasions.

Morrison has shown superior performance on several complex, quick turnaround assignments. As a team member he has been asked to serve as acting branch head and as a consultant to a number of projects within the AVCSTD as well as other NAWCADWAR departments.

In 1992, Morrison received the "Outstanding Scientific and Engineering Award" for his research work in adaptive automation. He also was rewarded with an "On-the-spot" award for his



successful efforts in coordinating automation research across the Department of Defense and NASA.

The level of knowledge, professionalism and dedication he demonstrates are a model for all who work with him.

Morrison is an asset to his department and the Center.

**JO2 Terry S. Wingate
Public Affairs Office**

Weaver retires after 31 years of service

Tom Weaver, a VP Project Engineer in Code 103J, will retire April 1 after 31 years of dedicated government service.

In 1962, his civilian career began at the Naval Air Development Center doing Operations Research analyses in the Air Research Department. Later he worked on the development and field testing of the X-500K radar system, which became the APS-116 periscope detection radar now installed in many Naval aircraft.

Weaver took part in many major projects during his career including the PROTEUS project, which later was renamed the Single Advanced Signal Processor (SASP) system, which became the heart of the P-3C Update III avionics upgrade. He continued with this work as the team leader for the software being developed for the SASP until 1984 when he was selected to fill the Project Engineer vacancy in the P3 Project Office. He is particularly proud of his work with the Channel Expansion Project, better known as CHEX.

From 1984 until his retirement he has worked as a VP Project Engineer, where he has managed and developed numerous up-

grades to the P3 avionic suite. Weaver found P3 to be his home and dedicated more than half of his career to the people and the technology that make up the P3 team.

When asked what areas of his job he enjoyed most, Weaver stated, "Certainly working with a team of engineers who are specialists in their areas and working on projects that are often many times larger than life."

In retirement, Weaver will start up a small business in the Bucks County area unrelated to what he's doing in the Department of Defense. Once Weaver opens his Recreational Vehicle Campground business he said, "I hope to go out and have some fun and hopefully make a few dollars."

Weaver's other interests besides his family include music, photography, bike touring, wallyball, tennis, woodworking, computers, travel hiking and Dalmatians.

Tom is married to Marlene Weaver, (Code 0221). They have two sons: Chris 15 and Tommy 12.

JO2 Terry S. Wingate
Public Affairs Office

Tom Weaver packs his things a few days before his retirement after 31 years of dedicated service to the federal government.



Photo by Jason Craig

NAVAIR IG Inspection successful for NAWCADWAR

The Naval Air Systems Command (NAVAIR) Inspector General team conducted its triennial inspection of The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) command from Jan. 31 through Feb. 4. The inspection ensured the readiness, effectiveness and efficiency of operations and assesses the quantity, quality, and management of resources.

The inspection revealed that the mission is being accomplished and that recommendations from SPAWAR "IG" inspection of 1990 have been implemented. Findings from the 1994 inspection, in the eyes of NAVAIR's IG Team, indicate that the command is doing an outstanding job of maintaining mission effectiveness. The IG team reviewed nearly every aspect of operation. They reported that the activity was well prepared and all cooperated well for the inspection.

The IG team noted that the commitment to customers remains foremost and that the quality level is being maintained. "Warminster is doing an outstanding job of maintaining mission effectiveness, readiness and command morale in the face of simultaneous upheavals: a major reorganization; a fiscal year 1996 base closure; relocation of facilities and personnel; and a reduction in workforce. Effective leadership and open communication have enabled NAWCADWAR to minimize, thus far, adverse effects of these changes on mission accomplishments," the IG report states. "Employees are maintaining their professionalism and research projects are being completed," it concludes.

The report noted that leadership throughout all divisions is enthusiastic, proactive, and customer oriented. As a result of the

IG inspection, outstanding personnel were recognized for what they do on base to ensure smooth operations and for their contribution to the inspection. Included on the list are the Command Evaluation Staff, Rita Breitenbach, (Code 01), Walter Latosh (Code 092), Dot Kirkpatrick (Code AD05), Martha Harazim (Code 84), Mark Schwartz (Code 05), Frank Kurdziel (Code 83), Ken Danser (Code 84), Dieter Ballmann, Blaine Price and Richard Lipperini (Code 02), Franz Bohn (Code 01), Tom Ames (Code 83), Selina Ridpath (Code 84), Cmdr. Peter Kallin (Code 50), Cmdr. Scott Bianchi (Code 83), Janet Russell (Code AD05), Roger Furlin and Al Kaniss (Code 05), Maria DiPasquantonio (Code 60) as well as their supporting staffs.

Outstanding divisions cited include Command Evaluation, the Human Resources Office, the Equal Employment Opportunity division and the Environmental Office. Public Works, Supply, Occupational Safety and Health and Mission Avionics Technology were honorably mentioned.

Captain William L. McCracken recognized the Command Evaluation team for their help with the successful IG inspection in a ceremony February 15. He congratulated them for their extra efforts and long hours through the bad weather that accompanied the inspection. Those receiving recognition included Ron Kabin, Manager, Judy Burns, Audit Assistant, Bob Berry, Computer Specialist, Harry Deal, Max Zelikoff and Ed Scholl, Staff Accountants.

Joan Marie Brown
Public Affairs Office

Mammography van to visit the Center

It is estimated that there will be 180,000 new cases of breast cancer detected in the United States this year, and more than 44,500 women will die of the disease. Detecting breast cancer early provides the best possible chance of a cure.

To help promote the early detection of breast cancer, the Naval Air Warfare Center Aircraft Division Warminster Wellness Program will offer a convenient, on-site, screening mammography program to all female employees (civilian and military) and spouses of male employees (civilian and military) age 40 and above. This program is provided by US Healthcare and Fox Chase Cancer Center and features a state-of-the-art, custom designed mobile mammography unit. Certified by the American College of Radiology, the mobile unit is staffed by highly trained, female technicians. The results are evaluated by radiologists at the Fox Chase Cancer Center.

The US Healthcare Check Mobile Mammography van will

visit the site on Thursday, May 12, from 8 a.m. to 3:30 p.m. in Hangar Bay 1, Building 1.

For US Healthcare members, the cost is free. For non-US Healthcare participants, the cost is \$85.00, a lower-than-average cost. This fee is your responsibility. A receipt will be provided on the day of the screenings. Many health insurance plans will pay a percentage of the \$85.00 fee after the calendar year deductible is met.

It is recommended that you attend a mammography orientation session to be held Wednesday, April 20, in the Center Conference room from 11:30 a.m. to 12:30 p.m.

Appointments for the van will be scheduled at that time and everyone who attends will receive a free lunch and gift. Pre-registration is required to participate in this program. Pre-registration paperwork should be completed prior to this session and can be obtained from Mike Markle at ext. 3607.

Trevizo named NAWCADWAR Sailor of the Year

AE1 (NAC) Francis Trevizo has been named Naval Air Warfare Center Aircraft Division Warminster's Sailor of the Year for 1993.

He has been described as an extraordinary leader whose impressive record of sustained superior performance speaks for itself. His outstanding drive and initiative clearly ranks him "head and shoulders" above his contemporaries.

Trevizo was one of six children born to Mr. And Mrs. Francisco Trevizo on April 20, 1963, in Pico Rivera, Calif. He attended Shirpsier Elementary school until 1972 when his family moved to El Paso, Texas. He completed elementary school in El Paso. He attended high school in Hawaii where he received a GED at the Aiea High School.

He enlisted in the Navy in Pearl City, Hawaii, in October 1980, via the delayed entry program. On January 6, 1981, he reported to basic training at the Naval Training Center, San Diego, Calif.

After basic training, he was assigned to the Naval Air Technical Training Center, Millington, Tenn. On September 22, 1981, he completed the Aviation Electricians Mate Course. He then attended the Survival Evasion Resistance and Escape Course in Brunswick, Maine. Next he attended the Naval Aircrew Candidate School. On February 12, 1982, he completed the Aviation Electronics Warfare Intelligence operator course. In March 1982, he reported to Fleet Air Reconnaissance Squadron Two (VQ-2) and he qualified as an Electronic Warfare Operator on both the EP-3E and the EA-3B. On June 16, 1983, he was promoted to Petty Officer Third Class and on June 16, 1984, he was promoted to Petty Officer Second Class. While attached to VQ-2 in Rota, Spain, Trevizo was designated an Aircrewwoman and Aircrew NATOPS Instructor and a Collateral Duty Inspector for the EA-3B Skywarrior. He completed detachments to five U.S. Navy carriers into the Mediterranean Sea and the Indian Ocean between 1983 and 1986.

On February 11, 1986, he separated from the Navy for personal reasons. He worked as a residential electrician for nine months before re-entering the Navy for orders to P-3 Flight Engineer School. Upon completion of F/E School, he was assigned to Patrol Squadron Twenty-Six, NAS Brunswick, Maine. He qualified as a P-3 Flight Engineer on June 15, 1988. After completing the Flight Instructor syllabus, he was designated as a P-3 Collateral Duty Instructor and the Squadron Primary Flight Engineer NATOPS Instructor. On July 28, 1989, he was advanced to Petty Officer First Class via the Command Advancement Program.



**AE1 (NAC) Francis Trevizo
Sailor of the Year 1993**

On February 1991, he reported to the Naval Air Development Center to the positions of Electrical Branch Leading Petty Officer (LPO), QAR and most recently the Power Plants Branch LPO. Trevizo is actively involved in the CAT, CTT, CMEO Program, President of the First Class Association. He was awarded the Navy Achievement Medal for superior performance of his duties as Command Assessment Team Leader.

Trevizo is enrolled in the Bucks County Community College studying toward a degree in business administration.

Trevizo has been married to Deidre J. Lockwood since September 1986. They have two children, Francisco Pablo, age 5 and Ashley Rose, age 2. He is an instructor for Systematic Training for Effective Parenting (STEP) in the local community and a summer camp counselor for children with Muscular Dystrophy. He contributes his time to the "Adopt a Grandparent" program with the Luther Woods Nursing Home.

**JO2 Terry S. Wingate
Public Affairs Office**

Budget calls for civilian cuts, separation incentives

The president's proposed fiscal 1995 budget calls for the Department of Defense (DoD) civilian employee rolls to drop to 873,000 by Sept. 30, 1995.

By the end of fiscal year 1999, only 793,000 civilians will be working for DoD under the proposal. This is about 10,000 employees below the 804,000 end-of-century goal set by Bottom-up Review. For comparison, 1.133 million civilians worked for DoD in the post-Vietnam peak in fiscal year 1987.

Managerial and supervisory positions will take a greater hit than rank-and-file positions. The plan calls for cutting high-grade positions by 9.6 percent, while rank and file positions will be cut by 9 percent. This is in line with a presidential memorandum requiring DoD to have its ration of supervisors and managers to other employees by the end of fiscal 1999.

The most recent figures show DoD has 111,200 people in managerial and supervisory positions. These positions range from GS-5 clerical supervisors to GM-13 scientists who are classified as managers strictly for pay purposes. By the end of fiscal 1999, the plan calls for a reduction to 47,200 supervisors and managers. To achieve this target, DoD personnel officials will review supervisory positions and flatten organizational structures when necessary.

To ease some pain of the impact of these cuts, defense officials said the fiscal 1995 budget includes \$1 billion for transition assistance for military and civilian personnel. This includes \$302 million for civilian separation incentives and \$72 million for transition and relocation assistance.

Under the Civilian Adjustment and Reemployment Program, DoD placed about 5,400 civilian employees in other jobs, saving them involuntary separation. To create placement opportunities and minimize involuntary separations, officials said they have been using voluntary separation incentives of up to \$25,000 to employees in surplus skill categories or in areas undergoing a reduction in force.

In fiscal 1993, DoD gave incentives to 35,000 employees and had to lay off only 3,000 people. Major DoD industrial organizations such as the Army Material Command, the Air Force Material Command, the Navy Sea Systems Command, the Naval Air Systems Command and the Defense Logistics Agency have canceled reductions in force due to skillful use of separation incentives, said officials.

Congress still must vote on the administrations proposed budget.

By Evelyn D. Harris
American Forces Information Service

Lewis selected Senior Sailor of the Quarter

ET1 Stephen F. Lewis has been selected as the Naval Air Warfare Center Aircraft Division Warminster's Senior Sailor of the Quarter for the Fourth Quarter fiscal year 1993.

While serving as the Leading Petty Officer for the Dynamic Flight Simulator in the Air Vehicle and Crew Systems Technology Department, he has consistently displayed exceptional competence and sound judgement, he demonstrated total commitment to the command's technical mission was demonstrated on a daily basis. Under his leadership, the command received the highest praise for both fleet training and aircrew research and development. You identified and solved numerous daily problems with 100 percent accuracy and efficiency.

His exceptional technical knowledge, superior leadership abilities and dedicated professionalism were reflected in all endeavors and set an outstanding example for all to follow.



ET1 Stephen F. Lewis

What family members need to know

Dealing with reporters during times of crisis

During times of crisis, families of Navy personnel often become the target of news media attention as reporters try to localize the story. Following are some important things family members should know when dealing with the press.

It is easy to blame the press for a lack of compassion, but the truth is that many families don't realize that once they are publicly identified, they become targets for reporters and the general public.

News is an extremely competitive business with reporters going to great lengths to "get the story" before competitors do. Therefore:

- It is the right of the individual to say **NO** to an interview request. In the past, some reporters have coerced family members into submitting to an interview by emphasizing the public's "right to know" and "freedom of the press" but your right to privacy always takes precedence.
- Your home is your property, No one, media or otherwise, has a "right" to enter your home or be on your property unless you grant them that privilege.
- If you do decide to talk with the media, you should establish ground rules for your protection before the interview.

Responsible, professional reporters will work with you.

If you do consent to an interview, you may not wish your full name to be used; and you should always ensure that your address is not used. Television pictures of your house are usually not a good idea.

Explain to the reporter that you wish to maintain some privacy at you home during this time. They can usually accommodate your wishes. This will help protect your family from further media attention and also from harassment by a wide range of individuals who could learn through press coverage where your family lives.

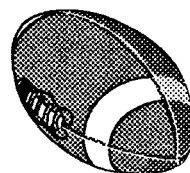
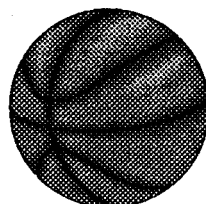
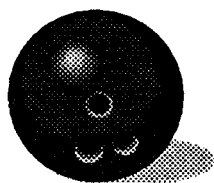
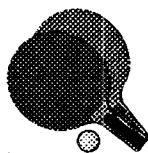
Remember, when you agree to an interview, **you give away some of your privacy**. Always keep in mind the family's best interest when dealing with the news media.

If you desire, a Navy Public Affairs Officer or PAO is available to assist you in dealing with the press. The Navy PAO has a working relationship with the media and can provide advice that will help protect your privacy, yet allow the media to report its story.

If you should have questions or need assistance, contact the base PAO at ext. 3067.

MAY begins...

National Navy Physical Fitness and Sports Month



"Time to get up to speed"

Question and Answer session hosted by HRO

The Human Resources Office (HRO) recently hosted an informal question and answer session with Maureen Marron, Dottie Kirkpatrick and Gerry Keenan.

Many of the questions asked centered around retirement and the move to Patuxent River (PAX), Md.

Here are some of the questions asked during this informal session?

Q: When will the departments start to move to PAX?

A: As early as April of 1995, as long as the buildings are ready for occupancy.

Q: Is there any reimbursement for employees who go to PAX on a house hunting trip?

A: In order to get reimbursement, employees need a transportation agreement to move.

Q: Will there be any VSIP in fiscal year 1995?

A: There is nothing definite at this time.

Q: Approximately how long does it take for the Discontinued Service Retirement (DSR) to be processed?

A: It takes approximately six weeks to process DSR's.

Q: Is there a chance of getting picked up for a job in Florida?

A: Job announcements are listed in the Log for other Aircraft Division sites or you could visit the Employee Assistance Center for other job listings.

Q: What are the chances of other visits being planned to the Pax area?

A: No official word at this time.

Q: With a DSR, can you receive a lump sum payment in two

installments?

A: Yes, you have a choice to receive the lump sum in one or two installments.

Q: When is the last day to retire with the DSR and receive the Alternative Form of Annuity lump sum?

A: September 29, 1994.

Q: Can more than 40 hours of use or lose leave be carried over?

A: Capt. William L. McCracken approved up to 40 hours for all employees. Anything over 40 hours must go through regular procedures.

Q: How is carry over leave listed on the pay stub?

A: It is listed under code 9.

Q: How long does an individual have to use carry over leave?

A: Under the restored leave process, two years from the ending date of the exigency.

Gerry Keenan said, "If you're not ready to retire, don't do it. It's a life long decision."

The HRO is expecting a large number of retirements as it moves closer to the end of the fiscal year. If you would like to retire before the end of fiscal year 1994, discuss it with your supervisor and contact HRO.

JO2 Terry S. Wingate
Public Affairs Office

Practice fire prevention with spring cleaning

WASHINGTON (NES) - Spring is the season we open the windows and doors, invite in the fresh air and sunshine and chase out the cobwebs. It is also a great time to look around and see what sort of fire hazards might be lurking in the corners.

Remove old newspapers and cleaning rags from attics, basements, closets, garages, sheds or under the sinks.

Make sure combustible and flammable liquids (such as gasoline, oil paint thinners, lighter fluid, etc.) are properly stored in approved safety containers (not in glass jugs, milk jugs, bleach bottles or other open-lid containers), and in safe areas—preferably an outdoor shed.

Frayed electrical wires or overload receptacles cause many house fires, so get rid of them. Check all electrical extension cords (including ones you might have run under the carpet last winter for the Christmas tree and forgot to remove). Look for frayed wires and replace or remove them.

If you have not already tested your smoke detector, test it while you are cleaning it. Use your vacuum cleaner to clean

the smoke detector to prevent it from giving off a false alarm in the middle of the night when you are asleep.

Old clothes (especially man-made fabrics) can be extremely flammable and often produce toxic fumes while burning. Throw away or donate old clothes stored in the closet, attic or basement to an aid-center (some donations are tax deductible). For those living in military housing, the Department of Defense prohibits storage of combustibles in attics.

Get rid of the old leaves, trash and weeds from around the yard to prevent the possible spread of fire to your house. Spring cleaning is not just for the inside, but the outside as well.

Clean the barbecue grill and if you have a gas grill, check and tighten the connections to prevent any leaks.

A thorough spring cleaning is one of the most effective ways to ensure sound fire prevention practices around your home.

Bill Beattie
Fire Inspector
Special to the Navy Editor Service

Transition Assistance gets priority in defense budget

Faced with reducing the nation's military strength to 1.526 million by September 1995 the Department of Defense (DoD) requested over \$1 billion for transition assistance in its budget.

Transition initiatives include early retirements, separation allowances and educational programs. Senior defense officials said about 85,000 service members will leave by the end of fiscal 1995. DoD would like to do this without involuntary separations.

DoD budgeted \$700 million to fund the military's Special Separation Benefit (SSB) programs. This program provided lump-sum payments to service members with six to 19 year's service who voluntarily separate. Payments are based on rank and time in service, with eligible members usually in overstrength skills.

Officials hope to separate nearly 21,000 service members through SSB and an additional 3,000 via the Voluntary Separation Incentive (VSIP) program. This program pays a separation allowance in annual increments, based on the member's rank and longevity.

Nearly \$400 million funds the services' early retirement programs. DoD anticipates 12,000 early retirements during fiscal 1995. The temporary program allows service members with 15 to 20 years' service to retire.

Early retirements are based on each service's requirements. Members offered early retirement are generally in overstrength or discontinued job specialties.

Although the VSIP, SSB and retirement programs will help lower the numbers, they won't complete all necessary reductions. Officials hope reduced accessions and early releases will bring numbers down to establish goals.

However, selective early retirement and reduction-in-force boards remain possible. "We use these boards only if necessary," said one official. "If we can get the people out by using voluntary

methods, we won't have to force people out."

The official added no RIF boards are scheduled for fiscal 1995 by any service, but early retirement boards for officers and NCOs may occur in some services.

To ensure departing military personnel are prepared for civilian life, DoD also budgeted \$72 million for its 330 transition centers worldwide. Bob Stein, DoD's director of transition support and services, said the budget covers routine operations, salaries and a variety of services designed to provide service members employment assistance before they separate.

These services include job fairs, computerized job networking and seminars on interviews and resume writing. They also include counseling on veteran benefits earned while serving on active duty.

Another budget item is \$179 million allocated to education and training programs, such as Troops to Teachers and Troops to Law Enforcement. These programs are designed to pay a portion of the salaries of former service members who are employed by selected education or law enforcement agencies.

The requests also budget Junior ROTC programs in high schools throughout the country. Former service members serve as regular school faculty members and provide citizenship development for youth. Money is also allocated for uniforms, administration and military equipment.

Although Junior ROTC is available in many schools, officials said the program is getting special emphasis in city schools. These programs offer cadets guidance, discipline and self-esteem.

Also included in the transition budget is a \$302 million civilian separation incentive package and \$140 million for reserve component transition.

**By Sgt. 1st Class Steve Barrett
American Forces Information Service**

Peer-to-Peer Thank You

A peer-to-peer thank you to the base operators (Pat Fields, Debi Moore, etc.) who consistently do a super job arranging telephone conference calls for us. Often it is done with little notice to respond to a data call from higher authorities. Their excellent service enables us to act like one site and speak with one voice though we are at five different locations.

A peer-to-peer thank you to Rich Michi and the guys in the TV studio for fast, courteous and reliable service on video tape production. Video tapes have become an invaluable mechanism for information management, especially in our time-critical environments. Timely production services allow our management to keep up with what's going on, transmit and receive information and network with our counterparts at other sites in a rapid mode. The support we get from the TV studio has proven invaluable in accomplishing our own work.

Al Kannis



NADEP Pensacola officer is Pilot of the Year for Gulf Coast

Pilot of the Year honors are given to pilots who throughout the year consistently demonstrate superior aeronautical ability and performance in their assigned billets.

The Naval Helicopter Association has recognized NADEP Pensacola functional check pilot Lt. Gordon L. Simonson as their selection for this honor for the Gulf Coast region which stretches from Pensacola Fla. to Corpus Christi, Texas.

In his nomination letter, Capt. Spence Robbins cited that "although he is the most junior officer assigned to the Depot, he holds designations as Helicopter Aircraft Commander, Functional Check Pilot and NATOPS Instructor in seven Type/Model Series H-53 helicopters-virtually every model in the Navy, Marine and Air Force inventories."

During 1993, Simonson flew over 330 mishap-free hours, including 184 functional check flights. He also handled two serious in-flight emergencies, including a complete engine failure at night during a cross-country flight over the mountains of New Mexico; and an aircraft filling with smoke, which necessitated an immediate precautionary landing in a sandy field near Pensacola Beach.

Simonson will now be competing against a field of other regional award winners at the 1994 Naval Helicopter Association Symposium and awards presentation in San Diego, Calif., later this month for the national award.

Mike Antoine
NADEP Pensacola
Public Affairs Office

V-22 project leader nominated for Federal Engineer of the Year

Indianapolis, IN — An engineer at the Naval Air Warfare Center, Aircraft Division, recently represented the Naval Air Systems Command ((NAVAIR) in the Federal Engineer of the Year program, which recognizes the outstanding engineering professionals from all federal agencies.

David P. Heisler of NAWC Indianapolis was one of 33 nominees for the Federal Engineer of the Year award invited to the National Society of Professional Engineers-Professional Engineers in Government awards luncheon held on February 22, in Arlington, Va. Although not the winner of the nationwide

award, Heisler's selection as the NAVAIR Engineer of the Year is an outstanding accomplishment in itself.

Heisler, a project leader for the development tilt-rotor V-22 Osprey, was nominated by his sponsored, Lt. Cmdr. Scott Bruce, Avionics Systems Project Officer at NAVAIR. In the nomination package, Bruce stated, "Heisler is distinguished not so much for personal engineering achievements, but for the sweeping engineering achievements of his team. This engineer has combined outstanding engineering knowledge with superb management skills to assemble a team of 70 engineers responsible for the design, integration and testing of all avionics and software for the V-22."

Heisler served in the U.S. Air Force and worked in research while stationed in San Antonio, Texas. He received a BS in computer science and a BA in economics from Indiana University and has worked for the Navy in Indianapolis since 1983. He is married and has lived in Mooresville, Ind. for the last 12 years. His wife, Mary, is Associate Chief for Nursing Services at the Veterans Administration Hospital.

The Naval Air Warfare Center Aircraft Division, Indianapolis is located on the city's east side and employs approximately 2,900 people involved in research, design, development, manufacture, testing and procurement of aviation electronic. The organization is part of the Naval Aviation Systems.

Steve Applegate
NAWCAD Indianapolis
Public Affairs Office

NADEP Cherry Point selected to repair H-53 helicopter

CHERRY POINT, NC — The U.S. Air Force recently selected the Naval Aviation Depot (NADEP) Cherry Point as the depot maintenance site for the MH-53J and TH-53A aircraft. The first aircraft is scheduled to arrive for prototype, tentatively in the Summer of 1994.

The Air Force selection will establish Cherry Point as the only depot maintenance activity for all type/model/series H-53 aircraft. This is particularly important because each MH-53J aircraft is classified as a combat critical aircraft or "core" that is to be maintained by the Department of Defense to ensure support.

The MH-53J and the TH-53A will transition from NADEP Pensacola.

NADEP Cherry Point
Public Affairs Office

Cherry Point representatives visit NADEP Pensacola

Over 300 Naval Aviation Depot (NADEP) employees and their spouses recently attended informational sessions presented by representatives of the Cherry Point, N. C., NADEP.

In all, seven sessions were held, four at the NAS Conference Support Center and three at the Pensacola Grand Hotel.

Every conceivable aspect of life in the Cherry Point area was expertly presented by members of the legal, education, medical and real estate professions from the five county area.

A representative of NADEP Cherry Point, product support logistician Diana Crumbacker, was also on hand with the Cherry Point team.

Crumbacker said that everyone with NADEP Cherry Point was looking forward not only to new work-load-but to working with new people. "We're relying on NADEP Pensacola folks to because they've got the expertise," said Crumbacker.

"You're the cream of the crop," said Tom Thompson, Craven County Economic Development Commission Chairman. "We want you to be a part of our community."

Mike Antoine
NADEP Pensacola
Public Affairs Office

Mayport Voyage Repair Team honored

Members of the Naval Aviation Depot (NADEP) Jacksonville Voyage Repair Team (VRT), based at Mayport Naval Station, received honors recently for their work aboard the USS Saratoga (CV-60). NADEP Jacksonville Commanding Officer from Saratoga's Commanding Officer, Capt. Don A. Weise for work completed during the ship's predeployment restricted availability period.

Captain Weise said VRT Mayport's, "professionalism, drive and numerous overtime hours enabled completion of all major work evolutions and several minor jobs on launch and recovery equipment." He remarked that, "The Ship's Air Department personnel temporarily assigned to the VRT returned with a much better understanding of Launch and Recovery Equipment Maintenance." In his letter, the USS Saratoga Skipper also commented that the VRT's accomplishments would have a lasting effect on mission readiness.

VRT Mayport consists of civilian machinists, welders, electricians, shipfitters, pipefitters, inside machinists and riggers. Team's from VRT routinely travel worldwide to conduct emergency repair work on shipboard catapults, arresting gear, visual landing aids and other systems or equipment involving the launch or recovery of Navy aircraft.

George Young, VRT Mayport Shop Supervisor, says, "As our motto indicates, we're ready to go anywhere, anytime.' As long as we have fixed wing aircraft that launch off of carriers, we'll be here to make repairs when needed. We always seem to work in a crisis—but it seems to make time go faster! We feel like we never get finished with one job before we have another one."

Ed Hartwell
NADEP Jacksonville
Public Affairs Office

Beneficial suggester earns accolade from SECDEF

NORFOLK, VA — Chuck Sterling, a planner and estimator at the Naval Aviation Depot Norfolk, is the proud recipient of the 1994 Secretary of Defense Productivity Excellence Award, which recognized him for his effort in searching for a way to salvage corroded canopies on EA-6B aircraft, saving the Navy \$1.6 million each year. His suggestion has since been used nationwide, wherever EA-6Bs are repaired and maintained. His good idea is not only saving the government money, it's helping ensure safety for pilots and EA-6B crew Navy-wide.

Sterling was one of the five recipients from the Navy. The Secretary of Defense Productivity Excellence Award is the Department's highest accolade for productivity improvement achievement by individuals. Established in 1983, the award recognizes individuals and small groups who, by their initiative and creativity, have helped the Department of Defense to affect significant savings and major improvements in Defense operations.

Evelyn Odango
NADEP Norfolk
Public Affairs Office

WORTH REPEATING

"Maintaining the quality of our personnel requires quality recruitment, superior training, development of high esprit de corps and an increased perception that the Department is committed to the success and well-being of each individual service member. It is our highest priority. When I accepted the job as Secretary of the Navy, I was told directly by President Clinton that he recognized that he inherited the finest Armed Forces in our history based on the quality of personnel. Our number one priority must be to continue this level of quality."

John H. Dalton, Secretary of the Navy

Training available for employees not relocating

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) employees who are not offered an opportunity or do not plan to move to Patuxent River, Md. from janitors to secretaries to engineers, will be able to benefit from the NAWC job-training program. Funded by a \$1.6 million grant from the federal Department of Labor, the program's end goal will be re-employment for workers who will need new jobs.

As part of the Department of Defense downsizing, most NAWCADWAR employees are expected to move to southern Maryland and be realigned with NAWC at Patuxent River. Only 250 employees, those operating labs that include the Centrifuge and Navigational Systems, will remain in Warminster.

How will employees benefit from the retraining grant?

According to John Markow, Employee Development Division Head, "employees will be able to retrain in occupational fields where employment potential is strong." Starting in May 1994, group information sessions will be held to explain the program to all employees. In the months following these sessions, individual counseling may be arranged on site with employment/career counselors from colleges and universities. These counselors will administer aptitude tests, help employees assess skills and interests and formulate future life plans. Some will be directed to re-employment opportunities with assistance in resume preparation. Others may take advantage of re-training via classroom and on-the-job programs.

This dislocated worker grant is unique because employees may begin re-training while still employed at NAWCADWAR.

Counselors will manage each case throughout the process to ensure successful completion of classes or re-employment. Of the \$1.6 million grant, only 7 percent of the funds will be used for administration. Eighty-three percent will fund retraining with the remainder funding needs related services such as child care or transportation.

The Employee Assistance Center is already providing federal vacancy listings, automated bulletin board information, job search skills workshops, stress management assistance, workshops in decision making, outplacement registration programs and other aides to smooth the coming transition. Employees are encouraged to take advantage of this center, located in building 3, near the reception area.

The Bucks County Commissioners appointed a Bucks County (NAWC) Economic Adjustment Committee to identify, assess and recommend economic development strategies to replace the employment base after realignment. A survey of NAWCADWAR employees indicated a large number would like to start their own businesses. The retraining grant will also provide assistance in becoming entrepreneurs. Whether employees are interested in completing their GEDs, receiving technical training or completing college courses, the grant program will be beneficial. For more information, visit the Employee Assistance Center or call Employee Development on ext. 3076.

Joan Marie Brown
Public Affairs Office

Mathias selected as Sailor of the Quarter

AZ2 Charnita Y. Mathias has been named the Naval Air Warfare Center Aircraft Division Warminster's Sailor of the Quarter for the Fourth Quarter fiscal year 1993. During a period of reduced manpower within the Maintenance Department, she displayed outstanding initiative and drive. She performed flawlessly while maintaining the Visual Information Display System, the Aircraft Discrepancy Books and all associated forms and reports. In addition to her normal duties, she spent long hours as the AV3M Data Entry Clerk, maintained the aircraft historic files and compiled all information needed to publish the Monthly Maintenance Plan. Her superior professionalism and loyal devotion to duty reflects great credit upon yourself and were in keeping with the traditions of the United States Naval Service.



AZ2 Charnita Y. Mathias

Mixed Golf League celebrates its second season

The newly-formed Mixed Golf League is coming back for its second year with many organizational improvements. This beginner-oriented, fun league was the brain-child of those two free-thinking guys, Jack Eyth and John Markow. Last year, the league started off strong with 45 participants in its first week but the membership dropped to an average of 16-20 golfers per week for the remainder of the year. To find out what could be done to attract more players, the league took a poll. We are happy to announce that for 1994, all of the recommended improvements have been adopted!

The league will be playing at a new course, Horsham Valley Golf Club instead of Fairways. Horsham Valley has an air conditioned clubhouse with a bar and an outside deck. While the quality of the course is better, the cost for league members has been reduced from \$12 to \$11! The League will be comprised of up to eight teams (depending on interest) and the season will consist of two sessions, a spring and a fall session. The spring session will start May 6 and end June 24. The fall session will begin Sept. 9 and end Oct 28. A Jack 'n Jill tournament will be held at the end



Mixed Golf League 1993 Tournaments Runner-up.
(from left to right) Doug Leidy, Sue Smith, John Markow and Bob Mcavoy.

of each half of the season.

Unchanged from last year will be the Friday afternoon time slot, the popular two person, co-ed scramble format, the relaxed rules (no penalties) and the laid back approach to the game. Golf lessons will be offered if requested. If you want to join this fun league, call your hosts, Jack Eyth at ext. 2891 or John Markow at ext. 1026.

Jack Eyth
Air Vehicle and Crew Systems
Technology Department



Mixed Golf League 1993 Tournament Champions. (from left to right) Gary and Donna Dunn and Dick and Joanne Coughlan.

Photos by Jack Eyth

Contractors sought in move to PAX River

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) hosted a presolicitation conference on February 16, 1994 for contractors wishing to bid on the physical move of NAWCADWAR to Patuxent River, Md. (PAX). The purpose of the conference was to provide the parties an opportunity to visit the Warminster facility, tour labs and obtain information on the transition, e.g., schedules, status, process, risks, magnitude and scope of relocation efforts. The conference was attended by 150 contractors representing 85 companies. NAWCADWAR accepted questions during the conference in writing with the answers being mailed to all parties receiving solicitation packages. Packages were issued on March 7. Bidders are required to submit proposals by April 28 and NAWCADWAR anticipates contract award by September 1, 1994.

The NAWCADWAR Transition Team (NAWCTT) has planned the move of 1656 civilian jobs, 143 military and NAWCADWAR's \$440 million business base to Maryland by September 1996. The move involves 36,000 pieces of equipment, including 1,700 PCs, monitors and printers as well as office reference materials and files totaling 226,000 cubic feet, various large computers and large computer peripherals, 1,400 safes weighing 315 tons, 175 tons of shop equipment and

252 sets of executive office furniture. NAWCADWAR will contract with the Military Traffic Management Command (MTMC) who is responsible for ensuring that the transportation vehicles will be available when required. The MTMC carriers will transport the equipment and materials to PAX.

"This is an unusual procurement," explained Franz Bohn, "necessitated by the massive changes mandated in Base Realignment and Closure (BRAC) 1991. NAWCADWAR, as a business, must continue to satisfy its customers during the moving process. This move will not just happen over a weekend. It will be an extended, risky process involving complex labs, projects and equipment."

If NAWCADWAR employees are daunted thinking about moving their individual households, imagine thinking on the massive scale involved in moving this huge business. The Transition Team has been thinking long and hard on this Herculean task. Everyone and everything must be taken into consideration in minute detail. Though mind boggling in magnitude, the move is manageable through the combined efforts of many individuals and teams.

Although the predominant move effort will occur during 1996, several factors influence the timetable. Transfer of people and facilities is contingent on construction

and outfitting at PAX. Timing also depends on project windows of opportunity in order to ensure customer satisfaction. Physical resources such as manpower, number of vans, loading docks and staging areas will constrain the move. Eventually Hangar Bay 1 at Warminster will become a move work area for staging, packing and crating. The hangar on the airfield side of Jacksonville Road will also become a work and storage area for excess equipment to be turned over to the Bucks County (NAWC) Economic Adjustment Committee along with the physical plant and land at NAWCADWAR after transition.

Warminster facilities and offices have been broken down into 10 move groups. Each area must be certified, broken down, moved, reinstalled and recertified. Joe Clay discussed the most critical facilities and explained to the contractors how large and complex some NAWCADWAR projects may be. Over the next two months, Transition Team members Barbara Wiley and Joan Garofalo will coordinate information dissemination to various contractors as they prepare their proposals on the moving job.

Contractors were taken on a tour of the facilities so they can appreciate the extent and complexity of the move firsthand. They also were able to tour the construction sites at PAX in March.

Joan Marie Brown
Public Affairs Office



Davis receives command's top civilian award

Harry F. Davis Jr., Public Works maintenance general foreman of the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) recently received the Navy Meritorious Civilian Service Award for his outstanding support of NAWCADWAR. This is the Navy's third highest award and is the highest awarded by the command.

"You are recognized as the site's Maintenance and Utilities expert, responsible for maintaining the Center's operational status," said Capt. William L. McCracken, the commanding officer. "Through your own efforts and leadership, you have created and empowered a team that not only performs almost miraculous work on old and aging equipment, but does so in a

prompt, courteous and unobtrusive manner.

Your achievements range from installation of secure access facilities, to heating, ventilating and air conditioning installations large chiller plants to small window box size air conditions), boiler installations and deep well installations.

When a maintenance need arises on the facility, you respond in a prompt and professional manner. In short, your knowledge, skills and leadership abilities have improved the quality of life and work at the Center.

JO2 Terry S. Wingate
Public Affairs Office



Photo by Drew Schmith

Harry F. Davis Jr., Public Works maintenance general foreman, received the Navy Meritorious Service Award for his outstanding contributions to the Center from Capt. William L. McCracken, the Center commander. Cmdr. Scott Bianchi, Public Works Officer and Davis's wife Shirley looked on.

5 K Fun Run

Wednesday, April 27, 1994

(Inclement weather date is April 28, 1994)

Register at the Fitness Center at 11 a.m.

Fun Run starts at 11:30 a.m.

Open to all NAWCADWAR Employees and Contractors

For more information, call ext. 2510

Sponsored by Morale Welfare and Recreation

Softball League organizes for its 39th season

The Naval Air Warfare Center Aircraft Division Warminster Intramural Softball League is making plans to begin a new season, in spite of the fact that no one has seen grass since November. Although the season is getting off to a late start due to the weather, things should heat up rapidly. As a result of an off-season downsizing, the league now has fewer, but more evenly balanced teams. For 1994, the league will be comprised of two four-team divisions with six teams making the playoffs. The teams will be playing a 17 game schedule.

Under the leadership of new commissioner Dan Schmidt, the league was organized quickly and efficiently despite the late entry of the Crush team. The smooth transition is, in part, due to the fine organization put into place by former commissioner Mark Lilly. When asked what he was going to do with his time after dropping out of softball, Mark said, "I hope to concentrate on intellectual pursuits."

This year's league is thinner than 1993, (8 teams instead of 10) though not as thin as it could have been considering how many ball players have left the Center. The exodus caused two

teams to fold, the Dynatigers and the Renegades, and forced others to seek out free agents to bolster their lineups. Some of the player movements of note are the Bearcats' acquisition of former Renegades Joel Wexler and Mark Dungan, the Guzzalloons acquisition of about 10 new players (8 ex-Renegades), and the Rebels who got Paul Beer.

With all of the players moving around, it is difficult to predict which teams may be the strongest this season. Certainly the Bearcats should have a legitimate shot to make the finals having made it to the semifinals last year. The defending champion 8th Inning will be back as strong as last year, but the closeness of their final series with the Renegades may make them ripe to be dethroned. The Guzzalloons with the addition of many seasoned veterans and Ed Swiski as starting pitcher, will definitely compete. The Rebels, Phantoms, Crush, Bill's Team, and Life Supporters are basically unchanged since last year.

Jack Eyth

Air Vehicle and Crew Systems Technology Department

Loop honored as Blue Jacket of the Quarter

AO3 Paul W. Loop was selected as the Naval Air Warfare Center Aircraft Division Warminster's Blue Jacket of the Quarter for the Fourth Quarter fiscal year 1993. During this period he displayed outstanding initiative by implementing an inventory tracking system for the command's sonobuoy assets. In addition to his normal duties, he spent long hours upgrading the Standardized Conventional Ammunition Automated Inventory Record, greatly improving all ordnance tracking expenditures and ordering procedures for this command and Naval Air Warfare Center Aircraft Division Detachment Key West. His superior professionalism and loyal devotion to duty reflects great credit upon himself and are in keeping with the highest traditions of the United States Naval Service.



AO3 Paul W. Loop

Thanks given for a job well done



The following medals/awards were awarded by the Commanding Officer:

John E. Savage (Missions Avionics Technology Dept.): (Letter of Commendation): For the support you provided the Air ASW Assault and Special Missions Programs Office.

AW1 Michael A. Gallo (Letter of Commendation): For superior performance of your duties while serving as VP Project Support Division Leading Petty Officer for the ASW Systems Department. You have been selected as the Naval Air Warfare Center Aircraft Division Warminster Senior Sailor of the Quarter for the Second Quarter 1993.

PR1 Kent W. Bartels (Letter of Commendation): For superior performance of your duties while serving as Leading Petty Officer for the Aircrew Survival Equipment/Environmental Systems Branch, you have been selected as the Naval Air Warfare Center Aircraft Division Warminster Senior Sailor of the Quarter for the Third Quarter 1993.

AD3 Stephen E. Longley, Jr. (Letter of Commendation): You distinguished yourself during an Aircraft Service Period Adjustment Inspection on aircraft 160291 by locating two critical cracks on an engine trough which, if unnoticed could have resulted in the loss of the aircraft and crew. You have been selected the Naval Air Warfare Center Aircraft Division Warminster Blue Jacket of the Quarter for the Third Quarter 1993.

Lt. Cmdr. Timothy Sestak (Commendation for Exemplary Service): For your Public Service in support of the command sponsored Explorer Troop. You have demonstrated outstanding initiative and leadership as a co-advisor of the Post over extended periods of time.

Anthony Dalileo (Commendation for Exemplary Service): For your Public Service in support of the command sponsored Explorer Troop. You have demonstrated outstanding initiative and leadership as a co-advisor of the Post over extended periods of time.

Lt. Tracy D. Whiteley (Joint Service Commendation Medal): For exceptional meritorious service while attached to Commander in Chief, Allied Forces Southern Europe and Naval Support Activity, Naples Italy. Your superior professional knowledge, self-motivation and determined tireless effort had a major, positive impact on the Quality of Life Program for the American military community.

HMC David W. Orskey (Navy Achievement Medal): For your outstanding knowledge and leadership in dealing with a potential biohazardous mishap.

AME2 Kelly B. Amogawin (Navy Achievement Medal): For your superior performance while serving as aviation structural mechanic survival equipmentman branch shift supervisor aboard Tactical Electronic Warfare Squadron Thirty-Three.

AE2 Keith A. Medly (Safety Pro of the Quarter, First Quarter, fiscal 1994): For noticing a person wearing improperly strapped head protection along with the manlift blocking the fire exit.

AE2 Christopher J. Polny (Safety Pro of the Quarter, Fourth Quarter, fiscal 1993): For noticing a bare wire on a generator power cannon plug while troubleshooting a fuel flow discrepancy on aircraft 160291 number three engine.

The following employees were awarded Letters of Appreciation from the Commanding Officer:

AE1 Edward A. Blatt, JO2 Terry S. Wingate, AO2 Dana A. Yatta, HM2 Joseph M. Bender, AW2 Eric M. Sprague, AME2 Richard L. Weisenburg, AE3 Herb W. Willis, AMHAN Ronnie L. Kirby: For keeping the chain-of-command well informed of the changes in the weather which prevented any serious incidents from occurring.

AD2 Brian Scharold, AT2 Victor Mancini and AMSAN Robert W. Simon: For your outstanding performance as a member of the command's Color Guard.

Kevin McCarthy (Air Vehicle and Crew Systems Technology Dept.): For the outstanding technical support you provided during Col. B. R. Rusthoven's three year tenure as the Special Assistant for Marine Corps Matters to the Chief of Naval Research.

Robert N. Greenblatt (Computer Dept.): For your support to the Naval Air Systems Command during the Command Inspection for the Naval Aviation Depot at Cherry Point.

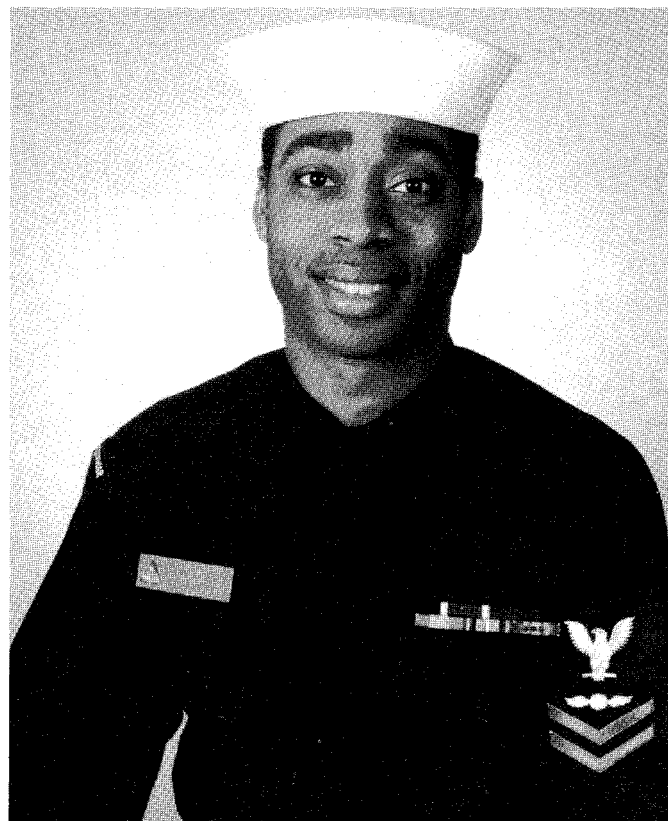
HMC David W. Orskey, ET1 Stephen F. Lewis and HM3 Richard R. Pietrow (Air Vehicle and Crew Systems Technology Dept.): For volunteering your time to present information on the Dynamic Flight Simulator to the officers and enlisted members of the Naval Reserve, Office of Naval Research Science and Technology 304.

Jerry Duley, Lorenzo Capili, Andy Schwartz, David Stasen, Matt Douglass, Warren Laskowski, Donald Stasse and Keith Wills (Air Vehicle and Crew Systems Technology Dept.): For the outstanding support and unique expertise you applied to the design, fabrication and installation of the upgraded recording system for the F/18-18D aircraft of VFMA(AW)-553.

Yvette Junius, Ellen Marshall, Ann Campbell, Carol Newman, Becky Carr, Pat Bilane, Judy Burns, Rita Breitenbach, Ron Kabin, Robert Berry, Sue Wilson, Anita Baxter, Janice Seltzer, and Sue Wolfe: For the outstanding administrative support you provided to the NAVAIR Inspection Team during our recent Command Inspection.

Meet Vernon Ridley, Test and Evaluation Dept.

Name: AE2 Vernon Ridley
Hometown: Dayton, Ohio
Birthday: September 19
Position: Aviation Electrician Second Class
Years of government service: 9
Previous assignment: USS Sterett (CG-31)
Last book read: Lamaze
Strongest attribute: Flexibility
Worst flaw: Perfectionist. Slows productivity
Work philosophy: It can be done traditionally or non-traditionally; But Safely!
Favorite food: Spinach
Unfulfilled dream: To be underway on a submarine for one week
Goal in life: To maintain a balance between work and family
If stranded on a deserted island, other than the basics, what three things would you like to have: A comedian for humor, a Jazz and Blues Band to listen, calming the salvage beast and a masseuse to put the body in tune with the mind
How your tombstone should be read: "He'd always show up"



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 Acting Executive Director T. W. Castaldi
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The Reflector is published for people like Jerry Moritz, Code 098.

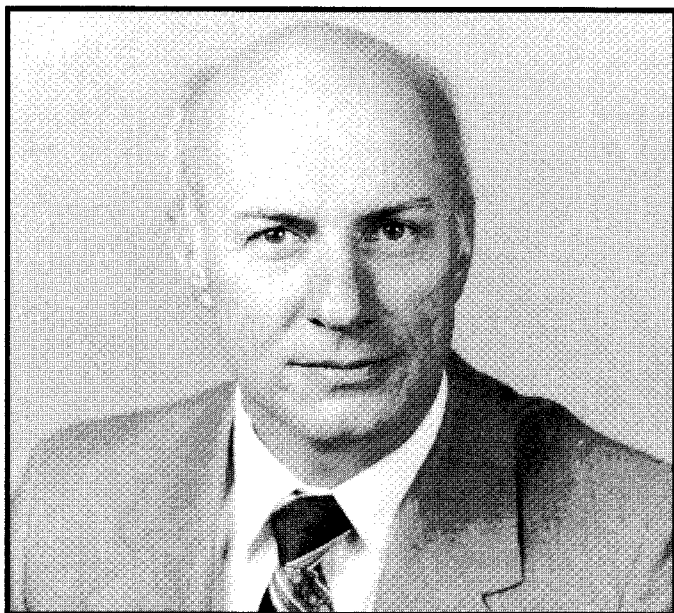


Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

May 1994 • VOLUME 39 • NUMBER 5

Vice Adm. Martell Award presented to Castaldi



Thomas W. Castaldi
Executive Director

Thomas W. Castaldi received the Vice Adm. Charles B. Martell Award for his outstanding contributions in the field of scientific research and development of systems/subsystems pertaining to the advancement of antisubmarine warfare (ASW). He was cited for more than 30 years of dedicated service as a civilian scientist in the Department of the Navy.

The award was presented by the Undersea Warfare Committee (UWC) of the National Security Industrial Association (NSIA) at the Thirty-Fourth UWC Conference in San Diego, Calif.

The award stated that Castaldi distinguished himself as a nationally recognized expert and true leader in the area of airborne ASW. He sustained a level of accomplishment seldom seen at the laboratory level and his contributions have had a profound and long-lasting impact on the Navy's ASW programs. His accomplishments span the spectrum from developing and introducing into the fleet major air ASW weapons systems to managing extremely complex and technologically advanced concepts in airborne ASW sensor systems.

Castaldi's individual contributions include such items as
(continued on page 6)

New competency aligned cost division stands up

The Warfare Systems Analysis Department at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) proudly announced on April 4, the establishment of the Advanced Concepts and Enterprise Activities Division, Code 304. This is the first technical division to implement the competency alignment in the NAWC Aircraft Division. The function of this new division is cost analysis for aircraft advanced concepts and aircraft systems.

The Naval Aviation Systems Team plans to integrate all NAWC sites into a seamless competency aligned organization (CAO) to better serve customers and remain vital and viable in

the new post-Cold War environment. All divisions are preparing to stand up as a CAO by October 1994. The new division will comprise the Cost/Affordability Branch at Warminster and the newly formed Aircraft Cost Analysis Branch at Patuxent River, Md. (PAX).

Just as the Human Resources Office (HRO) Warminster is now working as a division of NAWCADHRO, the new division will work the same way, as a single organization located at two sites. Competency alignment will remove the geographic boundaries. The new cost division will work aligned under Dave

(continued on page 4)

Aircraft Division Reorganization - Why now? Why us?



Capt. William L. McCracken

I'm sure many of you are thinking that the last thing we need now is another change and disruption to our work environment. We are all being confronted with the impact of the transition to Patuxent River, the closure of the Warminster site, the threat to our own jobs/career plans due to the "rightsizing/downsizing" of the government workforce, the possible effects of the proposed defense bud-

get reductions on the work we are currently doing, the realignment into the NAWC Aircraft Division, and now - a major reorganization. Each time another announcement is made, the questions I constantly hear are: "Why us? Why now? Why are THEY doing this? It doesn't make any sense. How can I make all the personal career and family decisions that must be made when everything is in a constant state of change and transition?" Many times I ask them myself.

I truly believe that the Aircraft Division reorganization is a necessity if naval aviation is to survive. We are being driven to this in the same way that the Navy was and continues to be driven to make hard decisions during the Base Realignment and Closure (BRAC) process. The world political climate has changed - the Soviet Union is in a state of political and economic turmoil and the Berlin Wall has fallen. The national political climate has changed - the United States is so far in debt that it has almost driven itself to bankruptcy and yet we still don't seem to adequately subsidize programs for our own citizens such as education, welfare, social security, etc. Priorities have changed, and the Department of Defense is no longer a top priority. The direction is clear: we must continue to be able to defend ourselves, but at a much lower cost and with fewer resources, both personnel and facilities. This means that our way of doing business must also change.

The Competency Aligned Organization was selected because it seems to be the best way to continue to get quality products and services at a lower cost. It is being used successfully by numerous commercial businesses. I know that for many of you, it would be more convenient if we could wait until after the transition to Patuxent River. While in the midst of so many

personal decisions, it would be nice if you could count on your current supervisor and tasking to stay the same, at least over the short run. Unfortunately, this is not an option. In order for the Aircraft Division to stay viable and support its customers, the change must take place as soon as possible. There are too many threats to our business base to delay - we must remain competitive.

I wish there was an easy answer - that I could turn the clock back five years to the time when you felt totally in control of where you would be working, who you would be working for, and where you would be living. But, given the current situation, each one of us must struggle through the decision making process based on what we want and what we know. What I can promise you however, is that I will make every possible effort to keep you informed of what is happening and the options available to you. A Reorganization SITREP has been added to the Warminster SITREP to keep you abreast of the direction that the Aircraft Division is heading. We will be offering training on managing change to help you to cope with the changes, stress, and decisions that you are facing. There will also be training on the skills and knowledge you will need to operate in the new organization - team building and Competency Aligned Organization philosophy and operations.

We have worked together successfully in the past and I believe we can do so again. I hope that you will make the decision to support this new organization - we need you.

Capt. William L. McCracken
Commanding Officer

Military Spouse Appreciation Luncheon

May 26
Lady Luck Club
Noon to 1 p.m.

The cost is \$5 a person.

Tickets are on sale at the Duty Office
and the Command Master Chief's Office.

Engineers stealth soda cans for class competition

Supervisors and managers at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) concerned about coffee or soda breaks may have to develop advanced radar in order to detect soda cans coming into their division. The Fundamentals of Antennas training class, taught on site, has been working on a stealth design project that could have far reaching applications for thirsty employees. The antenna class is learning stealth technology via their radar cross section (RCS) reduction project.

Frank Plonski, Microwave Techniques Branch, Code 5021, has taught the Fundamentals of Antennas for five years. Plonski is a "roll up your sleeves - get your hands dirty" type guy. He is a firm believer that experience is the best teacher. In addition to presenting antenna and electromagnetic wave theories, he often demonstrates theories with lab experiments. With the completion of the new training center at NAWCADWAR, Plonski saw the opportunity to expand the scope of his teaching. With antenna measurement facilities located just down the hall from the training rooms, the class was encouraged not only to witness actual tests being conducted, but to design, build and test a Yagi TV antenna.

The class was also introduced to other technologies that utilize the same fundamental theories, such as RCS technology. The students developed stealth designs for a competition requiring RCS techniques to make a soda can look like a mosquito on radar. The students applied stealth technology that hides B-2 bombers.

John Passfeld, RCS Technology Branch, presented a lecture on the area of 'stealth' or 'low observable' technology that deals with RCS reduction theory. The term 'stealth' refers to technologies that enable a vehicle to 'blend into' a combat environment to reduce the probability of detection and therefore increase the probabilities of success and survival. Unfortunately, these terms are frequently used hand-in-hand with radar cross section reduction (RCSR). This is probably due to a close association of a stealth vehicle (F-117A fighter, B-2 bomber) with the most obvious feature — its shape. In fact, RCSR is just one element in the stealth equation. Other important elements include: suppression of visual signature (optics, contrails, etc.) plus suppression of infra-red (IR) signature (engine, skin heating), acoustic signature (engine noise), vehicle RF emissions (communications, navigational radar) and laser cross section signature. While RCSR is a countermeasure to radar detection, RCS technology also deals with augmentation of trying to make a target more easily detectable to radar (enlarging or "making a mountain out of a molehill"). Applications include land/sea rescue operations, radar calibration and decoys.

Each member of the class was challenged to reduce the RCS of a soda can by shaping only. Effective shaping techniques can go a long way toward achieving low RCS levels while minimizing other costs, such as applications of radar absorbing materials. The cone shape redirects the radar return signal. Applied to missile technology, the enemy radar signal would be redirected, never returning to enemy radar.

Engineers John Pepper, Adrian Honer, Al Canavo, Bob Bello, John Metzger, Joe Gunchenko and Frank Malchman met the challenge to design, build and test "fly" their soda can past the radar. Evaluation criteria included RCS performance and weight.

To insure practicality of each design, students had to be able to drink the soda once it was enclosed in the stealth design (just as pilots would need access to the cockpit). With the submission of each design, measurements were taken, results compared and finally a winner was chosen. All of the designs worked, some better than others. Creative utilization of lightweight materials (cardboard, foam, foil, etc.) was also a key to success. Passfeld explained to each participant how they could improve their designs. This practical application of theory helped all participants learn from their own and other's mistakes.

Adrian Honer's design succeeded in fulfilling all of the parameters and tough criteria to come out on top in the competition. Special thanks to John Cunningham, branch head Code 5021 and William Ailes, branch head Code 5025, for cooperation on the use of the measurement facilities.

John Markow, Employee Development division head, requests that other employees possessing skills and knowledge they could share with others on site contact him regarding instituting other training classes. He can be reached at ext. 1026.

Joan Marie Brown
Public Affairs Office

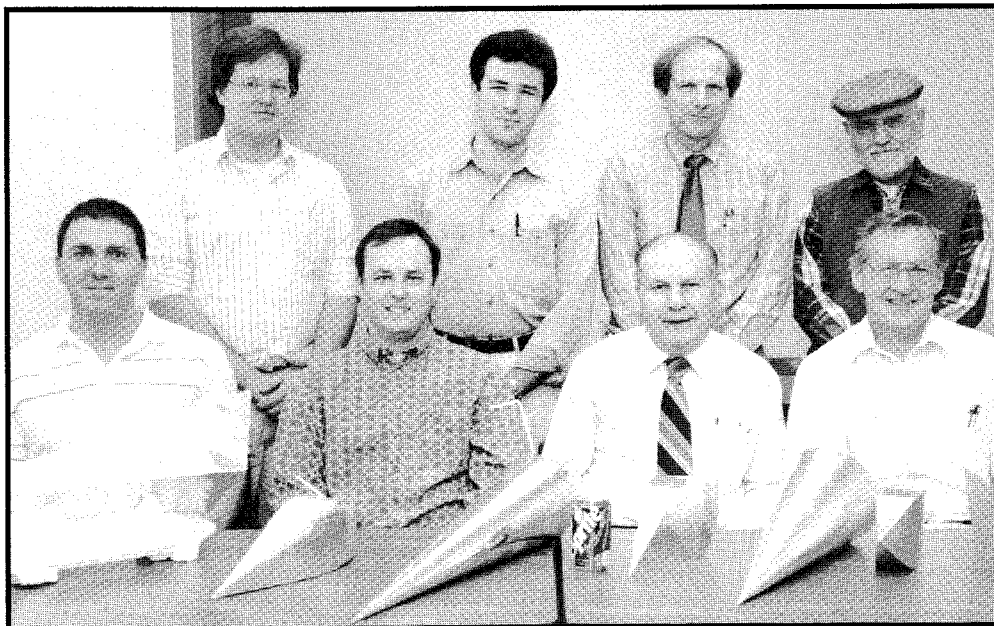


Photo by Jason Craig

Engineers (L-R) front row: John Pepper, Adrian Honer, Al Canavo, Bob Bello. Back row: John Passfeld, Joe Gunchenko, Frank Plonski, Frank Malchman with their stealth design.

Competency aligned cost division

(continued from page 1)

Burgess as technical representative from the Naval Air Systems Command (NAVAIR) on site at PAX and Dan Carbo from Warminster as acting division head.

An obviously enthused Dan Carbo explained that he and Dave Burgess will be working closely to ensure the division functions as a competency aligned unit. Employees from the various sites will work as integrated teams providing cost analysis products and reviews on programs in various phases of the acquisition cycle. One employee from NAWCAD Trenton, two to three Warminster employees and three to four individuals already at PAX will be accepting new assignments to staff the new branch at the PAX site. They are looking forward to getting the new division aligned and functioning as part of the CAO. "The people at PAX could not be more cooperative as we go through some of the growing pains," said Carbo. "We are very hopeful that this works well. Our new work space at PAX looks good; it's exciting seeing it all happen. The initial funds are already in place. We will meet the logistic challenges with continued cooperation."

The Warfare Systems Analysis Department pioneers in this competency alignment effort have been working toward alignment since September 1993. At that time Bob Becker, Code 30 department head at NAWCADWAR began working with Dave Burgess of NAVAIR-524. Their efforts are highly visible across the NAWC. Carbo likened it to "re-aligning in a fish bowl, with everyone else following our progress, hopefully avoiding the potholes we may hit."

The high level of interest in this new cost division was evidenced by the presence of Guy Dilworth, deputy commander NAWCAD, Lew Lundberg, executive director NAWC, Noreen Bryan, division director Cost Analysis NAVAIR and Denny Distler, executive director NAVAIR at the ribbon cutting ceremony on April 8 in Building 1489 at Patuxent River, the location of the new division. Also attending the ceremony were: Dave Burgess, technical representative from NAVAIR 524, Dan Carbo, acting division head NAWCADWAR 304, Richard Kohn, NAMO acting branch head NAWCADWAR 3042, Bruno

(continued on page 5)



Photo by PH1 Bill Oosterink
In attendance at NAWCAD Cost Analysis Branch ribbon cutting were (L-R) Terry Fazio, Dan Carbo, Dave Burgess, Noreen Bryan, Sonia Sharkey, Richard Kohn, Carlos Falcon, Denny Distler, Guy Dilworth, Lew Lundberg, Chris Miller, Mac Clabaugh and Bruno Cavallo.

No more SF-171?

Standard Form 171, the form federal job-seekers love to hate, may be on its way out.

Roberta Peters, who heads the Navy's Office of Civilian Personnel Management, said the National Performance Review recommended "sunsetting" the federal employment application form when it expires June 29, 1994.

If the Office of Personnel Management (OPM) does not ask the Office of Management and Budget to reauthorize the form by that date, it automatically expires.

"We don't know what will replace it," said Peters. "We expect employers will ask for materials appropriate to the position being filled. People will still be asked to address questions related to the knowledge, skills and abilities needed for the job. They may also submit resumes. For certain hard-to-fill jobs, applicants may even apply by phone."

However, "there will probably be a grace period during which applicants will still use the SF-171," said Peters. She believes the form is useful for entry-level applicants but is too cumbersome for experienced workers trying to change agencies or get promotions.

Sharon Wells, a spokesperson for OPM confirmed the agency is strongly committed to "sunsetting" the SF-171. However, OPM will consult with personnel officials in other agencies, including the Department of Defense, before deciding. Some agency personnel officials resist the idea, and OPM wants to address their concerns.

Evelyn D. Harris
American Forces Information Service

Competency aligned cost division

(continued from page 4)

Cavallo, deputy, Warfare Systems Analysis Dept. Code 30A, Cmdr. Scott Palmer, department head Code 30, Carlos Falcon, operations research analyst Code 3031, Sonia Sharkey, management assistant, NAWCADWAR Code 3001, Renae Davis, electronics engineer NAWCADWAR Code 1062, Dr. Terry Fazio, operations research analyst NAWCAD, Chris Miller, aero-engineer PAX, Mac Clabaugh, operations research analyst PAX, and Donald Harris, aero-engineer, Trenton.

"The AIR-524 Division Director, Noreen Bryan has been very supportive with Dave Burgess actively pursuing the business base required to support the new division," stated Bruno Cavallo, deputy director of Code 30. "Ongoing support from Dr. A. Somoroff, deputy commander of NAVAIR is appreciated."

As the new cost division sails this uncharted sea, operating at two sites with a NAVAIR technical representative on site at PAX, good communication and coordination will be the keys to success. The new acting division head is confident his division will work toward clear communication within the competency, making sure work is reviewed sufficiently. "AIR-524 will be trusting the new division for credible quality work. Emphasis on cost has become paramount in the new defense environment," said Carbo. "A good working relationship with AIR-524 is already established," he added.

Carbo continued, "This CAO philosophy has to work, despite geographic boundaries initially." The PAX River air shuttle, the invaluable FAX machine, computer connectivity and video-teleconferences between the multiple sites will ensure the CAO philosophy will work regardless of geographic location.

Despite uncertainties some employees may have with realignment and moving, this first step toward a Naval Aviation

Systems Team has planned for a smooth transition. NAWCAD and NAVAIR management support and permanent change of station funds are in place to ease the transition. Carbo said, "The commitments to the employees entering the competency are extensive: full support for relocation and extensive on-the-job training for an excellent long term career outlook in this very visible area. I feel very confident we will be able to provide quality work to customers and be economically viable."

The first key programs the Cost Division people will work on are the T-45, Navy Jet Training System, SH-60, AV-8B, and the Joint Advanced Strike Technology program in cooperation with the Air Force. The new competency will frequently be working tri-service programs in the future.

A special thanks is extended from Dan Carbo, acting division head, to all the employees from PAX River who worked diligently in support of the stand up for the new Code 304. "Without the support of the following individuals, our job would have been much more difficult: Naval Air Station Pax River Executive Director Tim Smith, Nancy Potanka, Don Poe, Bob Lynch, Jay Dameron and Robbie Hall from Public Works, Mike Judd, Shelby Wathen and Charles Fenwich in Building 1489, Brenda Norris and Mary Lou Wimberly, Supply, Lew Brown, Brad Edict, Bonnie Bowes and Susan Love for their help with the computer connectivity, Bob Carter, Alice Briscoe, Debbie Lee, Pat King and the AT&T technicians for the telephones, Karen Owens, comptroller and all others who helped in any way.

Joan Marie Brown
Public Affairs Office

Leave-sharing made easier

The Office of Personnel Management (OPM) recently made the leave-sharing program more flexible. The interim rules are effective immediately.

Now, agencies have independent authority to set up both leave transfer programs and leave banks. Before, agencies had to ask OPM's permission to set up a leave bank program.

Agencies also can have both leave banks and leave-transfer programs and eligible employees will be able to take leave from both programs during the same medical emergency. Through both programs, employees can now transfer leave to employees in other agencies if they wish, as well.

The new rules make it easier to qualify as a leave recipient. Before, program administrators had to consider the amount of advanced leave an employee had available in addition to earned annual and sick leave. Now, only earned annual and sick leave will be considered.

Finally, when employees deplete the leave donated to them, they can use any annual or sick leave they accrued while in a shared-leave status.

"The program creates a family-friendly workplace and gives agencies the flexibility they need to be responsive to their employees," said OPM director Jim King, who announced the changes.

In both programs, contributors can donate annual leave directly to a specified employee facing a personal or family medical emergency.

Leave banks work as a sort of insurance policy. Employees donate annual leave to their agency leave banks when they are healthy. If they later have personal or family medical emergencies, leave bank members can apply to use leave from the bank.

For more information about the leave-sharing program at Warminster, contact Mike Markle at ext. 3607.

Evelyn D. Harris
American Forces Information Service

DoD issues rule on revitalizing closure communities

WASHINGTON (NNS)- On April 6, the Department of Defense (DoD) released its interim instruction concerning revitalizing base closure communities. This instruction implements provisions of the 1994 Base Closure Community Assistance Act, which supports President Clinton's five-part economic reinvestment program announced on July 2, 1993. The general public has 90 days to provide the DoD written comment on the instruction prior to DoD publishing its final regulation this fall.

The interim instruction was prepared in coordination with the President's National Economic Council. It should help communities impacted by base closures by stimulating and encouraging community reinvestment and rapid job creation.

A complete copy of the DoD announcement of the DoD interim instruction can be obtained electronically through the CNO Navy Leadership Policy Bulletin Board or via the Internet from the Navy Public Affairs Library.

DoD Public Affairs

Vice Adm. Martell Award

(continued from page 1)

pioneering work in the field of digital signal processing, air sonar detection and classification in-bouy signal processing, array concepts of sonobuoys and the design and development of numerous passive and active sonobuoy systems.

The citation read, "Your unique understanding of military requirements and implementing technologies, coupled with an ability to resolve complex issues, has contributed materially to the strength of the Navy and to our strong ASW posture," signed Nils Ericson, Chairman, UWC and James R. Hogg, President, NSIA.

In a letter from Rear Adm. Barton D. Strong, Commander, Naval Air Warfare Center Aircraft Division he said, "receiving the Vice Adm. Martell Award is a great honor for a fine person."

Castaldi is currently the executive director here. He joined

the Naval Air Development Center in 1962, with a bachelors degree in electronic physics and worked as an engineer in the Acoustics Processing Division progressing from project engineer to branch head.

Castaldi attended the Naval War College, Newport R.I., in 1976 and graduated with distinguished honors. He is a member of the American Defense Preparedness Association and the Institute of Electrical and Electronic Engineers.

In 1989 he was presented the Presidential Rank Award of Meritorious Senior Executive for his many outstanding contributions to the management of the Navy's programs.

JO2 Terry S. Wingate
Public Affairs Office

EEO volunteers honored by center



1993 EEO Award Winners.

From (L to R) Thomas J. Shopple, Associate Executive Director, Janet Russell, Equal Employment Manager, S. Danny Rajan, Sonia Sharkey, Ruth Pickering, Marge Russo and Capt. William L. McCracken, Commanding Officer.

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) held its annual Equal Employment Opportunity (EEO) awards ceremony recently to honor nominees for individual accomplishments and a group for their outstanding support to the Center's EEO program.

Sonia Sharkey, management assistant in the Warfare Systems Analysis Department received top honors for her individual efforts. As a member of her departments EEO Committee and the Federal Women's Program Committee (FWPC) for several years she served as alternate department EEO representative as well as recording secretary for the Administrative, Secretarial and Clerical Group. Sharkey have actively supported various command EEO Programs including involvement with all FWPC yearly activities. She also demonstrated a commitment to these programs by helping in the planning of breakfasts, luncheons, selling tickets and offering assistance in any capacity.

Sharkey has demonstrated interest outside the Center through her involvement with A Women's Place, the Bucks County shelter for abused women. She setup and ran an exercise program

there and conducted regular aerobic classes. She was also instrumental in helping the FWPC to collect toiletries and paper products for donation to the shelter.

Through her many activities, Sharkey has shown personal interest, compassion and resourcefulness toward the needs of others.

The Mission Avionics Technology Department (MATD) and the FWPC took top honors in the EEO group category. MATD was recognized for innovative ideas and suggestions relating to the EEO concerns of all employees.

One example was, addressing the issue of female representation of high grade levels and the need to facilitate the transition from technical specialist to manager. They drafted and submitted a proposal suggesting work rotations at Patuxent River for females in the technical field.

Another important part of the MATD Committee has been suggesting solutions for the needs of the disabled, an employment group targeted by the Department of the Navy as part of its

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NAWCADWAR supports operations in the Arctic

Dr. Arthur Horbach of the Mission Avionics Technology Department (Code 50) has just returned from a two week field assignment in support of the Navy's P-3 operations in the Arctic during the ice exercise ICEX-94. Maritime aviation crews, based out of Thule Air Base, Greenland conducted ASW operations. Under the guidance of WINGSLANT / WINGFIVE, eight aircraft were assigned: three from NAS Brunswick, two from NAS Jacksonville, two from the Canadian Maritime Patrol Forces and one from the Royal Netherlands Marine Forces.

Dr. Horbach had been asked to support this effort because of his years of experience in Arctic Air ASW. For over ten years he has flown periodically in P-3 aircraft in the Arctic and he has participated in conducting research in a number of ice camps on the frozen Arctic Ocean.

The purpose of his participation was to support ASW operations by briefing aircrews, providing in flight guidance on the use of sonobuoys and geobuoys in the Arctic, and advising on the scientific aspects of efforts being conducted by the air community during the exercise.

Dr. Horbach's participation in ICEX-94 was jointly supported by his department (Missions and Avionics Technology) and the "Quick Response" program of the Fleet Interface Office (Warfare Systems Analysis Department). The "Quick Response"

program responds to fleet requests for immediate, short-term, technical support for the NAWCADWAR's scientists or engineers.

Part of the tasking was to validate techniques of launching sonobuoys into fractures between ice floes and to avoid launching them into thinly refrozen leads. Dr. Horbach's experience was used to train the aircrews to be able to select areas in which to deploy sonobuoys. In addition, his knowledge of, and experience with a device called a geobuoy was also sought. A geobuoy is an experimental acoustic sensor used when there are no openings between ice floes. These units are launched from the aircraft and implanted into an ice floe using their momentum. Selection of an appropriately thick floe, clear of pressure ridges, requires some training.

In addition, the geobuoys behave differently in their characteristics as well as their acoustic and electrical response. For these reasons, WINGFIVE called upon the experience resident here at NAWCADWAR.

The WINGFIVE is trying to keep air operations capability in the Arctic alive and is seeking ways to support other missions, such as environmental data collection for P-3 aircraft. This other use for P-3 aircraft has been explored in previous ice exercises, *(continued on page 17)*

EEO Awards

(continued from page 7)

affirmative employment program. They also produced another proposal on outplacement of employees with disabilities and developed an outreach program to expose disabled students to science and engineering, organizing tours and participating in providing work experience for students accepted into the Volunteer Disability Internship Program.

By working with special interest groups here, they are developing an innovative approach to the issue of cultural diversity through a creative employee production

Ruth Pickering and Marge Russo graciously accepted the other group award for their work with the FWPC. The accomplishments of FWPC are especially noteworthy as they have demonstrated a well-balanced approach to addressing the needs of women in the workplace as well as the community.

One of the major goals of FWPC has been to provide education and career enhancing opportunities designed especially for women in the workplace. This was accomplished through on-site training programs such as Self-Esteem and Peak Performance and lunchtime speakers on practical topics such as Street Smarts, Carjacking and Heart Disease.

During the annual Women's Equality Day Luncheon to honor the recipient of the Excellence Award, the FWPC continued its success by providing a dynamic speaker, the Commanding Officer of the Philadelphia Naval Base, Rear Adm. Louise C.

Wilmot. The Naval Air Warfare Center Aircraft Division Patuxent River EEO Advocacy Committee attended and commented that the speaker and the luncheon were excellent. The FWPC also recognized the importance of solid working relationships among women and sponsored a number of social activities designed to spark a mutual sharing of experiences, problems and solutions.

As a community outreach activity, FWPC continued its support of A Women's Place, the local shelter for abused women and their families. In 1993 FWPC collected \$30,000 in supermarket register tapes and sponsored a drive to collect numerous household items for donation to the shelter. FWPC's commitment to EEO has been simply outstanding.

The other 1993 nominees were: Individual Accomplishments; James Alper (Code 6043), William Arnold (Code 6051), J. Grant Bunting (Code 7011), Estrella Forster (Code 6023), Marie McPartland (Code 2021); Group; Black Interest Group and the Air Vehicle and Crew Systems Technology Department EEO Committee.

Congratulations to all of you for your dedication to the command's EEO Program.

JO2 Terry S. Wingate
Public Affairs Office

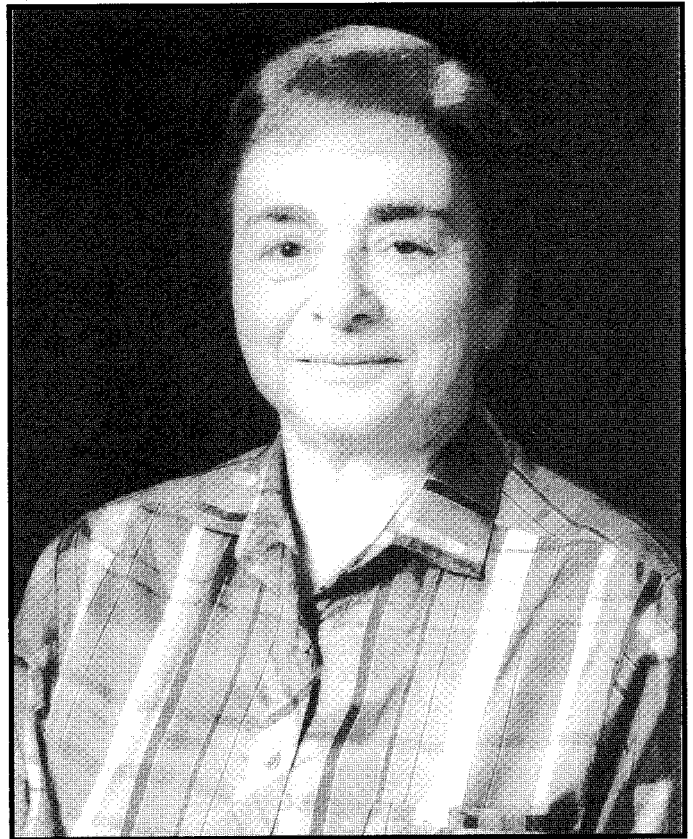
Former Navy WAVE loves job here

It is a lucky and happy person who loves their job. Harriet Stulmaker, travel clerk, Personnel Support Detachment Willow Grove is one such person working at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR). Stulmaker, a former Navy WAVE, makes travel reservations for military personnel. "I have combined my two loves—the Navy and travel—working at NAWC," said Stulmaker about the work she has done for the government since 1987.

Stulmaker grew up in Atlantic City, N.J., graduating from Atlantic City High School in 1951. Attending college was out of the question financially, so she decided to join the military. Her cousin was in the Navy WAVES (Women Accepted for Volunteer Emergency Service) during World War II. The age for females recruits was lowered to 18 years during the Korean War, so Stulmaker went off to boot camp right after high school. "Joining the WAVES was an excellent experience, very little of what you'd think of boot camp. The Navy was a special place for women back then," she said, "Women were treated with great respect. Although we were not considered equal with male sailors, we were treated as competent and special recruits."

After boot camp, Stulmaker attended Class 'A' Radio school in Norfolk, Va. As the Korean War continued, she was assigned to the Naval Air Station Quonset Point, R.I. literally as a "short radio WAVE" she joked. Working with all forms of communication, Stulmaker handled incoming and outgoing messages between aircraft as well as ships.

The term WAVE is no longer used in today's Navy. Every recruit is considered a sailor. Stulmaker never felt inferior or second class at a time when women did not share equality with men in the military. She knew first hand that women were just as capable as they are today and she is glad that now women are getting the same opportunities as men in the military as well as in the civilian workplace.



Harriet Stulmaker



WAVE ring purchased in 1952

"I would not trade my early military experience for a million dollars," she said, "nor would I do it again for 2 cents (at this time in my life)." Stulmaker gained a strong sense of competence, personal independence and a feeling of camaraderie among other military people during her Navy career. She felt good about serving her country. "Young people today could benefit from a stint in the military," she says. "I favor mandatory military or community service for all young people following high school."

Stulmaker's love of country is evident. She feels all citizens owe this country a great deal. "I listen to world news: riots and terrorism in Hebron and the West Bank in Israel, upheaval in South Africa during elections and news from all the other trouble spots, it makes me realize that ours is a wonderful country and we should safeguard it." She is wary of the severe downsizing of the

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Take time to recognize people who do good work

Something that cost little, but worth so much, usually takes less than a minute to say. It's also something not heard enough, it's taking the time to tell someone they did a good job.

Supervisors often think it's part of the job to do it well—a requirement of the total task performance. This is true, however, it's also a responsibility of those who supervise to ensure the men and women who work for them realize a job completed in a timely manner and done well is expected and appreciated. The appreciation part may be something small, nevertheless important, as a "pat on the back." This can be expressed in many ways such as telling someone "Thanks for the extra effort" or "You and your people made it happen," to an actual "Pat on the back."

Recent surveys, by the Navy, revealed that the number two dissatisfier named by people leaving the Navy is lack of recognition. Surprisingly enough this is something that is correctable and cost little or nothing to accomplish, all you need is some concern and initiative.

Most supervisors fall victim by assuming the good perform-

ers are of course professionals, therefore require no motivation or incentive to continue to do well. This is not entirely true, many times the medals and award letters hit the target and the proper recognition is there. But, the daily, weekly or monthly accomplishments that really do not meet the medal or special letter criteria go unrecognized, but are also just as important to recognize. Most often the people needed most are the ones least likely to receive praise. A concentrated effort to recognize people responsible for superior performance on a day-to-day basis proves to be beneficial for the worker and supervisor.

Recognition improves morale, stimulates initiative and increases production. It's something that is contagious and it spreads with enthusiasm. Retention also improves for it sparks a feeling of being needed and appreciated.

Recognition is something easy to do, all it requires is to know the people you work with and take the time.

JO2 Terry S. Wingate
Public Affairs Office

WAVE loves

(continued from page 9)

military. Reigning the budget is one thing, but being prepared in the event of war is another, she feels. Another concern of hers about the future is how severely downsizing will affect individual men and women in the military.

When the Korean War ended, Stulmaker left the Navy for her second career as wife and mother. She married another sailor, Arthur, who she had dated in high school. When the children were grown, she started working in the travel industry as a travel agent. In 1980, she started her own travel agency in Bensalem, Pa. with a partner. During that time she traveled extensively, from the Great Wall of China to the Wailing Wall in Israel. In 1987, she decided to combine her two loves working for the Navy at Willow Grove in the travel department. After six months of settling claims, she was advanced to work in the official travel office at Naval Air Development Center (NADC) making reservations and travel plans for employees.

"All my travel experience and agency ownership, plus my love of the Navy, gave me a wealth of expertise in the area of government travel. Plus, after the rigors of business ownership, NADC was a pleasure," she said.

Recently, Stulmaker joined WAVES National, a group of woman veterans who have all served in the Navy. Their volunteer work benefits the Veterans Nursing Home in West Philadelphia, Pa. with visits, treats, card games and letter writing for patients, many whose families live in other parts of the country. WAVES National will also march in Memorial Day parades this May as usual.

"My fondest memory was the 50th reunion celebration of the WAVES in Norfolk in 1992. I attended the festivities and had the

opportunity to meet Rear Adm. Louise C. Wilmot, who is now the Commander of the Philadelphia Naval Base," she recalls. "When I entered the Navy, the highest ranked woman was a captain!"

There has not been a time in our nation when women did not serve in the military. Women were involved in the Revolutionary War, they dressed as men to serve in the Civil War, and Stulmaker is glad they now receive full recognition. Women fill all positions, are assigned to all duties, do all jobs. There is no distinction between men and woman in the military today. "We've always been equally capable, and now women are getting equal opportunities," she concluded.

If Stulmaker has her way, she intends to stay with the Navy as long as possible. Although she could retire next year, she would miss her association with the military, with travel and with the many co-workers she has come to enjoy. "They could get me out of the Navy, but they could never quite get the Navy out of me," she said.

Last year the Stulmakers cruised on the "Majesty of the Seas" to celebrate their 40th anniversary. They would like to revisit Hong Kong before 1997. "I loved Hong Kong; it's my favorite city: aesthetically beautiful, good food, great shopping and the Chinese people are very cordial," she said. She stated how they enjoy freedoms not possible on mainland China and that she is saddened at the prospect of Chinese rule in Hong Kong after 1997. That thought should make all cherish and appreciate the value of freedom in our own nation and the value of all those who serve their country in the military.

Joan Marie Brown
Public Affairs Office

Community assists PW with water emergency

Late in the afternoon on April 7, a contractor removing fuel tanks behind Building 1 ruptured a 125 pounds-per-square-inch (psi), 10-inch fire main setting off an emergency situation. The Public Works (PW) department tradesmen were called in from home, many before they had eaten their dinner. The Fire Department also responded and they, with assistance from the PW plumbers, were able to isolate the break stopping the flow of water. PW personnel got out a gasoline pump and pumped the water out of the pit so that the damage to the pipe could be assessed. At that point, three main sprinkler systems in Building 2 were off line along with the entire Building 70 system. It was imperative that repairs be made before morning so that those buildings could be safely occupied by Center personnel the next day.

After seeing the extent of the damage to the pipe, a plan was formulated for the repair. The only problem was that neither the contractor or the PW had the correct clamp in stock. The Public Works Officer, Cmdr. D. Scott Bianchi and the Deputy Public Works Officer, Nelson E. Bruce made phone calls to our friends in neighboring communities.

William Washnock of the Upper Moreland Hatboro Joint

Sewer Authority and the former Public Works Officer at the Center responded and personally delivered a repair clamp, but it proved to be just a little too small for the 50-year-old pipe.

Bianchi then contacted Karl Spatz of the Warminster Municipal Authority and he had the correct size clamp. He went to his shop at the Municipal Authority and opened it at approximately 10 p.m. Bianchi went to the Spatz shop with our Maintenance and Utility Division Director, Harry Davis and picked up the clamp. Meanwhile the military duty section supplied a generator powered lighting trailer so that the area of the repair would be well lit.

Temporary repairs were made by the contractor with guidance from Bill McKenna of PW. Sprinkler lines were charged and by 11:30 p.m., workmen went home and employees of the Center reported to work the next morning without any interruption to this Center's mission.

Our Public Works team turned a major emergency into a minor inconvenience. A good all-hands effort depicted the Naval Air Warfare Center Aircraft Division Warminster's Total Quality Leadership efforts at its best!

Public Works Department

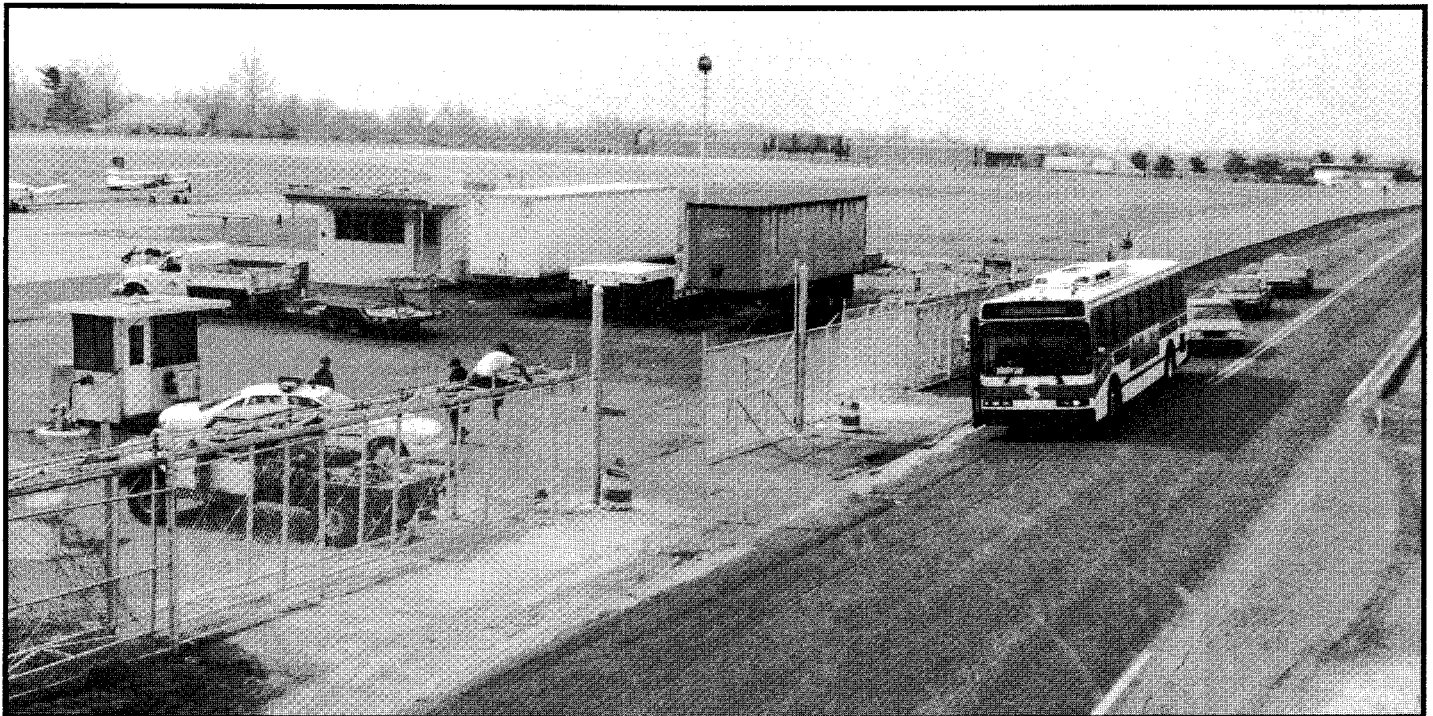


Photo by Jason Craig

Gates 9 and 30 closure with new traffic pattern....The Security Programs Division has closed Gate 9 and 30 with a new traffic pattern. The gate closed on May 2. According to the Security Manager, "a new route and traffic pattern was established to access the airfield hangars and the Navy Exchange through Gate 33. Monday through Friday the Parking Lot inside Gate 30 will be used for parking via Gate 33 with access to the skywalk. For more information about the Gates 9 and 30 closing, contact Security at ext. 2298.

Navy-Marine Corps Relief fund drive begins

The 1994 Navy-Marine Corps Relief Fund Drive will be conducted from May 4 to June 6, 1994, commemorating the anniversary dates of the Battle of the Coral Sea and Midway.

The Navy-Marine Corps Relief Society provides assistance to sailors, Marines and their families in time of need. In the Pennsylvania area, loans totaling \$710,000 were disbursed, as well as grants totaling \$33,000 in 1993. The majority of these loans and grants provided financial relief during unforeseen emergencies.

In addition to financial assistance, the Navy-Marine Corps Relief Society provides budget counseling, post-secondary education scholarships and loans for dependent children of active duty service members, dispenses complimentary layettes or junior seabags to new parents, administers a visiting nurse

program and thrift shops, as well as identifying a variety of other resources to clients.

Donations are accepted in the form of payroll deductions (allotments), checks or cash. Service members are encouraged to contribute by allotment since the donation can be spread over a 12-month period, thereby minimizing the financial impact on a member's budget. For those unable to make a monetary donation, the society would be pleased to have your assistance as a society volunteer.

This year's fund drive at Warminster will include a myriad of activities and events which should capture everyone's interest. Direct all questions about this year's NMCRS fund drive to Cmdr. Mark Handlan at ext. 3760 or your division keyperson.

Shectman received Meritorious Service Award

Howard D. Shectman, project engineer at the Naval Air Warfare Center Aircraft Division (NAWCADWAR) recently received the Navy Meritorious Civilian Service Award for his significant efforts in leading a joint Navy\contractor team for the development of a hardware and software replacement for the aging CP-901 computer for the P-3C Update III aircraft. This replacement, the ANASQ-212, is being retrofitted into all existing P-3C Update III aircraft. It provides a ten-fold increase in computing power for the aircraft's central computer and vast amounts of growth potential for the next 20 years, the expected remaining life for these airplanes.

"Your individual efforts have undeniably been a major factor in the overall success of this program. Your technical sharpness and your responsiveness to all issues, both large and small are noteworthy," said Capt. William L. McCracken, the commanding officer. "Your engineering skills, combined with your grace and agility in working with people made it possible for you to become established as the 'focal point' for all technical issues for the four year development of the ANASQ-212 computer. Through a combination of leadership and teamwork, you achieved a level of cooperation between the Navy and the prime contractor, Paramax, that is rarely attained with Department of Defense acquisitions."

"Your effectiveness in dealing with your Naval Air Warfare Center engineering team members, Center management, the Naval Air Systems representatives and contractor personnel is something that others can learn from."



Photo by Jason Craig

Howard D. Shectman, Antisubmarine Warfare Systems Department received the Navy Meritorious Service Award from Capt. William L. McCracken, Commanding Officer, while his wife Rose looks on.

Capt. McCracken emphasized that Shectman's professionalism epitomizes all that is right with the Naval Air Warfare Center and the Naval Aviation Systems Team.

"It is entirely fitting that you are recognized with one of the Navy's highest award for your contributions to this command, the project, the Navy and the country," stated Capt. McCracken.

**JO2 Terry S. Wingate
Public Affairs Office**

Alternative Dispute Resolution makes things easier

You probably don't realize how often you confront conflict in your everyday life. The give and take involved in negotiating the price of a car, or acting as a third party mediator when your children are arguing over who gets a window seat in the car. Conflict also carries over to the workplace. Unfortunately, most employment disputes are more complex than these examples, but the same techniques can assist the parties in arriving at a quick and satisfactory resolution. Are we living in a society that advocates conflict? The statistics sure seem to support this. There is an abundance of graduating law students, the courts are bulging at the seams, and more and more television programs revolve around the courtroom.

In the federal government alone, there are two times the amount of lawsuits today than there were just twenty years ago. By the time the dispute reaches the courts, the complainant's patience grows shorter, the years grow longer, and too often the complainant walks away dissatisfied once the final court decision is rendered. After all, the judiciary process is based on a win-lose system; one party wins, and the other loses.

The Administrative Dispute Resolution (ADR) Act passed in 1990 clearly promotes prompt, expert and inexpensive means of resolving disputes as an alternative to litigation in federal courts.

Can't both parties walk away winners, or at least both be satisfied with the outcome? Although we may not be able to limit the number of disputes that arise, we can attempt to expedite satisfactory resolutions. The Administrative Dispute Resolution (ADR) Act passed in 1990 clearly promotes prompt, expert and inexpensive means of resolving disputes as an alternative to litigation in federal courts. When faced with a dispute in the workplace, federal agencies are encouraged to use one of several methods: negotiation, mediation, peer review panels, arbitration, fact-finding, and ombudsmandry. Although any of these methods may assist in arriving at a quick resolution, they are varied in their application. Negotiation is generally defined as communication for the purpose of persuasion and mediation is similar except that a neutral third party assists the parties in arriving at a solution.

Peer review is a jury of your peers who renders a decision and arbitration is one person rendering a decision. Fact-finding is fleshing out facts to be organized into a report later used as a basis for settlement negotiations. And an ombudsman is a designated neutral who will counsel and advise concerned employees on available options.

More and more federal, state and regulatory agencies are jumping on the bandwagon to adopt ADR programs of their own as favorable results are pouring in from already practicing agencies. The Environmental Protection Agency (EPA) uses ADR when businesses are upset with EPA after announcing a new regulation on toxic emissions. Originally, EPA would issue a regulation as a cold business decision without any regard to its impact. Public interest groups now work directly with EPA in mediating the best alternative when initiating a new emissions rule. Consequently, EPA does not find itself tied up in litigation suits as often as before. The Department of Labor uses ADR in Occupational Safety and Health Administration violation issues. The penalty for these violations can be so financially devastating that the business is threatened with bankruptcy. The Department of Labor wants to promote business growth under safe and healthy conditions, not to shut them down. Mediation has proven to be successful in arriving at appropriate financial penalties in return for agreements ensuring safety of the business operations.

ADR is also becoming a prominent form of resolving discrimination charges. The number of employment discrimination charges filed with the courts and the Equal Employment Opportunity Commission has been rising steadily and has reached as high as 87,000 in 1993. This number is expected to increase as the Civil Rights Act of 1991 and the Americans with Disabilities Act of 1990 have provided for additional causes of action.

The Department of Navy has incorporated ADR into its new Discrimination Complaints Process allowing employees to choose between the traditional process and ADR. Other agencies that have piloted ADR programs within their discrimination complaints process are pleasantly surprised with the overwhelming success and improvement of employer/employee relations among those who were willing to experiment with one of the techniques.

The Department of Health and Human Services settled more than half of its complaints last year using ADR. The Federal Executive Board agencies in Seattle resolve 87 percent of their cases via mediation. And NAWCAD Indianapolis proudly reports that 80 percent of all discrimination disputes are resolved through ADR.

Admiral Barton D. Strong firmly supports ADR and is anxious to implement ADR programs throughout the Aircraft Division. It is inevitable that disputes arise in the workplace. In this time of change and turmoil for NAWCAD employees, offering a more efficient means of resolving disputes couldn't be introduced at a more opportune time. Here's your opportunity to make the system work for you. Stay tuned for more information about the progress of ADR at Warminster.

For more information about the ADR, contact Joanne Ferrara at ext. 3062

Joanne Ferrara
Equal Employment Opportunity Office



Governor Chiles honors Beverly Rossiter

JACKSONVILLE, FLA — Beverly Rossiter of the Naval Aviation Depot (NADEP) Officers' Wives Club was surprised recently by a personal letter from Florida Governor Lawton Chiles. The plaque cited her for dedicated service to the NADEP work force.

The letter, in the form of a plaque, was presented to Rossiter by Aircraft Division Superintendent Aubrey Nix during the recent "Just Because We Care" (JBWC) reception held in Hangar 140.

Rossiter, along with other members of the NADEP Officers' Wives and Civilian Executive Group Spouses, have been conducting JBWC receptions on a quarterly basis since late 1992. Each quarter the group prepares and offers free home-baked goodies and punch to employees at selected plant locations. According to Rossiter, "This is their way of thanking depot employees for all the hard work they do."

In his letter, the Governor call Rossiter's efforts in organizing and coordinating the events "great morale boosters to the entire plant." Your unselfish efforts Chiles said, "Have produced seven marvelous receptions since September 21, 1992. Your superb leadership and generous gifts of time and energy have made these activities perfect successes and are now an anticipated highlight for the work force who enjoy referring to you as B'Ms. Mom."

Rossiter was delighted to receive the award, but credited the other club members, who, "worked so hard to put together the receptions." She added that, "Without their contributions, the receptions would have never happened."

Since the first reception, over 2,700 NADEP Jacksonville employees have enjoyed the cake, cookies and other goodies provided by the JBWC sponsors.

Ed Hartwell
NADEP Jacksonville
Public Affairs Office

NADEP Norfolk wins safety award

NORFOLK, VA — The Naval Aviation Depot Norfolk won the Naval Aviation Systems (NAVAIR) Industrial Safety and Occupational Health Award for fiscal year 1993. Depot employees were recognized for their efforts to improve depot's safety program; the leadership role they have taken in introducing Total Quality Management into the back injury, accident and illness prevention efforts; their injury reduction programs, their successful use of ergonomics technology to effect improvements in both work environments and work processes; and for their willingness to share process improvements with others. The

NADEP has also been nominated by NAVAIR for the Secretary of the Navy safety award in the industrial category.

Evelyn Odango
NADEP Norfolk

Public Affairs Office

Depot begins new work schedule

CHERRY POINT, N.C. — On Sunday, April 3, the Naval Aviation Depot began a recently approved prototype work schedule (CWS), the new schedule enables employees to work nine hours daily Monday through Thursday and eight hours every other Friday. In return, the alternate Friday will be a scheduled day off for employees. The scheduled day off will occur each payday.

Jackie Randall
NADEP Cherry Point

First production F-4G "Wild Weasel" completed at NADEP

CHERRY POINT, N.C. — The Naval Aviation Depot recently completed its first production U.S. Air Force F-4G "Wild Weasel" aircraft to undergo Programmed Depot Maintenance (PDM). The aircraft, serial number 69-7208 was returned to the 561st Fighter Squadron at Nellis Air Force Base, Nev., April 2. An estimated 89 other Air Force F-4s are expected to be inducted over the next five years for PDM. A Depot Maintenance Interservice Support Agreement (DMISA) between the Navy and the Air Force calls for an average of 18 aircraft annually to receive PDM during the five-year period. The depot is the only Department of Defense repair site for the F-4 Phantom, as well as the J79 engine, which powers the F-4.

Jackie Randall
NADEP Cherry Point

NAWC Training Systems Division, NASA, Kennedy Space Center launches agreement

Another milestone in the continuing sharing of information and technology between the Naval Air Warfare Center Training Systems Division (NAWCTSD) and NASA's Kennedy Space Center (KSC) was reached in late March.

During a ceremony before key players of NAWCTSD and NASA, KSC, a new three-year Memorandum of Understanding (MOU) was signed by Capt. Chris L. Addison, NAWCTSD commanding officer and Robert Crippen, director of NASA's John F. Kennedy Space Center. The signed MOU initiated the fourth year the two organizations have responded jointly to the tenants of the Federal Technology Transfer Act of 1986 which

“encourages federal research and development laboratories to optimize the investment of tax dollars in research and development programs by transferring knowledge and products gained to other organizations, both public and private.”

The latest MOU renews the partnership between NAWCTSD, a world leader in advancing simulation, training technologies and methodologies and NASA, which continues its role in meeting the challenges of scientific and space exploration, while developing a broad spectrum of technologies that have wide application.

Among other responsibilities agreed to, NAWCTSD will provide advisory and consulting services in the areas of simulation, training methodologies, technologies, analyses and evaluations. NASA similarly will provide services in the areas of emerging and existing technologies including voice technology, artificial intelligence and virtual reality.

Both parties will work toward further collaboration of efforts in training technology and methodologies, including joint

research or specific projects whenever possible. All exchanges of information and technology between NAWCTSD and NASA must meet the criteria of being mutually beneficial and contributing to missions of both activities.

NAWCTSD Public Affairs Office

Cherry Point depot inducts second CH-53

CHERRY POINT, N.C. — The Naval Aviation Depot recently inducted CH-53D Super Stallion helicopter, serial number 157170 - the second of four prototypes planned for induction during fiscal year 1994. The CH-53 workload is being transitioned from NADEP Pensacola. Full production is scheduled to begin in October and as many as 38 CH-53 are planned to undergo standard depot level maintenance for fiscal year 1995.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

LDO and CWO opportunities open to senior enlisted

WASHINGTON (NNS) — Opportunities to obtain a commission for top performing first class, chief, senior chief or master chief petty officers continues to be excellent through the Limited Duty Officer (LDO) and Chief Warrant Officer programs (CWO).

The fiscal year 1995 selection board selected 446 senior enlisted personnel for the two programs and despite downsizing, the number is expected to increase in fiscal year 1996.

The LDO and CWO programs provide the Navy with officer technical managers and specialists who exercise leadership in

key positions throughout the service. LDO's and CWO's make up more than 10 percent of the Navy's officer corps.

Applications for the fiscal year 1996 programs are due to the Bureau of Naval Personal (PERS-251) by August 1, under the new BUPERS instruction 1131.1 dated August 10, 1993.

More information is available from NAVADMIN 057/94. Information on application procedures and helpful feedback from previous boards are available in the instruction and from the July through September 1993 issue of Link magazine.

Lt. Dan Bates
BUPERS Public Affairs

NAS Willow Grove Youth Swim Team 1994 Season

An organizational meeting will be held on May 14, at 6 p.m. in the Admin Conference Room, Bldg. 1 at NAS Willow Grove.

Open to boys and girls 4-18 years of age

Practice during June and July

Swim meets held Tuesdays and Thursdays at 6 p.m.

Inexperienced swimmers welcome

Low, low cost!!!

For more information, call any of the following people:

Jim Pritchard 443-6496 (W), 957-5129 (H)

Mark Heinrich 697-4033 (W), 745-1147 (H)

Ben Viellieu 697-3757 (W), 953-8202 (H)

Nancy McKay 657-3263 (H)

Mary Galetti 657-2763 (H)

Media visits Pax for briefings

More than 20 national and international newspaper and magazine reporters as well as local media representatives, visited the Naval Air Warfare Center Aircraft Division (NAWC) recently for briefings and an update on the revolutionary V-22 tilt-rotor aircraft.

The day's events began with a welcome for the Flight Test and Engineering Group (FTEG) by Capt. Raymond Dudderar, FTEG director. He explained that FTEG is part of the Integrated Test Team (ITT) responsible for developmental testing of the controversial aircraft. Capt. Dudderar expanded his welcome and overview of the Patuxent River Naval Air Station (NAS) and FTEG to include an explanation of how the NAS and FTEG fit into the big picture of the NAWC and the Naval Air Systems Team.

Marine Col. Bob Garner, the Naval Aviation Systems Team program manager for the V-22 also spoke to reporters and brought them up on how the testing is progressing and some of the goals the program office is looking to meet. Colonel Garner said, "He believes that the V-22 will be produced at a price tag in the 30 millions." He emphasized that cost is his biggest concern and he believes the cost will not be cut to the program goal of \$29.4 million. That figure is based on 614 aircraft at a calculated production rate of five per month. He also told reporters that

design improvements for the full scale development are being studied for future production models.

Stu Dodge, the V-22 program manager for Bell-Boeing also talked about the cost issue. He said there are 72 integrated product teams working to reduce weight and cost of the V-22. Unlike Col. Garner, Dodge believes the flyaway cost will be cut to \$31.9 million. Previous cost estimates went as high as \$38 million.

Lieutenant Colonel Bob Price, one of the military test pilots in the V-22 program, presented a pilot's perspective about the V-22 development testing program.

All presenters echoed the value of the ITT concept. Under the ITT philosophy, contractors and government pilots, engineers and technicians work together on a unified set of test plans and objectives to develop the aircraft quicker, more efficiently and with less expense.

The media event concluded with a question and answer session which followed by a walk through in the hangar area where two V-22 aircraft are stabled at the NAWC Patuxent River.

Similar media events are expected to be held at Pax River as the program progresses.

**Public Affairs Office
Patuxent River, Md.**



Contractors for the Public Works Department conducted delayed smoke testing of under-ground sewer line.

Photo by Drew Schmith

Navy's first ground-source heat pump at Pax

Patuxent River Naval Air Station takes a step in a new direction when it comes to heating and cooling its buildings. The Naval Air Station recently installed what is believed to be the Navy's first geothermal, closed loop, ground source heat pump in one of its buildings.

Dave Shizak, the engineer in charge, says, "This system will reduce energy consumption by 40 to 50 percent and save about \$250 per year." The lower cost means lower overhead expenses for the station which will increase our business marketability.

The difference between the ground-source heat pump and the normal air-to-air heat pump is that this area stays 55 degrees

year around. This allows greater heating in the winter and greater cooling in the summer.

Another difference is in the equipment life, which is 19 years compared to 12 years for the air-to-air. Philip Branson, the head of the design division of Public Works said, "The ground-source heat pump eliminates some of the air-to-air heat source problems, like aesthetics, noise, cold draft sensation, space and maintenance expenses. Hopefully we will continue to find new applications for the technology and will replace our oldest mechanical systems with these systems."

**Public Affairs Office
Patuxent River, Md.**

Exercise

(continued from page 8)

and most recently during a special science cruise (SCICEX) of a U. S. submarine under the ice last autumn.

Dr. Horbach flew seven missions while supporting this exercise, during which a variety of passive sonobuoys were deployed in order to obtain performance comparison data, with and without an acoustic source present. Directional commandable active sonobuoys were also used in both the passive and the active mode; and data was obtained on under ice reverberation.

Dr. Horbach believes that his participation may provide other avenues to gain support for using P-3 aircraft for science

studies. These studies would not necessarily be restricted to Arctic regions, but would have application elsewhere. He would like to continue his relationship with the people at WINGSLANT, WINGFIVE, the Canadian Forces, and the VP community to support efforts in maintaining an Arctic capability for the Navy's P-3 aircraft, and, he would like to pursue all avenues that could lead to using P-3's for non-traditional roles such as science data acquisition, data which could be used in environmental and global monitoring, as well as specific Arctic studies.

**Dick Bromberger
Warfare Systems Analysis Department**

Armed Forces Day

May 21, 1994

**"Let's salute the people
who protect the colors
that never run."**

Give the gift of life

On June 1 and June 2

DONATE BLOOD

(300 units are needed)

Public Works Lunch Room

8 a.m. to 4 p.m.

Bicycle riders need to wear helmets

In the United States laws are being passed requiring bicyclists to wear bike helmets. Ten states, as well as many cities and countries, have already enacted legislation. But it shouldn't take a law to motivate parents to consider bike helmets a house rule for every family member. Kids need to be convinced from start that bike helmets are just another part of their cycling equipment. Here are some reasons why:

Each year nearly 400,000 children are treated in emergency rooms for bike related injuries. Approximately 300 of those injuries resulted in death—most from head injuries. Many of the non-fatal cases of head injury resulted in permanent disability. Bike helmets can reduce the risk of head injury by 85 percent, according to the American Academy of Pediatrics.

What to look for in a helmet – While helmets can provide increased safety, they need to be properly fitted and chosen for maximum efficiency, like other sports equipment. Helmets should be tried on. Correct fit means your child cannot slip the helmet off when the straps are properly tightened

- Seek hard-shell models to provide optimum protection for children.
- Look for an inner liner of expanded polystyrene foam

cushion impact and three sets of sizing pad inside the customize fit.

- Look for a quick-release buckle

Helmets which have been in a crash should be examined carefully. The polystyrene liner crushes in a crash as it absorbs the impact. Once this happens, it will no longer protect your child. Some manufacturers will replace damaged helmets free of charge.

What should you pay for a good helmet? – That brings up a subject near and dear to most parents' hearts—cost. A good helmet can cost \$35 or more. Some organizations have started to buy in bulk and make helmets available at cost. The bottom line is: a bike helmet could save your child from serious brain injury—a condition that might require lifetime care—or it could save your child's life. That makes a bike helmet the cheapest insurance you can buy.

By the way, aside from the added protection from head injuries, adults set an important example for their children by wearing a helmet every time they ride. If you ride a bike, invest in a helmet. If your children ride, make sure they have helmets, too.

Navy News Service



Photo by Drew Schmith

Captain William L. McCracken addressed the U.S. Naval Academy Midshipman during their recent visit to the Center. Approximately 80 students from the graduating class of 1995 attended the day-long event which included morning departmental briefings followed by afternoon tours.

Thanks given for a job well done



The following employees were awarded Letters of Appreciation from the Commanding Officer:

Robert J. Zaleski (Warfare Systems Analysis Dept.): For the outstanding support you provided to the Navy Science Assistance Program Office.

Gerald Ferguson (Mission Avionics Technology Dept.): For your support in organizing and presenting the infrared countermeasures program at the recent Office of Naval Research Electronic Warfare Program Technical Review.

Lawrence Boden (Test and Evaluation Group): For your contribution to upgrading the recording system for the F/A-18D aircraft deployed at the Aviano Air Base in Aviano, Italy.

Paul Meserole (Systems and Software Technology Dept): For your commitment and diligence displayed in consulting with and providing assistance to the Software Engineering Institute.

Walter Leyland (Tactical Air Systems Dept.): For your technical skills and superb team effort while participating in CMASS V.

Mark E. Gindele (Warfare Systems Analysis Dept.): For your support of the Tactical Combat Training proposal evaluation.

Otto Kessler (Missions Avionics Technology Dept.): For the superb individual contribution to the Viking Week East Professional Symposium 1993 and for your outstanding presentation to the fleet operators at the 1993 S-B3 Viking Operational Advisory Group Working Committee meeting.

Mike Mocerter and S. Danny Rajan (Mission Avionics Technology Dept.): For the time and effort you took to share your knowledge with the United States Marine Corps Amphibious Warfare School.

Lt. Cmdr. Dave Angrisani and John Porter (Tactical Air Systems Dept.): For the time and effort you took to share your knowledge with the United States Marine Amphibious Warfare School.

Cmdr. Paul Young (Antisubmarine Warfare Systems Dept.): For the time and effort you took to share your knowledge with the United States Marine Amphibious Warfare School.

Carol Keller (Code 00): For the time and effort you took to share your knowledge with the United States Amphibious Warfare School.

Joan Marie Brown (Public Affairs Office): For the time and effort you took to share your knowledge with the United States Amphibious Warfare School.

Lt. Cmdr. Mark Baysinger, Jack Eyth, Chris Heine, PRCS Dave Kunkel, Brian Bohmueller, John Quartuccio, Paul Tihansky, Joe Bulvin, Dan Schmidt, Greg Askew, Al

Hellman, Carl Pierce, Julie Gross, Guy Frick and John Yannaccone (Aircraft and Crew Systems Technology Dept.): For the time and effort you took to share your knowledge with the United States Marine Corps Amphibious Warfare School.

Greg Folts (Air Vehicle and Crew Systems Technology Dept.): For your outstanding effort in assigning the Naval Air Systems Command in the Navy Standard Tow Target System program.

AFCM James A. Robinson (Executive Officer Dept.), **PRCS David G. Kunkel** (Air Vehicle and Crew Systems Technology Dept.): For your outstanding efforts as the military director for Mr. Robert N. Becker's funeral. This was not an easy task. You performed your duties with decorum and your demeanor was most professional.

AMH2 Ronald W. Shirley, PR2 Richard W. Reiman and AO3 Paul W. Loop (Test and Evaluation Dept.): For your outstanding efforts as a driver for Mr. Robert N. Becker's funeral. This was not an easy task. You performed your duties with decorum and your demeanor was most professional.

ET1 Stephen F. Lewis and HM2 Joseph M. Bender (Air Vehicle and Crew Systems Technology Dept.), **AD2 Brian J. Scharold and AE3 Christopher Kutra** (Test and Evaluation Dept.), **AW2 Robert L. Berry, AW2 Robert J. Rymza, AW2 Christopher W. Rengert, AT2 Neil Spoentgen** (Antisubmarine Warfare Systems Dept.): For your outstanding efforts as one of the Pallbearers for Mr. Robert N. Becker's Funeral. This was not an easy task. You performed your duty with decorum and your demeanor was most professional.

AT1 Jeffrey H. Eden and AMH1 Steven E. McKim (Test and Evaluation Dept.), **AT2 Richard E. Hiltz** (Antisubmarine Warfare Systems Dept.), **MS3 William C. Hilty** (Command Administration Dept.): For your outstanding efforts as part of the Color Guard for Mr. Robert N. Becker's funeral. This was not an easy task. You performed your duty with decorum and your demeanor was most professional.

Sounds of Freedom Airshow

NAS Willow Grove

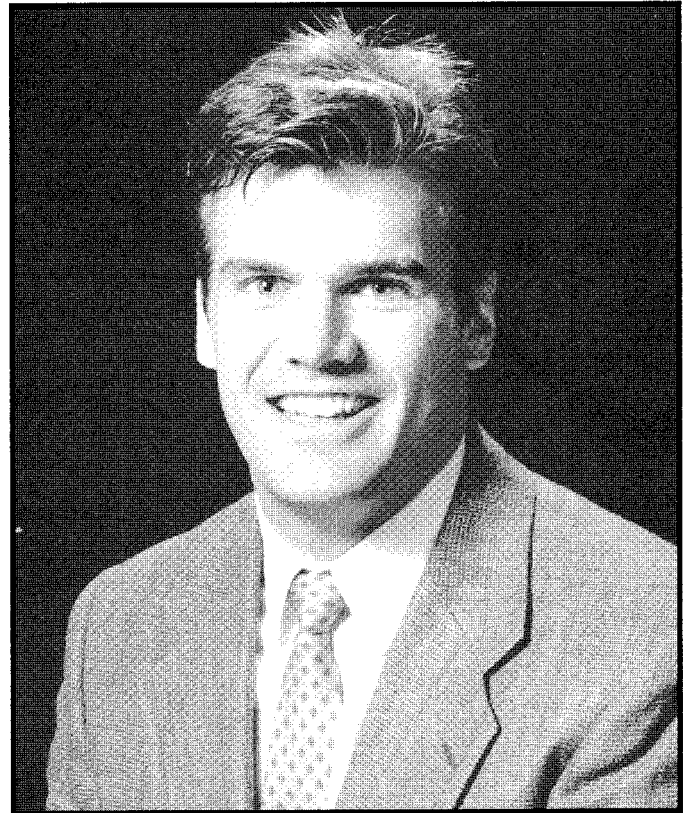
June 18 - 19

The United States Air Force Thunderbirds will perform both days.

For more information, contact Ensign Kendra L. Kewak at 443-1776.

Meet John Porter, Tactical Air Systems Dept.

Name: John Porter
Hometown: East Stroudsburg, Pa.
Birthday: April 26
Position: Systems Engineer
Years of government service: 6 years
Previous assignment: Industrial Engineer
Last book read: The Hidden Life of Dogs
Strongest attribute: I'm drawing a blank
Worst flaw: Procrastination
Work philosophy: Plan as if you'll live forever; live as if you'll die tomorrow; work only when you have to.
Favorite food: Pizza
Unfulfilled dream: To play an International Rugby match with the USA Eagles
Goal in life: To retire on a beach
If stranded on a deserted island, other than the basics, what three things would you like to have: My dogs, Pongo and Cody and a surfboard
How your tombstone should be read: "Do Not Disturb"



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 Executive Director T. W. Castaldi
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The Reflector is published for people like Kathleen McCloskey, Code 2001.



J. BARTON 5021

Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA
June 1994 • VOLUME 39 • NUMBER 6

Capt. Sinz retires after 26 years

May, a traditional month of ceremonies, saw the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) hold the retirement ceremony of Capt. James P. Sinz. After a distinguished Navy career of 26 years, Capt. Sinz was honored by Commanding Officer Capt. William L. McCracken in a speech highlighting his service in the Navy on May 20, 1994.

Capt. Sinz served at NAWCADWAR since 1991 as department head of Antisubmarine Warfare Systems (Code 10), achieving notable production of new products for Naval defense. His Navy career spanned commands from Pensacola, Fla., to Brunswick, Me.

Guest speaker Rear Adm. (Retired) W. Vincent, former Program Executive Officer (PEO(A)) with many visits to NADC opened his comments on a humorous note remembering Capt. Sinz as "a rather unusual guy," who he spent a lot of time with over the years. "Jimmy is one of a kind," he said. "He achieved 26 years of honorable service to our nation. I have come to know how gifted and exuberant he is as a pilot, flight instructor, manager of training and tenacious program supporter. Jim is a man of action."

Capt. McCracken praised Capt. Sinz for "...making things happen. A Navy captain is the ultimate authority on ship, bearing a heavy responsibility in the hostile environment at sea. Thank you for taking that responsibility, for exercising authority, standing watch during your career and helping to end the Cold War."

(continued on page 22)



Capt. James P. Sinz

Landing system adapted from Navy

The Aviation Administration Technical Center and the Naval Air Warfare Center Aircraft Division Warminster are collaborating on a technical exchange in support of the National Aging Aircraft Research Program. An interagency agreement, No. DTFA03-90-200029, has been established to formalize this relationship. As part of this partnership, the Navy is making loads analysis technology, specifically developed for naval carrier aircraft available to enhance the safety of commercial aircraft operations.

The structural loads imposed on a naval aircraft during carrier landing are a critical factor in the design of these aircraft. These loads affect both the structural design and the fatigue life of the airframe. These conditions are so critical that the U.S. Navy has maintained a program to assess the in-service landing performance of carrier aircraft. Visual images of the aircraft are recorded from the carrier deck or runway edge and analyzed to determine the aircraft's sink rate, horizontal velocity, aircraft

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Questions and Answers from Captain's Call —

The commanding officer recently hosted Captain's Call. The formal question and answer session allowed Center employees to speak freely with the commanding officer about their individual concerns.

Many of the questions asked centered around transition and the move to Patuxent River (Pax), Md.

Here are some of the questions that were asked during this informal session.

Q: How soon do you think that you might be preparing for the closing of our offices?

Captain: We'll be notifying everybody a year in advance. For a formal transfer function notice we're looking at about six months before someone actually moves. Now, for some of the people that are support people we want to get you on the priority placement program with a potential management directive reassignment so that you have a chance to get a job in the local area, if you desire to do that.

We plan on giving the Transfer Function Notice later on. This means the formal notices will probably be about six months before the move, but we'll be notifying employees of their move-month one year in advance.

Q: What's going to happen with the Materials people given the studies looking into our Materials lab?

Captain: About four months ago we had an IG show up looking at our Materials building and asking the question why are we building a Materials building in Patuxent River when the Air Force claims that their Materials building in Dayton, Ohio is under-utilized.

The Army is building one in Maryland and the Navy on the NAVSEA side is building one in Maryland so why are we building another one for Naval Aviation?

We addressed that and pretty convincingly showed them requirements for Naval Aviation are unique, and that we need specific talent. Navy aircraft, unlike Air Force aircraft, are in a very harsh environment, with a lot of corrosion. We need to have our Materials people where we are actually doing our aircraft work to address these issues.

The other thing is that when we build an aircraft we have to have all our expertise on the aircraft located together. We just can't send it around all over the place. We have to have Materials people, Structures, Aero-dynamics, Propulsion - all those people together because it's a systems approach to the aircraft.

When we addressed that and they saw that we were under contract for the Materials building, and actually started construction, we felt we resolved the issue.

Now, we have heard that there's another question that came up again on why are we building the Materials building. We think we're going to be able to address it - we don't see a problem with that.

The Air Force is very persistent. After we answer a question,

they wait a month and ask it again. Talk to Scott Palmer, he and I ran a satellite program and every two months the same question came in and we answered it; and, then two months later it came in again.

So the Materials building is being built and right now we're planning to move the group in the summer of 1995.

Q: When the Competency manager positions are selected, will the pool be just the people who applied, who volunteered, or can somebody be drafted for a position they weren't interested in?

Captain: That's interesting. Right now the selection process is for people to apply for available positions and to be selected. But I do know of people that have been drafted into the higher positions - which seems to say that this could happen. But in none of the meetings that I've ever attended has there ever been talk of drafting people to positions.

I think the military can pretty much expect that they'll be drafted, but right now, the way it was set up is that a position would be made available and that anybody could submit for it. The selection will be from this group. But I'll check on that one - that's an interesting question.

Q: I understand there's going to be day trips for people that are interested in moving to Pax. I was hoping that you could ensure that there will be enough trips so everybody who wants to go will get a chance, because they filled up real quick the first set, and I was wondering when there will be overnight trips again at, say, employee expense. And is it true that the Welfare and Recreation overnight trip was torpedoed because SATO Travel wanted it for profit trips down to Pax instead?

Captain: Okay, I'd like to try to address each one of them. We had our first day trip last Friday and it makes sense to support our employees in this way so we set it up during the work day. We did it on a Friday. We have granted eight hours of administrative leave to anybody going on the trip - so those trips will be available to everybody on Center.

It's not a normal work day, but we will give employees eight hours of administrative leave. This means they will be paid for the normal eight hours.

I believe the next trip is being set up for June or July 24.

We only set up one trip because we weren't sure of peoples' reaction and how many people were interested in making the trip. We wanted to see how the first one went. We felt it was very successful; everybody that was on the trip said they got a lot of information.

We had some minor problems, like the air conditioning on the bus breaking down. But we're planning to make trips available and I support making the trip available for everybody on Center.

So, we will keep having one day trips for as long as there are people on Center that want to take them. I think we have the funding to give eight hours for every person on Center.

I'm going to encourage W&R to re-start overnight trips. We

just weren't getting a strong enough response earlier because the actual move was pretty far off. It's getting a lot closer now. As long as we have an interest, W&R will do that.

Another thing that I'm looking at is to do the competency training at Pax River if the competency consists of people from Warminster and Pax River. This means people will actually go down and do two days of training. This would include an overnight time and would include time for looking around the area or getting a tour of the area.

So, I'm going to try and support as many trips for everybody possible to get down to Pax River. Anybody else can come up with other ideas that are cost-effective, I will definitely support them.

Of course, when we get time to make the move, as part of a transfer function, people will be given house hunting overnights and days. These will be funded as part of the move.

Q: Captain, there's a number of stories that have been making the rounds and I'd like you to comment on them. One of the stories is that there was an announcement on CNN made recently in which the statement was to the effect the Air Force had been awarded all DT&E for aviation including naval aviation.

Story number two is that there was a tri-services meeting held, Army, Navy, Air Force, and the conclusions of that meeting, or the conversations of that meeting, were that there was a ninety percent chance that Materials research work for the Navy would end up being done at Wright-Patterson Air Force Base out in Dayton.

Story number three is that a DOD official higher up than NAVAIR had written a memo about Materials labs and in that memo it stated that the Army is building a lab at Aberdeen and that it should be continued because that was deemed necessary; that the Navy was building a research lab at Carderock for ship materials work, and that should continue because that was deemed necessary; and that the Materials lab at Pax River should be completed — not because it was deemed necessary, but rather because to stop the contract at this time would cost as much money as it would be to complete it; and this official's recommendation was to leave it up to BRAC '95 to decide whether or not Materials research should go down there.

The fourth story which I had heard out of NAVAIR was that military who expect to be transferred to Pax River are being advised not to make a financial commitment down there.

I appreciate your comments, but I also have a request. If these stories start tending towards reality, could we get some kind of a commitment from the management around here independent of what NAVAIR's position is that our civilians also would be told not to make a financial commitment down at Pax River until things get settled.

Captain: Well that's absolutely going to happen! There's no way that we're going to have anybody put in a position of making a financial commitment if there is any real hint at all that they'll

be making this commitment and be left "high and dry."

I think you correctly said that right now all of these are absolutely rumors, so — I can address each one of them.

There's always going to be an on-going study on how do you best do aviation, R&D, test and evaluation. It has always been the Air Force's position that they want to do all aviation and the Navy has answered the call each time indicating that "No, we will continue to do our own aviation."

I think the first program that's going to be done jointly by the Air Force and the Navy is the JASP Program. In my VTC yesterday with the Admiral, he said Admiral Boorda he felt that Congress is very favorable to the Navy and he didn't see that as being a serious threat.

The other remarks made about the western test range show the Air Force is actually falling back from the position they should do all the test and evaluation. The Air Force doesn't think there is any real big cost savings that could be made by combining all the testing.

The real cost in testing is the amount of testing and just the expense of doing the testing itself. So, to save money on testing cut back on the amount of testing done. Just don't try and do it all in one place. So, that doesn't seem to be a real big threat.

About four months ago, we did have an IG come in and look at the Materials building because one of the people in Congress did notice that we had a Materials building at Wright Patterson. They knew the Army is building a Materials building, Carderock is building a Materials building and we are also building one. We felt we were very successful in showing that our Materials building supported naval aviation. The requirements of naval aviation are very different than Air Force's. This is mainly because of the harsh environment that our aircraft are in out at sea compared to being at a land base.

We felt what came out was not a real threat to our Materials building. I did hear, recently, that it's being looked at again. But our Materials building is more than 50% finished and I don't think there is going to be a real serious threat in that area.

As for "any thoughts", I haven't heard anything about the military being told not to make a financial commitment in moving to Patuxent River. The only thing I've ever heard is that detailers are uncertain what our new organization is, how it's going to function and they're advising some of the military who are saying, "I'm a Commander, I want to make Captain. Is this organization going to help me in my career?"

Detailers are saying "I don't know because they don't know what the organization does, which is why we have to go out and convince the real good military that this is a good job to take. But, there's no association with any threat at all of Patuxent River not being there. In fact, Admiral Bowes recently made it very clear that NAVAIR will move to Patuxent River.

He's dealing with all the issues in northern Virginia - there's

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Practice safety at all times



CMC James A. Robinson

What is safety all about? For years we have worked around our home and on station, with a mind set that nothing can happen to us. Today, we have come to realize that almost anything can happen...any time, any place. Years ago the Navy wrote safety rules and regulations based on lessons learned. Today, we do business much the same way at times.

No matter what it may be...be it walking, riding, smoking or just a scheduled PRT, men and women are still injuring themselves. This is madness. We have to focus on taking care of ourselves so that we can enjoy the fruits of our labor through a long and healthy retirement. Start now, get a good night's sleep, get rest and relaxation and start eating good, healthy meals.

Statistics have it that we've suffered high numbers of personnel injuries this year. When we ask why, the answer is always someone's carelessness. Our emphasis should be placed on being able to work and play as safely as possible. If you see an unsafe practice going on, call it to the person's attention right away...don't wait until someone gets hurt.

Please view your attitude about safety as the first step in turning the tide to personal injuries, at work and at home.

"Safety first" is our goal. Let's all get behind this effort and take care of each other.

AFCM (AW) James A. Robinson
Command Master Chief

DACOWITS concludes successful conference

The Defense Advisory Committee on Women in the Services (DACOWITS), concluded a successful spring conference and made 34 requests for additional information from the armed services. Established in 1951, DACOWITS is comprised of 30 to 40 men and women who advise the Secretary of Defense on policies and matters relating to women in the services. They conduct semiannual conferences and field visits to military installations around the world.

From the spring conference, which concluded April 29, the committee requested information from the Navy on topics relating to sexual harassment, child care services, physical accommodations and policies on the assignment of women to United Nation missions.

In the area of physical accommodations, DACOWITS requested information on anthropomorphic standards or human body measurement ranges, for each type of aircraft in the Navy. In addition, the committee asked the services to provide their

policies relating to the selection, classification and assignment of individuals to aircraft regarding these body measurements.

Concerning the assignment of forces to United Nation's peace keeping missions, the committee requested the service's policies and processes for the assignment of military personnel to these forces.

DACOWITS' concern in the area of child care included a recommendation that the Department of Defense should take additional steps to encourage expansion of the pool of child care services available to military personnel and their families. This is also a major area of concern of the Bureau of Naval Personnel.

Each request for information is researched and briefings are prepared for the next conference. The next DACOWITS conference is scheduled for October 20-23, 1994 and will be hosted by the Navy in Norfolk, Va. Each service hosts the conference on a rotating basis.

Lt. Dan Bates
BUPERS Public Affairs

Write a letter to the editor or use my space to write a Peer-to-Peer Thank You. You can personally address employees from all over the Center who have made your job easier. Please limit your letters to 60 words or less. Send your letters to the Editor, Code 041.

NAWCADWAR completes 5th annual science fair

Volunteers and bright students from over 40 area schools made the 5th annual science fair, sponsored by the Air Vehicle and Crew Systems Technology Department (AVCSTD) another success. Students from Abraham Lincoln, Archbishop Wood, Central Bucks West, Cheltenham, George Washington Carver, J. R. Masterman, Northeast, Penn Wood, Upper Dublin and William Tennent High Schools; Lenape and Unami Middle Schools; and, Mount Saint Joseph Academy participated.

Fair categories were chemistry, biochemistry, computer science/mathematics, engineering/energy, environmental and life sciences, physics, and sociology/behavior.

The top three finishers in each category received oak and brass engraved plaques and a \$200, \$100 or \$50 savings bonds at a luncheon held later in the Barnaby Room.

The overall winner was Amy E. Plummer, Central Bucks West, for Quantitative Analysis of Insulin-Like Growth Factor-1 in Colostrum, Milk, and Infant Formulas: 4 Year Study. Plummer, Brian Welsh, Upper Dublin, Steven Tai, Upper Dublin and Alicia Hepner, Unami, won scientific calculators and an invitation to compete for 25 \$8,000 scholarships and a trip to San Diego for the national Navy and Marine Corps science fair.

Volunteer judges were: Larry Lehman, Dr. Asha Varma, Vinod Agarwala, Gary Gross, John Ohlson, Peter Ayoub, Julieta Booz, Jon Harding, Ed Tankins, Lt. Cmdr. Mark Baysinger, Dr. Jeff Morrison, Chuck Lampart, Wei Tseng, Al Hellman, Stephen Cloak, Brian Bohmueller, Russell Johnson, Estrella Forster, Sheila Elser, Campbell Henderson, Tom Milhous, Phil Bevilacqua, Charlie Halsted, Al Piranian, Mike Caddy, Mingming Chen, Bob Seltzer, Bala Subrahmanyam, Tom Hess, Alex Cenko, Scott Cote, John Cyrus, Joe Franz, Doug Hall, Ron Trabocco, Bill Frazier, Steve Kern, Leyrer-Koper Carol, Cmdr. Tom Mitchell, Leigh Lieberman and Stan Winsko.

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Janet Kruger, Unami, prepares to make her formal presentation to science fair judges on her "How Pressure Can Be Used to Measure Other Physical Properties" project.



Captain William L. McCracken, presented overall winner, Amy E. Plummer, Central Bucks West an award for her project, "Quantitative Analysis of Insulin-Like Growth Factor-1 in Colostrum, Milk, and Infant Formulas: 4 Year Study."

Photos by Drew Schmith

Secretaries' Day celebrated at NAWCADWAR

The Naval Civilian Managers Association, in conjunction with the Administrative, Secretarial and Clerical Group at the Naval Air Warfare Center Aircraft Division Warminster, hosted a luncheon and speaker to celebrate Secretary's Day. Secretaries, administrators and other personnel dined in The Barnaby Room on Monday, April 25 and listened to guest speaker Melissa Dribben, columnist for *The Philadelphia Inquirer*.

Dribben related her early career experiences as a secretary. The changing workplace was highlighted in her remarks. In the early 1970s she was turned down for a secretarial job because the French Embassy did not want a woman filling the job description that required emptying the garbage. She did, however, work for a man who had her make the coffee, type his personal correspondence and pay his bills as a matter of course in the business day.

"Secretaries (usually women) do a large part of their bosses work and are not getting compensated," she declared. She left secretarial work and went on to journalism, although she conceded compensation in the newspaper industry is job satisfaction, not necessarily financial prosperity.

From her perspective as a former secretary and as a journalist who now depends on secretaries, Dribben praised secretaries for

their hard work, good organizational skills, and all around effort.

Dribben discussed the dilemma she shares with many working women: juggling family and career. "Our mothers' generation did not face dual or triple challenges that confront women today. We try to be mothers just like our mothers were, yet we have career goals. Until men carry their fair share of child care and house work, without feeling they are doing their mate a favor, the workload will remain uneven," she said. "Many sacrifices are made by women and families today in order to accommodate the workplace."

Burning the candle at both ends has taken its toll on several successful career women Dribben cited. They are either on their second or third marriage and family, or pay the price by limiting their career. Dribben recently had to make a career decision that involved too steep a price to require of her family. "I could not live with myself if I would have pursued that job offer," she concluded.

Apparently burning her candle at both ends, Dribben could not stay at the Barnaby Room long enough to enjoy lunch. She had to be back at work at *The Philadelphia Inquirer*.

Joan Marie Brown
Public Affairs

Maritime Operations technology workshop held

The Naval Air Warfare Center Aircraft Division Warminster organized and hosted the Maritime Operations (MO) 2015 Aircraft Systems Technology Workshop, a week long event which commenced on Monday April 25. Larry O. Lehman (Code 60C) served as the workshop director with John Reeves (Code 60C4) as his deputy.

The North Atlantic Treaty Organization (NATO) Maritime Operations Study was initiated by the NATO Supreme Allied Commander, Atlantic (SACLANT) to support the development of NATO Long Term Defence Planning Guidance and Requirements for maritime forces. The objectives of this three year (Final Report due December 1996) study include:

- identifying existing or projected shortfalls in capability
- examining technologies leading to more affordable maritime capabilities
- assess impact of emerging technologies on the capabilities of future maritime platforms, implications for force structures and conduct of maritime operations
- recommending promising directions for NATO and national Naval Aviation research and development to support maritime operations.

A total of 14 nations are represented in this study which is being led by Dr. Paul Hazell of the Defense Research Agency (DRA) Portsdown, Hampshire, England. Dr. Hazell attended and spoke at the opening day of Monday April 25 following the welcoming remarks of our Commanding Officer, Capt. William L. McCracken.

The purpose of the workshop was to provide the multi-national study team with data on new and improved systems in the timeframe up to the year 2005 and select 15 systems to be played in the Multi-National Exercises (MNE) at Portsdown U.K. in September and December of this year.

A total of 45 briefings were given by presenters from the U.S., U.K., Canada and France. They covered airplanes, helicopters, sensors, UAV's, missiles and weapons. Presenters from the NAWCADWAR included: Lt. Cmdr. Dennis A. Lott (Code 1030) - P-3 Program Overview, Carl Reitz (Code 20G) -DOD UAV Program, Larry Hart (Code 5051) - Advanced Avionics Architecture, James Verdi (Code 5024) & Mike Mocerter (Code 5013) - SAR Data Collection System, Joseph McCandless (Code 504) - Future Acoustic Sensors Development, Harvey Sokoloff

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ASC Group host VTC

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) Administrative, Secretarial and Clerical (ASC) group hosted an informative video-teleconference (VTC) on April 29 sponsored by The American Management Association and Professional Secretaries International in honor of Secretaries' Day.

Speakers from various professions briefed a national audience of secretaries and office support professionals on how technology, economic changes and the new emphasis on teamwork are creating more opportunities. Viewers were encouraged to develop new skills for a new age, including team dynamics and conflict management. Organizations were encouraged to recognize and capitalize on the talents of their support staffs.

Lectures were followed by lively discussions, pre-taped role play and live phone-in questions from the audience. Seminar leader Jerry Wisinski, author of the 1993 book *Resolving Conflicts on the Job* stated, "You are not just secretaries anymore, you're wizards," referring to the explosion of technology: computers, fax, word processors, graphics and design.

Land system

(continued from page 1)

attitude and rate of attitude change in the last half-second prior to the aircraft touch down.

While the landing loads on commercial jet transports are evaluated as part of the test and certification process for new aircraft designs, a program does not exist to analyze the actual loads imposed during commercial operation. The magnitude and frequency distribution of the landing loads will have a significant impact on an airframes economic life.

The collection and analysis of landing loads on large commercial jet aircraft was not possible using the film technology which, until recently, formed the basis of the Navy's system. Operational and safety restrictions prevented the use of a practical film system to monitor scheduled commercial aircraft landing parameters. However, a recent modernization of the Navy's landing data analysis system now offers a unique opportunity to determine the actual landing performance of commercial jet aircraft through the use of this Navy technology.

The newly developed Naval Aircraft Approach and Landing Data Acquisition System (NAALDAS) offers the potential to collect landing data for all types of aircraft. This system uses a specially modified video camera to collect the landing images. The camera has enhanced vertical resolution (doubled that of standard video formats) which enables accurate measurement and tracking of aircraft position data. The system also uses digital image processing technology which can position the image to within a fraction of a pixel. These survey techniques also have the advantage of not requiring the installation of any special

The VTC was attended by a variety of secretarial, clerical, administrative and supervisory personnel from NAWCADWAR as well as the business community in Bucks County. Everyone enjoyed delicious deserts and beverages provided by the ASC group.

The ASC group announces that Nancy Whitesell, Antisubmarine Warfare Systems Department secretary, Code 102, recently earned the Certified Professional Secretary (CPS) designation. She completed the rigorous CPS Development Program and passed the required exams to become certified by Professional Secretaries International. Whitesell agreed with other newly certified employees, who were reported on in March, that the classes were extensive and difficult. "Being a Certified Professional Secretary will help with career goals in the government or private sector," said Whitesell. For more information on the CPS program, contact Marianne DeCicco at ext. 1805.

Joan Marie Brown
Public Affairs Office

instrumentation on the aircraft and do not affect normal aircraft operating procedures.

As modified for the analysis of commercial aircraft, the system consists of a series of four video cameras installed sequentially along the edge of the runway. These cameras provide video coverage for approximately 2,000 feet of the runway centered on the aircraft's expected touchdown point. As the aircraft passes through each camera's field view, the video image is captured on an optical laser disk recorder for later analysis. Image enhancement and automatic data point tracking are done on the NAALDAS analysis system workstation. The analysis determines the aircraft position as a function of time. In addition, the model type and registration number are recorded for each airplane landing so that the necessary physical dimensions and geometric locations can be correlated with the time-tracked video images. The data reduction system determines the landing impact parameters, i.e., sinking speed, horizontal velocity, bank angle, crab angle, etc.

The four camera system was successfully tested and demonstrated at the Atlantic City International airport in February. A landing parameter survey of 1,500 landings at John F. Kennedy International Airport is planned for early summer of 1994. This is the first in a series of surveys to be conducted at various commercial airports throughout the country and abroad.

Rick Micklos
Air Vehicle and Crew Systems Technology Department

NAWC employees take daughters to work

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) Women in Science and Engineering (WISE) chapter hosted the national "Bring Your Daughter to Work Day" on Friday, April 29. More than 20 young ladies joined employees in their work areas to learn about the career world.

In an effort to introduce young females to science and engineering, the NAWCADWAR WISE chapter conducted a tour of labs on Center. The young guests visited the Presidential Helo lab, Night Vision lab, Chemical Materials and Human Factors labs, and the Centrifuge area.

Sheila Elser, Vertical Flight Systems Branch, Code 1021, explained this first NAWC effort on this yearly event should stimulate interest among young women in science and technology. "It's a mini-open house tour showing areas where the girls' parents work, as well as lab areas," she said.

Tony Geneva, Naval Command Control Ocean Surveillance Center RDT&E, Code 30 navigation supervisor, brought daughter Amy, a 10-year-old student at Warwick Elementary School. "I'm working on ocean bottom mapping, and she will see this technology field," he said. Mary Kearns, Equal Employment



Daughters of all ages joined NAWCADWAR employees on-the-job on April 29.

Opportunity Office, invited daughter Katie. Lindsay Goodwin visited with her neighbor Ruth Pickering, an electrical engineer in the Vertical Flight Systems Branch, Code 1021.

The youngest daughter to come to work was 3-month-old Shannon McPartland. She actually accompanies new mom Marie McPartland, computer scientist, Antisubmarine Warfare Mission Planning Systems Branch, Code 1012, to work part-time every week. McPartland was on leave enjoying her new baby and not scheduled to return to duty until May 16. Her job replacement fell and broke his leg during the last big ice storm. McPartland was needed and returned to work earlier than expected. She was able to bring the new baby with her until her scheduled return day. Shannon will then join her sister at day care. "It has worked out well," said McPartland. Now that's starting our youngsters out on the road to science very early.

Joan Marie Brown
Public Affairs Office

Sharon and Laura, daughters of Maryann Haiduck, computer scientist in Code 1033 joined her at work.



Photos by Jason Craig

From the Top: Thoughts about the future

All of us share a great deal of concern and uncertainty over how we will keep naval aviation strong and ready to meet the needs of our nation in this era of declining budgets. *How will we continue to deliver for the Fleet with fewer people, fewer resources, and a still very robust workload? Which programs will not survive the latest round of budget cuts? How will my job be affected? Where do we stand with BRAC '93 execution and what are the implications of BRAC '95? How serious are the threats to move more work out of our NADEPs?*

You will be reading and hearing more about all of these issues in the coming months — from a variety of sources. I urge you to put what you may hear from unofficial sources, including the news media, into the proper perspective and avoid jumping to conclusions. The issues confronting naval aviation today are extremely complex and rapidly changing. It is easy to oversimplify, overgeneralize and be drawn into someone else's agenda.

When rumors surface, keep an open mind, recognize that you probably are not hearing the whole story — *and trust that when the truth (not speculation) becomes known, I will relay it to you as quickly and clearly as I can.* We are going through a process of difficult, but ultimately positive change. Naval aviation has a smart plan for the future, and we are ready to meet the challenge.

Even as we face perhaps the most dramatic period of change in the history of naval aviation, I can assure you that the need for a strong naval aviation capability remains as urgent as it has ever been. On any given day, more than 40 percent of the Navy is underway and over 20 percent is deployed. Naval forces are heavily involved in operations around Haiti, in the Persian Gulf, off the coast of the former Yugoslavia, and we will continue to provide assistance wherever needed around the world. The Bottom Up Review affirmed our nation's need for the unique capabilities of maritime systems. We will retain 12 carriers (11 active and 1 reserve), and are moving ahead with new developments and upgrades to existing systems.

Our strength, planning and flexibility will enable us to face the challenges which lie ahead. We are actively pursuing total solutions to these challenges, and have been working hard to tell the naval aviation story to the Navy, DoD and Congress. Our ability to present solid arguments and demonstrate clearly the need for a strong naval aviation capability has paid off in the form of support and affirmation of our goals.

One clear illustration of this support is a report released recently by the **Defense Science Board's Task Force on Depot Maintenance Management**. Comprised of representatives from both industry and the services, the Task Force was formed to assess the overall performance and management of depot-level activities. Their report has validated our NADEP Industrial Strategy and clearly proves that our plan to rightsize Navy depots is on the right track. By sizing to "core," we will properly balance the most appropriate capabilities of both sectors — our public

depots will focus on preserving the capabilities necessary to ensure weapon system readiness, while our nation's commercial industrial base emphasizes their design, engineering, production and system integration capabilities.

What is perhaps most significant about the Task Force Report is its position against the public/public competition, *which is NAVAIR's position on the counterproductivity of competition among services.*

For several reasons, the Task Force found that organic depots should not engage in competition with each other. Most notably, competition among services contributes to divisiveness and rivalry in an environment where teamwork is critical to national defense. Ultimately, the only way to eliminate excess capacity at our depots is to reduce our infrastructure and close depots. If each Service downsizes to core requirements, there will be no excess capacity with which to pursue the depot work of another Service.

These examples demonstrate the Navy has been correct in its planning for the future. We have recognized the importance of achieving the correct balance between our operating forces and the infrastructure to support them. We must now accept that even with the significant closures and realignments resulting from BRAC '93, there is a clear requirement to reduce the Navy infrastructure further. With BRAC '95 will come additional closures. It is our responsibility to find the best way to respond to whatever decisions come from the next BRAC.

Just as the Navy did in '93, we shall continue to make tough decisions — but better we make those decisions than someone else. The Navy's excellent preparation, realistic stance, and willingness to make the tough decisions early on have clearly illustrated our strength and vision. These attributes have earned us great credibility and respect among the decision makers, and will speak positively for us in future BRAC scenarios. We hope that BRAC '95 will result in a final closure list consistent with the Navy's recommendations, but there are no guarantees.

In terms of BRAC '93, there was some concern over the recent \$507.7 million Congressional rescission of BRAC '93 funds to pay for earthquake damage in Los Angeles. The recession reduced the money the Navy had available to start closing bases, and had the potential to cause slippage in BRAC '93 execution. Fortunately, these funds are being restored, and the Navy is now in the process of getting back on track to implement the closures. Our goal remains firm — to close the bases on the '93 list as expeditiously as possible to maximize the savings of a reduced Navy infrastructure.

The BRAC '95 process has only just begun. We received four data calls from the Base Structure Analysis Team (BSAT) on April 8. These calls specifically address our research, development, test and evaluation centers. The Navy will continue to gather data from our installations to develop BRAC recommen-

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Federal Women's Program Committee highlights

The Federal Women's Program Committee (FWPC) was a recipient of the 1993 Equal Employment Opportunity (EEO) group award. This award was presented by Capt. William L. McCracken and Janet L. Russell, EEO manager, at the annual awards ceremony on Wednesday, April 20, 1994. This award is presented to groups that have made outstanding contributions to the Center's EEO program through their work here or in the local community. Code 50 EEO Committee also received this award.

On Thursday, June 16, the FWPC will again be collecting household items in support of A Women's Place. The collection will take place in the Credit Union Lobby area from 7 to 9 a.m. Any item that is necessary for the daily running of a household would be appreciated. See the list of suggested items on the flyer that will be distributed to all personnel announcing this event. A Women's Place provides shelter and support services for battered women and their children. Your donation will help maintain the shelter and support the women and children struggling against domestic violence.

The FWPC sponsors a yearly celebration for Women's Equality Day commemorating the anniversary of the passage of the 19th Amendment in 1920 granting women the right to vote. At this celebration, the FWPC Award for Excellence is presented to an employee who has made a significant contribution to the enhancement of female employees at the Center. This award is open to all employees. Departments will receive the nomination forms during the first week in June. There are many employees who because of their commitment to the advancement of women at NAWCADWAR are deserving of this award. If you would like to nominate someone you know, forms are available at the EEO office. Nominations should be submitted to Judy Scott, Code AD0573, ext. 1336, by Friday, July 1, 1994.

The Federal Women's Program Committee Supports A Woman's Place

Donate: Household Items

Aluminum Foil
Bleach
Cleaning Spray
Cleanser
Fabric Softener
Facial Tissue
Foam Rug Cleaner
Glass Cleaner
Handiwipes
Light Bulbs
Liquid Laundry Detergent
Night Lights
Paper Napkins
Paper Towels
Plastic Bags
Sponges
Toilet Paper
Trash Bags

Date: Thursday, June 16, 1994

Time: 7 to 9 a.m.

Place: Credit Union Lobby area

An estimated 15,000 women were battered in Bucks County last year. 'A Woman's Place' has provided shelter and support services for battered women and their children for the last 17 years. Your donation will help maintain the shelter and support the women and children against domestic violence

From the Top

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dations for DoD. If you are requested to support BRAC teams which are preparing and submitting information for data calls, it is imperative that you provide those teams with timely, accurate information. We must all aggressively support the process. Not only is it in our best interests, it is the law.

Events and deliberations surrounding the BRAC process are sure to draw significant media attention. Again, you must recognize the medium and the message for what they are, and realize that you may not be hearing the whole story. Reacting to rumor is extremely counterproductive. The BRAC process is based on rigid, objective criteria which are designed to ensure equity and fairness for all concerned — so speculation is futile. I will do my very best to keep you informed about any decisions

which could affect you or impact the organization.

My bottom line message is this: I am aware of the impact that incomplete pieces of information may have on you. And I recognize your need for fact-based, timely, complete and accurate information. This is the only type of information you should rely on, and I will do my best to provide it to you. When faced with rumor or speculation, keep an open mind, seek out the whole truth, and remember this — today's Navy is strong, visionary, and has the support of talented, creative and dedicated people. We have maintained control of our destiny, and will emerge from these dynamic times well prepared for the future.

Vice Adm. William C. Bowes
Commander, NAVAIR

Refocusing technology to better harness future

Ever higher performance once drove the Department of the Defense's (DoD) major science and technology investments, but changing times and budget cuts have forced defense to rethink its needs, said Anita Jones.

The Director of Defense Research and Engineering said, "the emphasis now must be on dual-use technology, affordability and information technology." Speaking at the recent Defense Budget Project conference, Jones said, "investments in dual-use processes and products will integrate the commercial and defense industries and support the economic competitiveness of the nation."

This investment plan is not large in terms of all the overall defense budget, she explained, but it invests in the research and development "furnace" to keep American industry warm. For that reason DoD must have a diversified, balanced plan that supports both immediate dual-use technology and some larger-term basic research. About 60 percent of the latter investment supports this country's university science infrastructure, Jones said.

Other programs include the Technology Reinvestment Project, a multiagency

project led by the Advanced Research Projects Agency. This project invests in late-stage, commercial-use technology that has a defense application. According to Jones, "DoD so far has selected 212 proposals for potential awards totaling up to \$600 million. A cost-sharing feature strengthens the program-corporations decide whether the risk of investing in a technology is worthwhile."

She said another change of focus regards affordability. "In the past, performance drove the science and technology program. Now cost is driving us. We are turning to buy more with less and provide capabilities for the forces in the future. We will look at aspects of manufacturing that will support limited-range production without a high cost."

Besides refocusing science and technology programs according to dual use and affordability, Jones said, information technology-computing and communications-is moving rapidly. "Defense has long-range investments in those areas to achieve precision targeting and accuracy, which I would describe as battlefield awareness," the accuracy to know where the enemy is.

"We are continuing a substantial investment in this area because we foresee dramatic capabilities to aid military forces of the future and which form the basis for the real revolution in war fighting." To illustrate precision advancement, she said destroying a specific and fairly large target took 9,000 bombs in World War II, 300 in Vietnam-and only two in Desert Storm.

Jones said another aspect of information technology is modeling and simulation, a new science that builds accurate models of physical behavior. She said computer modeling and simulation has moved from routine training of individuals and crews to effectively training high-level officers.

The information revolution will not replace what the human being does with a computer, she said, but it will amplify the human intellect "to allow excursion with a fidelity and discipline the human mind cannot perform." This is particularly true for the difficult jobs of command, strategic decision and tactical planning, she said.

F. Peter Wigginton
American Forces Information Service

Center employee get VEAPed

The Valued Employees Awards Program (VEAP) committee presented a VEAP certificate and coupon to Alan Kaniss, Code 05A to recognize his continued support of the VEAP concepts of individual and team recognition. In addition to using the program tools to award employees, Kaniss has found other innovative avenues such as PEER to PEER appreciation announcements in the *Reflector*. Thanks for your support Al and keep on doing what you're doing!

Rosemary Watts
Systems and Software Technology Department



Photo by Drew Schmith

Homeowners may not deduct seller-paid points

People who bought their homes after December 30, 1990, can file for an income tax deduction based on points paid to the lender. This includes seller-paid points, according to an Internal Revenue Service press release.

In the change, IRS now considers points paid by the property seller as an adjustment to the home purchase price. The seller pays the buyer, who in turn uses the cash to pay points charged by the lender.

To qualify for the deduction, homeowners must provide IRS a copy of the Uniform Settlement Statement, often known as the "HUD-1." That statement must clearly designate the amount of the points paid. Terms such as "loan organization fees" (including amounts as designated on Veterans Affairs and Federal Housing Administration loans), "loans discount," "discount points" or "points" fulfill this requirement. The points on HUD-1 are shown as paid by either the borrower or seller funds at settlement.

Amounts, also must conform to established business practices of charging points for a principal residence loan. The points charged must not exceed the amount generally charged in that particular area.

The IRS policy does not apply to points paid on home improvement loans, second homes, investment and vacation properties, refinanced homes, home equity loans and line of credit loans.

The new treatment of seller-paid points will require home loan lenders to include the payment amounts on Form 1098 information returns. Lenders must provide these amounts to both IRS and taxpayers. To allow lenders enough time to prepare, however, IRS is waiving the information-reporting requirement for seller-paid points before 1995.

Homeowners who requested filing extensions should claim the deduction by including the amount paid on line 9a on the Schedule A of the 1993 Form 1040. This action applies if the points were reported to the individual on Form 1098. If points weren't reported, the claim goes on Line 10.

Taxpayers finished with their 1993 returns and those entitled deductions for points paid in 1991 and 1992 should file amended returns on Form 1040X. Homeowners should write "seller-paid points" in the top right-hand corner of the form.

Taxpayers filing amended returns should attach a copy of the HUD-1 statement settlement and a Form 1040 Schedule A. IRS recommends a Schedule A for those who itemized their tax returns.

Revenue Procedure 94-27 containing more information is available in the April 11 Internal Revenue Bulletin. To get a copy, call IRS toll-free at 1-800-829-3676 or write to:

IRS
Forms Distribution Center
P.O. Box 25866
Richmond, Va 23289

The DoD Base Realignment and Closure process

Secretary of Defense William J. Perry and Chairman of the Joint Chiefs of Staff Gen. John Shalikashvili jointly issued the following statement.

"We will conduct the 1995 round of base closures. The prudent management of our resources demands it. As in the past, the number and types of facilities recommended for closure will depend on our force structure needs. We shall also consider the cumulative economic impact on communities as well as our capacity to responsibly manage re-use of closed facilities. We must proceed to close bases in order to save money, managing the process in a way that recognizes that base closing costs money before it saves money. Too much, too soon jeopardizes our current program; too little, too late jeopardizes our future program. These are the considerations that will determine the size and shape of the closings we will recommend to the Base Closure and Realignment Commission (BRAC) for 1995. If closures beyond the amount we can responsibly accomplish in 1995 are required or force structure requirements change, we will seek authority for future BRAC rounds."

Public Affairs
Assistant to the Secretary of Defense

Navy-wide **exam dates announced**

Eligibility deadline

for

September

is August 1, 1994

E-4.....Sept. 8

E-5.....Sept. 13

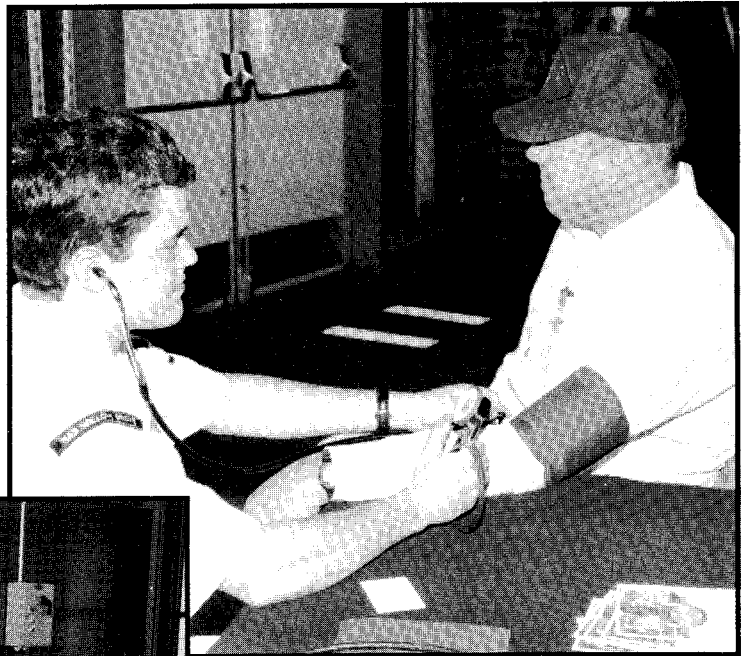
E-6.....Sept. 15

Start studying now!!!

“Fitness for Life” health fair held here

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) Wellness Program recently sponsored a “Fitness for Life” Health Fair. The fair provided health information, education and medical screenings to help them make choices necessary for a healthier life-style.

Various local and national organizations, such as the American Cancer Society, American Heart Association, American Red Cross, Medical College Hospitals, Bucks County Chiropractic Society, U.S. Healthcare, Blue Cross/Blue Shield, Weight Watchers and the NAWCADWAR Dispensary participated. Medical screenings (cholesterol, blood pressure, body fat, lung pulmonary, foot and ankle) were available.



Photos by Cathy Burian

Captain's Call Q&A continues

(continued from page 3)

a lot of political issues for keeping NAVAIR there. In fact, they were even given an offer for very low or free rent and he still said "No, we're moving to Patuxent River." So, I think the commitment is absolutely there.

These kind of issues are coming up - they're coming up weekly and daily. If you hear any one of these rumors, I recommend you contact Barbara Ward or Carol Keller through the "Backtalk." We can get an answer and get it in the SITREP within a week. I think that's the quickest way to address any of these issues. If you hear something, contact your supervisor or contact "Backtalk."

Let us find out what the real answer is and let us get back to you right away because you're going to hear a lot more of these things as time goes on.

Q: "Are the Support people going to be offered jobs or not - it's difficult to plan if you don't a job is going to be offered."

Captain: Right. We're still addressing the issue on Support people and there are different groups of Support people. The people that actually support the programs and the projects will be given a job in Patuxent River.

Support people that are tied absolutely to the Base - such as Public Works, Security, fire fighters will be offered jobs at Patuxent River. When jobs open up in Patuxent River, we place our people from Public Works, Security, and the fire fighters into those empty jobs.

We just heard recently that because of the large number of people that are becoming available that they are not going to allow us to move people from one location to another location even though we're claiming it's in the same organization.

We're handling this by getting on the actual Priority Placement Program early. We're going to get our people on two years ahead of time instead of the normal six months before employees lose jobs.

Once people are on Priority Placement, they are Priority 1 to be placed into any job that's available in the local area including Patuxent River. This means our people will be able to placed into any jobs that open up in the Support area at Pax River.

Everyone that has a transfer function has a job. We can actually direct some to Patuxent River and pay for it that way with a management-directed relocation.

Lastly, for the people absolutely tied to the Base - again Public Works, etc., they can be on the Priority Placement Program. If a job opens up in Patuxent River, we'll be able to move them right into that job. Hopefully, that way, we'll be able to get an offer to everybody. But, we don't have any guarantees - and that's how we're addressing that.

Q: You had mentioned in passing about the question of morale considered to be slipping - but our management has been telling us that since the last Inspector General meeting that the report that was issued by the Center was that morale couldn't be higher. This seems to be a conflict.

Captain: I think what's happening is that people who are coming to visit us, knowing the situation we're in really expect a very adversarial relationship. They expect to find a work force that is very angry.

A lot of that is because they are coming from places where the work force is very angry. I think you can go to any base and you are going to find some kind of fear because of all the changes that are going on. If you go out to industry, everyone of these companies I've visited are downsizing 40%. What's happening to us is not unique to us. If you look at it relatively, coming from the outside, you'd probably think we're a pretty happy group.

But, if you look at it relative to ten years ago or to the 70's when I was here, you see there is a lot of stress and tension because of all the uncertainty because of all the changes that are going on.

So, from my perspective, I see morale not nearly as high as it was when we were in our heyday. In the 70's, all we really had to worry about was how to deliver this really great project we were working on.

So, I'm trying to deal with these uncertainties, but again, that's why I'm encouraging you to use the Employee Assistance Center.

You need to get out and start talking to people - find out what it's like on the outside. I actually am getting contacted by people that got the VSIP's. "Is there a way I can pay it back and come back to the Center?"

As low as the morale is here, it's a lot worse on the outside. You need to start talking to people, especially in the field you're in.

Start asking - "How is this field outside?" I think we're finding out that our people in procurement are actually doing pretty well because a lot of people are needed to do contracting in this environment.

But for most, people, are finding it very tough out there and they're finding out that probably the best work that's available is what we're doing right now.

So, on one hand, I'm saying, "We have a job, we have really good work to do, and we're going to have a great facility and jobs available for us in Patuxent River, if we choose to do that."

But the thing that I want to deal with is the fact that we still are faced with this tremendously changing environment and have to make decisions that affect our whole family.

Again, I really want to start getting some support groups going to find out that we are not alone. Ours is not the only spouse telling us if we move to Patuxent River, have fun because we are going by ourselves.

So, I'd say the morale is low because of all the stress and tension that's on us, but I think it's something that is throughout the entire country. I don't know of too many places that are feeling secure right now.

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Employee Assistance Center held open house

The Employee Assistance Center (EAC) recently celebrated its one year anniversary. The EAC is located near the main lobby in Building 3. Approximately 300 Center employees attended this commemorative event.

Employees entering the office space will find two large rooms filled with literature, printed materials, personal computers, a modem and job search software.

Information is available on Southern Maryland as well as job vacancy announcements in the federal government and private sector. With the computer software, the soon to be obsolete SF-171 can be done quick and easy. If you need to compile a resume, the Resumemaker computer software is there to help you.

According to Helen Scavilla, staffing assistant, Employees

Assistance Center, "Family members of Center employees came to the open house and many of them use the time and service to prepare their resume. Most of the people who visit the EAC look at the job announcements and use the federal job computer search during the day."

Scavilla stated that many people have used the EAC to do their SF-171 and we are looking for even more people to do them and get them current.

"We felt the open house was very successful. Many people came to visit for the first time," said Scavilla.

JO2 Terry S. Wingate
Public Affairs Office

HBCU/MIs provide bright stars to NAWCAD

President Clinton signed Executive Order 12876, on November 1, 1993 to advance the development of human potential, to strengthen the capacity of historically Black Colleges and Universities (HBCUs) to provide quality education and to increase opportunities to participate in and benefit from Federal programs.

Under Section 9 of this Order, the Board of Advisors (established under this order) shall recommend alternative sources of faculty talent, particularly in the fields of science and technology including faculty exchanges and referrals from other institutions of higher education, private sector retirees, Federal employees and retirees and emeritus faculty members at other institutions of higher education.

It is stated under Section 11 that the Director of the Office of Personnel Management shall develop a program to improve recruitment and participation of graduates and undergraduates students of HBCUs in part-time, summer and permanent positions in the Federal Government.

The Office of the Chief Of the Naval Research (OCNR) established a Summer Faculty Research Program under which faculty members from various colleges and universities are selected and invited to work on site with the Navy scientists and technologists for ten weeks. Under this program to strengthen the capacity of HBCUs and to provide excellence in education, OCNR pays for the fellowship of the participants from HBCUs and encourages laboratories/centers to interact with them.

In fiscal year 1991, the National Defense Authorization Act, Section 832 provided for infrastructure assistance to Historically Black Colleges and Universities and Minority Institutions (HBCU/MIs). The purpose was to establish and enhance the undergraduate, graduate and doctoral programs in these institutions, as well as lending of Department of Defense (DoD) personnel to advise

and assist the faculty in the performance of defense research.

A funding program was established for scholarships and fellowships to be disbursed as grants and plans were laid for work-education programs. This support program will help in providing improved faculty, renovated scientific laboratories, expanding and equipping scientific Reserve Officer Training Camp units at these institutions, and strengthening scientific disciplines as well.

The Navy joined the Army and Air Force in setting up billets for this program, dividing the cost realistically with the college or university.

The criteria for the program is strict, but possible rewards are beyond measure. A program allowing technology sharing and transfer, productive collaboration, technology research and resource enhancement provides a more effective and efficient learning environment as well as bringing to the DoD the brightest stars with the most promise. Faculty members would come aboard during their sabbatical leave for up to two years (awards are in one-year increments, with a one-year option if necessary). Scientists, engineers and other members of the technical fields would be encouraged to go to the HBCUs/MIs to teach, guide and direct students and faculty.

The win-win situation of this section of the National Defense Authorization Act makes it very attractive to members of the Naval Air Warfare Center Aircraft Division Warminster community who are working to make it a reality here. A conference was held here on March 8, 1993 in collaboration with the Navy's Civilian Personnel Management Office to implement the Secretary of the Navy's guidance. The objective of the one-day conference was to identify NAWCAD programs and activities that strengthen and support capabilities of HBCUs/MIs to par-

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Captain's Call Q&A continues

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Q: How's the drawdown of the NAVAIR team doing? I understand it's going to be half this size by 1998 or something like that. Is attrition taking place to keep up with what is planned? In looking at this reorganization phases - nothing is in here on the Weapons Division. How does that fit in?

Captain: Let me address the first question on the downsizing. If you go to the high in 1989, the downsizing will be 40% by 1999. We've already downsized about 25% - we're more than halfway there right now.

The way we're going is right now, we're actually below our '94 end-strength. So the way it affects us is the downsizing, just due to the normal attrition, - the VSIP's we had last year and the DSR's occurring this year are bringing us well below our end-strength.

We're not sure what's going to happen in '95 - there was a NavComp error made where a significant amount of money got dropped that pays salaries and unless that money is restored for salaries for '95, there's going to be a fairly big downsizing in '95.

Again, we don't think that's going to affect us because in '96, we're going to downsize pretty drastically when we make the move based on the number of people who don't make the move.

So for anybody that's planning to make the move to Patuxent River, I think the downsizing is fairly independent. I don't see any worry in that area.

In fact right now, our emphasis is trying to figure out how are we going to start hiring people and start a Co-op Program to start bringing people in to fill all the shortfalls that we expect to see.

The phasing chart that Admiral Strong shows applies only to the Aircraft Division. The Weapons Division is doing a similar transition - they've submitted their transition plan - I think they have to address the same kind of issues.

If you look at the NAVAIR 3-phase plan, the same bullets are on the NavAir. I haven't been briefed yet on the Weapons Division transition plan, but I do know that it was available in brief last week.

Q: Give us your personal thoughts on how BRAC '95 will affect Pax River, if at all.

Captain: My hands are tied in that we were told specifically that we can't comment or come up with indications on what we think BRAC '95 is going to be because that is something that is done totally independently. Its done by the BRAC Committee.

All I can say is every base in the country is being looked at. We've done five data calls which show what the base does; how it supports the military; what's the future potential of the base. Part of our submittal is that Trenton is (currently) moving to Patuxent River.

Courtesy of the Public Affairs Office

DoD help

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participate in the Departments of the Navy's science, mathematics and other programs.

Dr. Asha Varma, program manager for the In-house Laboratory Independent Research Program and University Liaison along with James Tidwell and Desiree Beverly of the Systems and Software Technology Department attended by invitation the Lincoln University Pre-College Conference on May 14 as part of the Lincoln Advanced Science and Engineering Reinforcement Program (LASER). LASER is supported by federal agencies such as the National Aeronautics and Space Administration (NASA), the Department of Education (DOE), the National Security Agency (NSA) and the Office of Naval Research (ONR). ONR has awarded a grant of one million dollars to the LASER program over the past five years. It served to strengthen the relationship with them in order to better understand their capabilities and make them aware of our interest.

The Lincoln University LASER Program began May 31 and will run for 10 weeks. Two returning students will be on site along with two others. The two returning students are Karla Hayman and Glenn Miller. The two new students are William Smalls and Manford Chinkhota.

NAWCAD is taking advantage of ONR's Summer Faculty Program and has invited fifteen faculty members to come to the Center.

Since 1988, in order to comply with the Presidents order, NAWCADWAR has had research contracts with North Carolina A & T, Florida A & M, Howard University and Prairie View University of Puerto Rico and have had an exchange of students and faculty members.

JO2 Terry S. Wingate
Public Affairs Office

*Remember
Father's Day
June 19th*

Lundberg talks candidly about goals

Strategic plans, Business plans, Operating plans, Implementation plans. Despite the fact that plans abound in the Naval Air Warfare Center (NAWC), many are never read by the majority of the work force. So why do we have them?

Why does a symphony orchestra need a conductor? And why must each member play from the same musical score? Obviously, to avoid the discord that would arise if one section of the orchestra were playing Verde while another played Mozart, or if the strings were to play the horns' part, and vice versa. You begin to get the picture of why an organization needs specific plans built around a common vision of what the end result of the planning will be.

The focus and vision of the Naval Aviation Systems TEAM is embodied in the TEAM Strategic Plan, which has given rise to complementary plans identifying the goals of supporting organizations - like the NAWC and the Naval Aviation Depots. The NAWC Business Plan identifies five goals, each with an advocate or co-advocates appointed by the NAWC Executive Board.

Goal A (Advocate Guy C. Dillworth, deputy commander, NAWC Aircraft Division): Define and maintain core competencies needed to support Naval aviation.

Goal B (Advocate Lew Lundberg, technical director, NAWC): Organize for change, speed, safety and uncompromising quality.

Goal C (Co-advocates Rear Adm. George H. Strohsahl, commander, NAWC and Rear Adm. Dana McKinney, commander, NAWC Weapons Division: Develop and maintain an accurate NAWC resource management and communication process to provide timely and complete information for Naval Aviation Systems TEAM integrate support, planning and investment decisions.

Goal D (Co-advocates Jerry Wrout, deputy director for Test and Evaluation, NAWC Weapons Division, and Rear Adm. Barton Strong, commander, NAWC Aircraft Division): Implement a process to downsize, consistent with maintaining required competencies, that is sensitive to the needs of our people.

Goal E (Advocate Capt. Christopher L. Addison, commanding officer, Naval Air Warfare Center Training Systems Division): Develop more partnerships with other services and non-DoD organizations.

What do these goals mean? Too much to cover in a single article, but Lew Lundberg took a few minutes recently to answer questions about Goal B, for which he is the advocate. Here's what he had to say.

ROQUEMORE: If I were to ask several people in the field if they heard of "Goal B" it is likely that the response would be "Goal what?" How would you explain Goal B to them.

LUNDBERG: Most people understand that any organization has to do some type of strategic planning. We started with the 1992-1993 TEAM Strategic Plan. We thought about the implementation of that Plan and what it means to the supporting organizations like the NAWC. In response to the NAWC

Executive Board put together a supporting version of the Strategic Plan, which we call the Business Operating Plan. In this plan we identified five goals that would directly support the TEAM Strategic Plan and one of those five goals is Goal B; Organize for change, speed, safety and Uncompromising Quality. That's the context for Goal B.

ROQUEMORE: You are the advocate of Goal B- What does that mean to you personally?

LUNDBERG: Right now everyone's schedule is hectic. It seems as though everyday you wake up and think, "Oh my gosh, Chicken Little was right-the sky is falling!" We decided the organization needed to maintain constancy of purpose in its goals and objectives, and for that reason we assigned members of the NAWC Executive Board with oversight and advocacy responsibility. So yes, I am the advocate of Goal B, but I am very interested in the success of all the goals. Each one of them is critical.

ROQUEMORE: People tend to worry only about things that directly affect them and the way they conduct business with customers on a daily basis. If you had to explain to the average engineer or the technician at the bench why they should care about this goal what would you say to them?

LUNDBERG: I truly believe that people already care about goal B without even knowing what it stands for. I say this because they're already interested in how they support their customers. That's what Goal B is all about. People are already concerned about the length of time it takes to get things done as well as the quality of their products and services. Goal B puts emphasis on the term "speed". If we can increase our speed without losing quality, we can become more efficient. The engineer and technician at the bench are already concerned about these principles.

Goal B is not something new. Its just focusing the lens of the camera more sharply on our response time. It affects not only the way we serve our customers, but also our reputation and each individual's personal satisfaction. Goal B is a forum for looking at the things that affect our speed-which is another term for efficiency-and see if we can improve even more.

ROQUEMORE: If you were to relate Goal B to something outside of the government what would it be?

LUNDBERG: It's like the Olympics. Many of the athletes who competed in Norway had their performance measured by speed. Yet, everyone knows that enormous amounts of training and discipline went into their daily training in order to achieve those incredible rates of speed. The result was an effortless appearance to the spectators. That's what we're looking at here-ways that we can become a world-class organization that does things right and does them quickly and with ease.

ROQUEMORE: What will be the measuring stick for this efficiency?

LUNDBERG: There is no one single measure of efficiency in

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Lundberg

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an organization. It's a multi-dimensional issue. There are many variables such as profit, customer satisfaction, morale, etc...But, I think if we can execute our work quickly, provide a quality product, and never compromise safety, then we will have achieved a higher level of performance. To get there we're going to have to address issues that inhibit us from being truly a world class organization.

ROQUEMORE: Issues such as...?

LUNDBERG: It all boils down to efficiency. The elimination of unnecessary bureaucracy and layers, for one. And most importantly promoting team work. How well we work together effectively as a team determines how quickly we design, test, and resolve Fleet problems—these things relate to what I call having “world-class capability.”

ROQUEMORE: How do the goals fit into the Big Picture?

LUNDBERG: Sometimes the question pops up, “Why do these goals even exist? Aren't they going to become obsolete when we go into a Competency Aligned Organization?” I argue against that viewpoint. These goals identify fundamental issues that affect the way we do business. Speed is one measure of efficiency. That is what we are trying to achieve with Competency Aligned Organization—a more efficient organization. Our goals relate to universal issues that affect good management. A couple are tailored around the specific problems of downsizing, but the others are general enough to apply to whatever form of management is chosen.

ROQUEMORE: How is this type of planning any different from the way things were developed in the past?

LUNDBERG: I think it is more coherent in that we're trying to establish a process that supports the strategic initiatives of Vice Adm Bowes. We're also talking directly to the working level where people can understand and buy into the process. I have sat through several round table meetings and discussed the strategic plan and various aspects of Goal B that will help to integrate the plan into each of the Divisions. We've talked to a lot of different people throughout the organization at all levels and received excellent ideas from them. We intend to use those ideas as part of the process to institutionalize Goal B into the way we do business.

ROQUEMORE: You've recently visited the Aircraft and Weapons Division's Mid-Level Managers and First Line Supervisors to discuss Goal B. What kind of feedback did you get from them?

LUNDBERG: Mixed and varied. On the positive side, I was highly impressed with the quality of people and their comments and suggestions concerning Strategic Planning and Goal B. What I found a little disappointing is that the word is not getting down to our first line supervisors and mid-level managers as well as I'd like it to.

ROQUEMORE: Do you see a gap in the lines of communication?

LUNDBERG: Communication is still one of our major problems throughout the NAWC. People are busy. Sometimes the

normal modes of communication just aren't enough. We must continue to press hard to make sure that people have a forum for all kinds of communication. I don't just mean reading about something in the papers. It is vital that people also have the chance to sit down and discuss some of these changes we're implementing. When our first line supervisors and mid-level managers can develop enough in-depth knowledge and confidence in what we're trying to do as a NAWC team, then they can provide positive constructive leadership to the people that they supervise.

ROQUEMORE: Did you find a difference in reactions from the East Coast versus the West Coast? At times the West Coast feels a bit left out of the loop because they're 3,000 miles away and information seems to get jet lag.

LUNDBERG: No, I didn't get that feeling at all from the West Coast. Sterling Haaland, Deputy Commander for Research and Development, NAWC Weapons Division, had done a superb job in talking with the people there and has done well in getting the word out.

ROQUEMORE: What did you learn from these gatherings?

LUNDBERG: Everyone needs to understand more of the background associated with how these decisions were made. Sometimes the solution is so sterile and out of context that people wonder, “Why in the world are they doing this?” I found that people were very interested in discussing the “whys” associated with the suggested course of action. Another thing I found was that the Competency Aligned Organization is not well understood. A great deal of work on communication still needs to be done in this area. Finally, I learned that mid-level managers and first line supervisors feel they have been left out of the process to make contributions to the final fleshing out of this organization—which is not the case.

ROQUEMORE: How so?

Lundberg: Input from all these people were gathered during our visits, and I am currently reviewing and studying it. I promise to give them feedback on our discussions and what conclusions I had drawn. I'm working with staff to get letters to all of the participants at those meetings so they will get direct feedback.

ROQUEMORE: Feedback from the work force indicates that some individuals think top management knows what is happening with this organization and are choosing not to give the “real scoop” to their employees? How would you address this issue?

LUNDBERG: What you're touching on is an issue of trust. Trust and understanding. First of all, we've got to understand each other's position, and that revolves around communication. It's hard for a manager to get enough slack in their schedule to sit down and get in-depth discussions on what's going on, so management is sometimes forced to give summaries without sharing the background. That's one of the communication problems.

(continued on page 21)



NADEP teams bowl for kids' sake

CHERRY POINT, N. C.—Sixteen NADEP teams participated in a Big Brothers/Big Sisters Bowl For Kids' Sake bowl-a-thon held in New Bern, N.C., March 19 and 20. This was the largest turn out of NADEP teams in the depot's 12-year history of participating in the event. The teams received pledges totaling \$3,953.27, the largest amount of 35 different companies participating. There were 129 teams taking part in the event.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

Pollution Prevention Team Award received

CHERRY POINT, N. C. — As a member of the Marine Corps Air Station Cherry Point Pollution Prevention Team, NADEP contributed significantly to MCAS Cherry Point receiving the SECNAV 1994 Natural Resources Conservation, Environmental Quality and Pollution Prevention Team Award in the Marine Corps category. The award was presented April 18 at the Pentagon.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

Earth Day observance

CHERRY POINT, N. C. — The Naval Aviation Depot, in conjunction with the Marine Corps Air Station Cherry Point Earth Day Observance on April 22, displayed photographs depicting NADEP at work protecting the environment at the Marine Corps Exchange.

This display was then shown alternatively at Craven Community College, New Bern, N.C.; Carteret Community College, Morehead City, N.C.; and Pamlico Community College, Arapahoe, N.C.

Jackie Randall
NADEP Cherry Point
Public Affairs Office

Tail swap saves \$36 million F/A-18

Last year a severely damaged F/A-18 arrived at the Naval Aviation Depot, North Island. A massive engine fire had completely damaged its tail section that the aircraft was determined unrepairable and was stricken from the Marine inventory-not once but twice. The \$36 million aircraft was almost new, with less than 400 flight hours in its log book.

Frank Widick, the Depot's program manager and his Program Management Team Office (PMTO) just couldn't accept loss of such a new aircraft. There had to be a way to repair the F/A-18 without costing taxpayers a fortune. After several unsuccessful

attempts to obtain repair sponsorship, the Naval Air Warfare Center at Patuxent River, Md., told the Depot that the plane could be repaired for a "reasonable amount, they would pay for the repairs and take the airplane to update their test fleet.

With the thought of reducing cost, Widick and his team looked into the option of replacing the tail section, rather than repairing individual damaged parts. This approach was based on technology and tooling developed by Depot engineers and artisans to replace the Center Barrel section of an F/A-18. The aircraft would not be a loss to the Navy.

First, a feasibility study was done to determine the cost and time involved in such a project. Next, the team had to find an F/A-18 that had been scrapped because of damage to the front end-but had an intact tail section and a configuration close to that of the repair aircraft. A plane meeting these requirements was found in North Island "bone yard."

The F/A-18 PMTO worked closely with the production crews, who not only repaired the "unrepairable" but did so ahead of schedule and under original cost estimates. Original repair cost estimates were \$3.3 million for a 381 day repair process. The final replacement cost was only \$1.5 million and the airplane was returned to the fleet in just 277 days-104 days ahead of schedule.

Besides the obvious of returning a viable asset to the Fleet, this effort has significantly affected the Depot. According to Widick, "This effort has not only added to our repair capability, but has earned us recognition with our Fleet customers and Foreign Military Sales users as well. The F/A-18 PMTO and our Business Office are currently putting the final touches on a agreement with the Australians to use this newly developed capability on a \$1 million project."

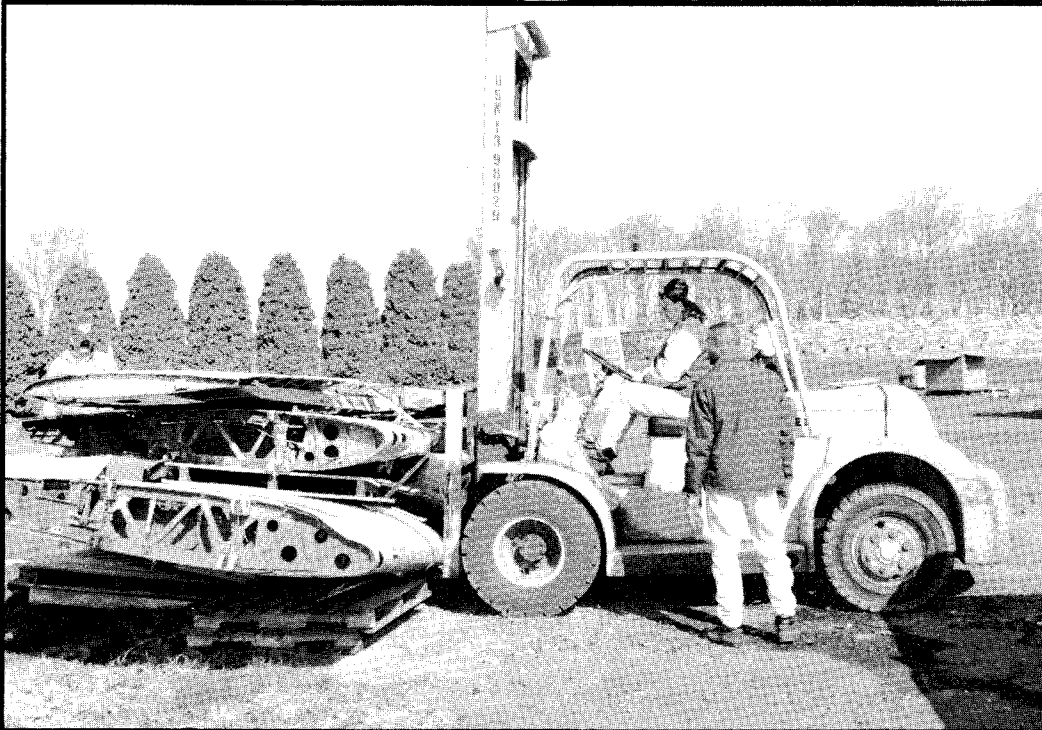
Several other projects have also been proposed. The Naval Air Weapons Center has approved a \$1.7 million repair of another severely damaged F/A-18 and Commander, Naval Air Force, U.S. Atlantic Fleet has recently "ok'd" a center barrel aircraft project that will bring \$3.2 million in work to the North Island Depot, according to Widick.

The final word, as always, rests with the customer. "I received a phone call the other day from the pilot that flew the 'tail swap' aircraft home to Pax River," said Widick. "He stated that the aircraft was 'top notch' and wanted to pass on Naval Air Warfare Center-Strike Appreciation for an outstanding product."

Jill Votaw
NADEP North Island
Public Affairs Office

HELP PROTECT
 YOUR ENVIRONMENT
 RECYCLE

Vintage Brewster departs for museum



(Above) Bill Hunt, Jeff Wright and Paul Shelkin, (below) Bill Hunt, Rich Streeper, Tom McCreary and Bill Foley are helping to Pallet and load the flatbed truck with parts of a vintage Brewster Aircraft. These parts are materials that our Brewster Restoration Team could not use on the aircraft they have been restoring in the hangar. The excess parts were being taken to the Empire State Aeronautical Science Museum in Schenectady, N.Y. for possible future use elsewhere.

Photos by Jason Craig

Maritime operations

(continued from page 6)

(Code 5011) - Electro-Optic Sensors Development, and Dan Becker (Code 5024) - Data Fusion.

On Friday April 29 the review panel met to choose 15 systems to go forth to the MNE. The multi-national Review Panel was chaired by Anthony Mickus (Code 30B) and included: Larry Lehman (Code 60C), John Reeves (Code 60C4), ICA Raymond Charguillon (MOD, France), Cmdr. Timothy MacMahon (Royal Navy-MOD, DORSEA), Paul Eustace (DRA, Portsdown), Jez Gray (DRA, Portsdown), Lt. Cmdr. Richard Martin, (NAWC(WD) 024 - China Lake) and Martin Guyotte (Code 303).

The organization of this workshop was a major effort requiring the participation of almost all departments across the Center. In particular, the efforts of Maureen Talley, Public Affairs; Robert Fisher, Security; Pat Steinbach and Dorothy McCaffrey in the Air Vehicle and Crew Systems Technology Department, and Steve Breitenbach, Drew Byrne, Becky Bianchi and Nan Kardaszkeski of CMA supporting the Air Vehicle and Crew Systems Technology Department must take credit for running such a smooth and well planned effort in spite of the tight time scale and short notice for implementation.

John Reeves

Air Vehicle and Crew Systems Technology Department

Lundberg

(continued from page 18)

The other problem is that we are trying to keep the work force apprised of what's going on as we develop things, instead of waiting till everything is worked out and all the details are in nice bound document. Naturally, lots of questions are raised. And many of these questions don't have answers yet. As people become exposed to the evolving process that we go through, they think management is withholding information. But in truth, we just haven't worked all the details out yet.

ROQUEMORE: How do you counter that?

LUNDBERG: So far, not so well. But, for the record let me stress that withholding information is not our intent at all. We're trying to be very open and candid with everyone associated with the steps and the process we're using to come up with this new Competency Aligned Organization.

The reason we went out and met with a good cross section of the people in the organization is to try and see where they are and begin to give them answers to their questions. And hopeful that those whom we had an opportunity to speak with might talk to others in the organization.

ROQUEMORE: What are some of the things you've learned going through this process?

LUNDBERG: It's not a perfect world. As we go through the process we make mistakes. We may find that yesterday's good idea is not so good today. But our desire is always to be entirely open and honest with our work force.

ROQUEMORE: Since you see communications as the biggest hurdle to overcome, what do you recommend that people do?

LUNDBERG: I want to encourage people to insist on getting the information they think they need. I'm not advocating all-out guerrilla warfare. But I think that people in our organization deserve to be told by their management chain what's going on. And they have the right to request answers to questions that are bothering them.

One of my worst fears is that people are stewing about things and that consequently we're losing a lot of productivity because they feel inhibited to talk to their upper management about what's bothering them. We'll never reach our Goal B requirements if we keep concerns to ourselves. The things that relate to our improved efficiency must be shared concerns with other people. Starting with one's own management is an important issue.

ROQUEMORE: Do you really think you'll have an impact by implementing this goal?

LUNDBERG: I guess the first way I'll measure the impact and success of this goal is by the degree of "buy-in" we receive throughout the NAWC. Ultimately however, the success of the program is judged by our customers. When our customers believe that we are a quality organization that can execute work smartly—an organization that has "trimmed off the fat" is lean and mean—and when we start getting feedback that we are looking better in the eyes of our customers, that's when I'll feel that Goal B is working.

Kristen L. Roquemore
Public Affairs Office

Naval Air Warfare Center Headquarters

NEX Barber Shop

Tuesday from 10 a.m. to 3 p.m.

&

Wednesday from 9 a.m. to 1 p.m.

\$5 per hair cut

Open to all NAWCADWAR employees and contractors

NEX manager gets thanks from the Center

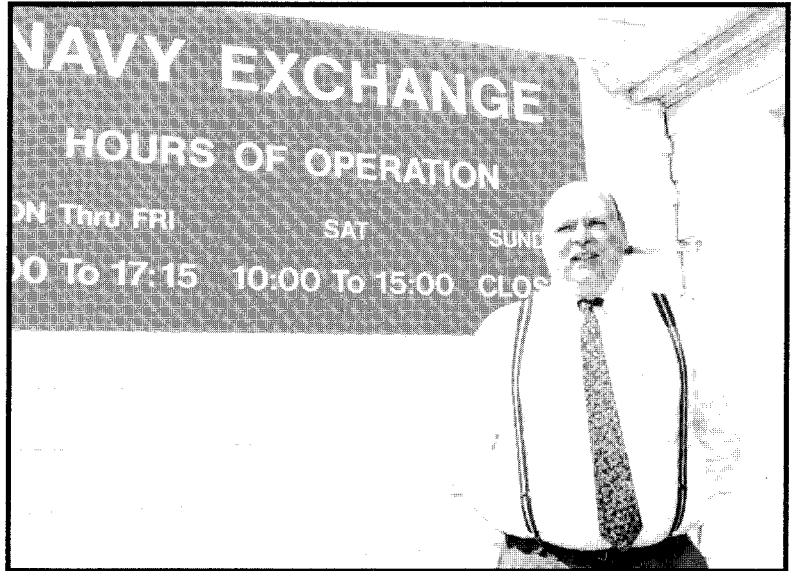
Navy Exchange Manager Jerry Moritz lived up to The National Naval Medical Center, the Navy's Flag Ship Hospital's motto of "caring is what we do best" during the winter storm which left piles of snow everywhere.

With the piles of snow having disappeared and flower gardens blooming we probably don't remember how many snow storms there were. Moritz may remember or he could check his cash register tape to count the number of days he opened the Navy Exchange to service the sailors stuck in the bachelor enlisted quarters and members of the Center who might be at work.

In a letter written by Capt. William L. McCracken, commanding officer, he stated, "The key ingredient to the Exchange's successful operation is your personal assistance and quick responses to the more than 200 personnel who frequent it each day. Despite severe weather and long hours you were still able to give outstanding support to the Exchange."

When you think of a person committed to customer service and you have met Moritz, you automatically would think of him. Because of his commitment to his customers at the main Navy Exchange, Building 84 and the Shanandoah Woods Mini Mart, Building 128, the Center presented him a Letter of Appreciation and a Gift Certificate for his efforts.

Moritz and his wife Sharon have two sons: Patrick 8 and



Jerry Moritz

Photo by Drew Schmith

Daniel Edward 6. When he is not serving his customers at the Navy Exchange, you might find him coaching his sons soccer or basketball teams or playing with his new computer trying to become computer literate.

JO2 Terry S. Wingate
Public Affairs Office

Capt. Sinz

(continued from page 1)

Sinz was presented the Meritorious Service Medal, the prestigious U.S. National Ensign and a Certificate of Retirement from the U.S. Navy. These are added to numerous awards received during his career, including the Air Medal, the Navy Commendation Medal, and the National Defense Service Medal.

Sinz joined his wife, Jeannie, as she received well-deserved recognition from Capt. McCracken for her role as a Navy wife. He acknowledged the burden Navy life places on families as sailors serve far away from home. She received a plaque thanking her for the support and unselfish sacrifice that made her husband's Navy career possible. She also received joking congratulations for coping when her not-so-sedate husband returned from duty.

In his comments, Sinz credited his parents and remembered special peers who helped him during his early career. In an emotional thank you he recalled being "surrounded by very talented, caring people" who took the time and effort when he

needed their guidance. "As a leader, you don't have to do anything except take care of the people you have in your command," he said. The extent of his concern and care for our nation and its military was evident in his closing comments.

"I have been known to weep and wail over leadership, as evidenced at my farewell luncheon," he said. A crowd of associates and coworkers, military and civilian, attended the luncheon on May 19, where Capt. Sinz received 20 plaques from the various departments at NAWCADWAR. Rita Breitenbach, Technical Director's secretary, commented, "It was an event filled with lots of love and laughter."

As for future plans, Sinz quipped he'd like to "make a fortune, put two great kids through college, continue to enjoy my relation with the Navy, military and civilian, and enjoy the future, whatever it is."

Joan Marie Brown
Public Affairs Office

Phantoms are biggest surprise in softball league

The big news in the NAWC Softball league this year is the surprisingly fast start of the Phantoms team, 3-0. Although they finished strong last year and had their best season in recent history at 8-8, no one expected them to dominate this year as they jumped out to an undefeated record. The key to their success is pitcher Gerry Rolletter who must have learned some new tricks in the off-season. "Tricks" is the right word since many have accused Gerry of using a side-arm delivery. However, he disguises it so well that the umpires have yet to call it illegal. It remains to be seen whether the Phantoms will continue to be successful when they face other teams in the league for the 2nd and 3rd times. Other teams with fast starts are the Bearcats, 4-0 and the Slugging Guzzalloons at 3-1. The Bearcats were expected to be tough with veteran pitcher Joel Wexler and they lead the league with a 4.5 runs against average. The Guzzalloons have been scoring an impressive number of runs (12.8 per game) thanks to home run hitters like Mark James and Bob Geyer, and a lot of extra-base hits (Lou Vollrath, 1,000 BA and 2.40 slugging percentage).

The Eight Inning is having a bad case of Phillies-itis, getting off to a slow start at 1-2. Have you seen the "Softball Players Wanted" signs hanging around the Center, courtesy of Scott Fowler? The reigning league champions even offered a contract to long-time Renegade nemesis, Mark Lilly. Can it be that after losing to the Misfits/8th Inning five championships in a row, Mark has decided to "Join Them." Now what is going to happen if Mark loses his 6th championship in a row?

Votes are already pouring in for Woody Polter, Crush manager to be Manager of the Year. Woody was thoughtful enough to have pocket-sized laminated CRUSH souvenir game schedules printed up to give to fans and team members. He also posts the lineup card on the field backstop so everyone can follow along with his lineup changes. Too bad with all of these managerial improvements, the Crush is mired in the basement at 0-5.

Jack Eyth

Air Vehicle and Crew Systems Technology Department

The league standings as of 31 May were as follows:

<u>Team</u>	<u>Wins</u>	<u>Losses</u>	<u>Ave. Runs For</u>	<u>Ave. Runs Against</u>
Bearcats	4	0	10.5	4.5
Phantoms	3	0	10.3	5.0
Guzzalloons	3	1	12.8	7.8
Bill's Team	2	2	5.3	7.3
Life Supporters	2	3	10.4	9.0
8th Inning	1	2	7.7	7.3
Rebels	1	3	5.0	11.3
Crush	0	5	7.0	14.0

PEER-TO-PEER THANK YOU

A peer-to-peer thank you to all the people who process our travel orders, reservations and travel claims. This includes: Warminster 0203, 0215, Personal Support Detachment Warminster, Personal Support Detachment Willow Grove and Sato Travel. I think they do a fantastic job keeping up with the 20,000 travel actions per year. They also do a great job walking the narrow line between quick turnaround time to satisfy their customers and following the myriad of payroll, which is extremely difficult to manage. All the people who handle the travel function are conscientious, hard working and really care about their customers.

Al Kaniss

SATO invites you to "take off" with vacation savings

Imagine yourself relaxing on a powdery white-sand beach surrounded by crystal-clear blue waters. Or, picture yourself viewing the grandeur of Alaska's coast from the deck of a luxurious cruise ship. You work hard all year, don't you deserve a taste of paradise this summer?

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Singles, couples and families will enjoy the all-inclusive charm of Caesars Pocono Resorts. Veterans and World War II Buffs can commemorate the D-Day 50th anniversary on Special 12-day SatoTravel historic tours. And, active travelers may

explore Europe by train with special Eurail rates through DER tours.

"Take Off" prices fit almost any budget. For just \$48 per night, you can stay at select Choice Hotels in Denver, Colo., Nashville, Tenn., Reno, Nev., Williamsburg, Va. and the Washington D.C., area. Kids even stay free.

If you want to get out an open road, enjoy extra savings off military and government leisure rates with Alamo Rent-A-Car. Or, drive with Dollar Rent-A-Car through America's national parks with special coupons and kids' coloring posters from your SatoTravel leisure office. Hertz even includes a "Take Off" bonus car rental coupons right in the brochure.

Paradise doesn't have to be expensive. You can travel now and pay later with SatoTravel's VacationPlus card, so you don't have to miss any of these extraordinary offerings. The VacationPlus Card not only gives you the chance to establish credit, but lets you save now and play later if you deposit money into your account for future travel. The VacationPlus Card is available at 170 participating SatoTravel offices.

Whatever your pleasure, you can now do it for less with SatoTravel's "Take Off" program. Look for the "Take Off" brochure in the May issue of *Off Duty* or call your nearest SatoTravel leisure office. The magazine is available on most U.S. military installations in government housing areas, exchanges, commissaries, clubs and recreation centers. For reservations and information, call or visit your local SatoTravel leisure office.

An airline industry-owned corporation, SatoTravel has been the leading provider of official and leisure travel services to the U.S. military and government for over 40 years. SatoTravel offices are located throughout the United States, Europe and the Pacific.

Emily C. Delaney
SatoTravel
Marketing Communications

Science fair

(continued from page 5)

"We had more students participating than ever before and the projects were outstanding," said Donna Aragon, this year's science fair committee chairperson.

According to Leigh Lieberman, one of the 41 scientist judges donating their expertise, her 9 year old son can't wait to be old enough to participate.

Projects were judged on the creative ability, scientific thought and engineering goals, thoroughness, technical skill clarity and dramatic value.

"Science is a search, a seemingly never-ending one, that involves understanding the nature of things in and around us. It involves where we came from, where we are going, what we are, and where we are, explained James E. Whinnery, M.D., Ph.D. "Science fairs are one avenue, for those beginning their scientific journey, to focus on specific projects or areas that have grabbed their curiosity. Be careful; it may never let you go!"

Larry Lyford
Public Affairs Office

Worm-Burners leads NAWC Mixed Golf League

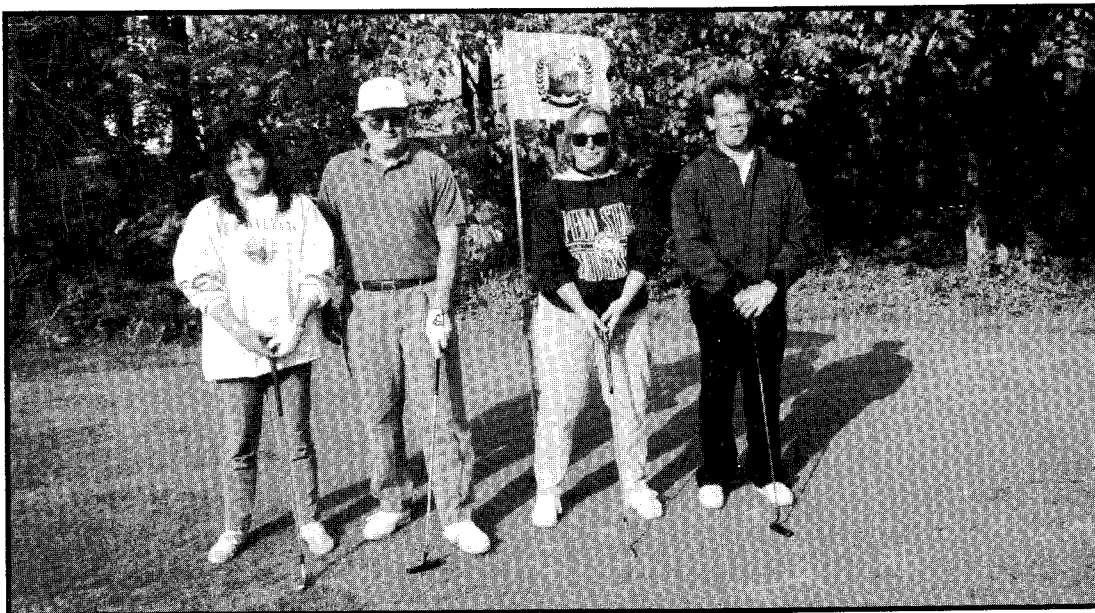
The glorious spring weather after the frigid winter brought the Mixed League golfers out in force. The second-year league with the brand-new format welcomed 8 teams for its first week at Horsham Valley Golf Course. With team names like Afternoon Delights, the Wedgies and Par-Tee, the league quickly established itself as a laid-back, couples-oriented instructional league. The most satisfying sight for League Commissioner, Jack Eyth, was the camaraderie displayed after the two-hour league match at the Horsham Valley Clubhouse. Almost all of the teams stayed around for food and refreshments while they compared scores and exchanged stories of great shots and lucky putts. "I haven't seen a turnout like that since twenty years ago in the Mixed Bowling League," said Eyth. Although limited to 8 teams, almost any number of golfers can participate if they substitute for the various teams. The primary rule for the league is to have fun. Of course for beginning golfers sometimes the socializing is more fun than the sport itself! After the first two weeks the standings in the league were as follows:

<u>Team</u>	<u>Wins</u>	<u>Losses</u>
Worm-Burners	7.0	1.0
Par-Tee	7.0	1.0
Hank'n Ro	5.0	3.0
Afternoon Delights	3.5	4.5
Wedgies	3.5	4.5
Jess-Duit	3.0	5.0
Metalwoods	1.5	6.5
Tee-Totallers	1.5	6.5

Jack Eyth
Air Vehicle and Crew Systems Technology Department



Photos by Jack Eyth
Nancy Carreno of the Jess-Duit tees off in the mixed Golf League.



Julie Gross and Ron Nicol of the Wedgies play against Joan Miller and Ken Miller of the Metalwoods.

Introducing the NAWC softball league

Some of you may not know it, but there are actually two softball leagues that play on the NAWC premises. There is the higher profile Fast Pitch League, traditionally called the Men's League, even though women are welcome to participate. The other much less publicized league is called the Mixed League (The Mixed League has also been widely known as the Quiche League). Mixed League rules mandate that at least two women are to participate at all times or the offending team is penalized.

The Mixed League has been associated with the base since the League's inception in the early 1980's. It has traditionally had more of a contractor affiliation than the Fast Pitch League; because, it was originally formed by contractors and games were played off-base. The area behind the old William Tennent High School served as the League playing area prior to that building's demolition as a prerequisite to the construction of the Centennial Station condominiums. Playing games at this site presented a number of problems. First of all, there was only one infield with a backstop and there were usually two games scheduled. Therefore, a game had to be played in the middle of the soccer field with "pizza boxes" for bases. This, in itself, presented the sub-problem of having to eat four pizzas before every game. The lack-of-field situation was even further aggravated when one of the local midget soccer teams would take over the field for practice or a game. There were many times when teams had to move to a different location to play.

The League lost use of half of that area when the high school was demolished. They moved the other half of their games onto one of the base fields for the 1990 season when they were given permission to use Sailor's Field (situated next to the Lady Luck Club). For the 1991 season, the League moved entirely on base using both Sailor's field and the Housing field (next to Navy Housing off Bristol Road).

For most of the League's existence, there were almost no written rules. The League was governed by very esoteric and subjective "Spirit of the League" guidelines. This supposedly meant that because this was designed to be a friendly league, rather than a competitive one, there should be no rules. Unfortunately, without rules there was no baseline from which to resolve the many conflicts which occurred.

Therefore, in 1993, the League was totally reorganized. The League was run by a Commissioner and a three person Board of Directors. The League adopted a set of by-laws and hired umpires to enforce these rules. This resulted in fewer arguments but with increased organization, some people believe the league has gotten too serious.

For 1994, the League reorganized once more by eliminating the Commissioner's position. It is now run entirely by a five person Board of Directors. The current Board is comprised of Bill McKessey, Bonnie Long, Jim Christianson, Dennis Baluk, and Mark Lilly.

The 1994 Mixed League still has contractor participation but

there is an equal number of base-oriented teams. **Comic Relief** had its genesis as the old **Analytics** contractor team. Pam Christianson is now the only player on the current team's roster that played on the original Analytics team. **DCI** is a new team headed by Bruce Sarandrea and is the offspring of the now defunct **HMS** team. **Intermetrics** has entered a team in the League for most of the League's existence and is now managed by Joe Finn. **Riff Raff**, also a new team, is an offspring of John Campoli's short-lived **X-Men** team and is organized by HRO's Kristin Henry. The **Rude Flys** were formed as a result of a 1992 merger between John Lommock's **Rude Dogs** and Mark Lilly's **Bar Flys**. John Lommock is the after-merger manager. The **Random Walkers** are an NRAD-based team and are headed by John DelColliano. **Serv-Air** is the old **Vitro** team with a sponsor and a new team, **Moniker**. The team is headed by Bill McKessey. **Six Pack**, additionally, has had long association with the League and is managed by Mark Slotwinski. Finally, there is the **VS** team, headed by Bonnie Long, which has also logged many seasons in the Mixed League.

The 1994 season holds promise to be an exciting year since there doesn't seem to be any real powerhouses that will dominate the League. However, I will go out on a limb and predict the regular season finish. Based on the results of last season, the predicted order of placement is:

1. **Comic Relief**
2. **Serv-Air**
3. **Riff Raff**
4. **Six Pack**
5. **Intermetrics**
6. **VS**
7. **DCI**
8. **Random Walkers**
9. **Rude Flys**

The top three teams on this list are the strongest teams in the League. **Comic Relief** has a good chance to finally take the title. They have a number of good ball players and the same team attitude as last year's champion, the now-defunct **Lynch Mob**. **Serv-Air's** Bill McKessey always fields a good team and should have something to prove after being eliminated in the quarterfinals by the **Rude Flys** last year. **Riff Raff**, as the **X-Men**, played in the last year's championship game and are looking to repeat 1993's success. The rest of the teams on the list have about an equal probability of switching positions so I would hope that none of the individuals on those teams are offended at the predicted order finish.

As far as I know, the Mixed League has never had an article printed in this publication. I hope it generates some interest and increased participation. As for the 1994 season, let's play ball and, above all, have a good time.

Mark Lilly
Air Vehicle and Crew Systems Department

Thanks given for a job well done



The following employees were awarded Letters of Appreciation from the Commanding Officer:

Thomas McCreary, William Foley, Richard Streeper, William Hunt, Tom Morrison, Jeff Wright, Paul Newborn, Paul Skelkin, Robert Reed (Supply Department): For the

assistance you provided in helping to pallet and load the various Brewster Aircraft parts. This task was done with no previous notice and handled in a very efficient and professional manner.

AW1 Mark D. Truesdale (Antisubmarine Warfare Systems Dept.): For your outstanding community service as a member of the Veterans of Foreign Wars Post 11322.

Carmel Bradley (Systems and Software Technology Dept.): For your commitment and diligence displayed as a member of the interagency team in supporting the CMASS V counter drug exercise.

Jude T. Dashiell (Computer Dept.): For your help in exceeding the goal of \$125,000 in the 1993 Combined Federal Campaign.

Jeannie McCain (Warfare Systems Analysis Dept.): For your contribution to the Equal Employment Opportunity Office and Black Interest Group.

Joseph McFadden (Air Vehicle and Crew Systems Technology Dept.): For your outstanding support of the recent Aircraft Carrier ASW Module (CV-ASWM) Model 4.3 Technical Evaluation on the USS Kitty Hawk.

Neil Wolfe, Fedrick A. Clifton, Jeffrey D. Wright, Thomas L. McCreary, Bernard Blank (Public Works Dept.), **William Hun** (Supply Dept.), **Cron Eckman, Lois Kieserman**, (Command Administration Dept.): For your support during the Women-Owned Small Business Fair.

Kenneth A. Clegg (Air Vehicle and Crew Systems Technology Dept.): For the outstanding effort you put forth in providing name tags for the Naval Air Warfare Center Headquarters, Naval Reserves Unit 0166 and for the outstanding support in evaluating the fuel system risks involved in H-53.

Jeremy Robinson (Systems and Software Technology Dept.): For your exceptional performance in supporting the Navy Standard Tow Target Systems development activities in the area of software technology.

J. Grant Bunting (Systems and Software Technology Dept.): For you performance over and above your normal job responsibilities in support of the Black History Month activities.

Stanley E. Dunn (Antisubmarine Warfare Systems Dept.): For your superb performance during your ten years as the Foreign Military Sales Project Engineer supporting the Japan Maritime Self-Defense Force in their P-3C aircraft program.

Mary Kearns (Human Resources Office): For your excellent Performance on the Prevention of Sexual Harassment pre-

sentation.

James B. Bechtel (General Counsel): For your invaluable assistance to the Counsel for the Aviation Supply Office.

Maureen Talley (Public Affairs Office): For an outstanding job in arranging and coordinating the visit for the Amphibious Warfare School.

The following medals/awards were awarded by the Commanding Officer:

Lt. Cmdr Joseph W. Marx (Defense Meritorious Service Medal): For exceptionally meritorious service as Combined Intelligence Watch Commander and Information Systems Project Manager, Directorate of Intelligence, United States Space Command, Peterson Air Force Base, Colo., from March 1991 to October 1993. During the period he was responsible for vital indications and warning assessments during the breakup of the Soviet Union and during PROVIDE COMFORT operations, helping influence command and national level policies.

Lt. Richard T. Therrien (Navy Achievement Medal): For your astute leadership practices and superior management skills which were instrumental in managing 80 enlisted personnel and 6 chief petty officers from eight different ratings encompassing 12 different Navy enlisted classification codes during a period of major transition within the department.

Lt. Cmdr. Bruce J. Corso (Letter of Commendation): For outstanding performance of duty while serving as the Air Effectiveness Measurements Program and SPAWAR PMW 182 Special Projects Officer during the period of June 1992 to September 1993. Your exceptional managerial skills, comprehensive knowledge of platform capabilities and thorough understanding of scientific, technical and operational test objectives contributed significantly to the success of two complex research and development at sea test periods.

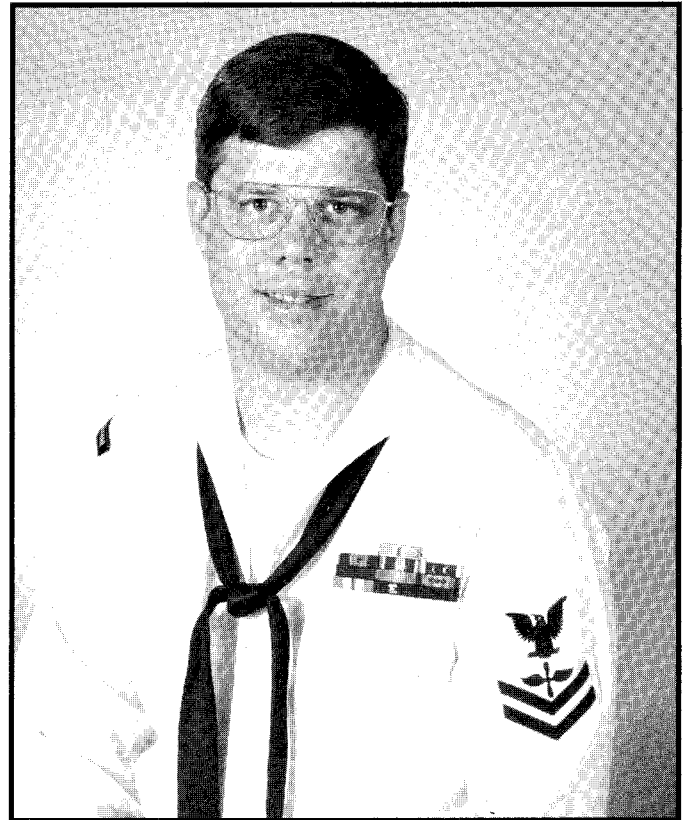
Lt. Daniel Dibono (Citation): For excellence in Aviation Safety. The Naval Air Systems Command takes pleasure in awarding this certificate for meritorious achievement in aviation safety to the Naval Air Warfare Center Aircraft Division Warminster for 1993 operated free of Class 'A' flight/flight related mishaps

MS2 Michael A. Green (Letter of Commendation): For your outstanding performance while serving as the Bachelor Enlisted Quarters building petty officer and training petty officer during the Naval Air Systems Command Inspection for the Adm. Zumwalt Award Competition. You consistently performed your demanding duties in an exemplary and highly professional manner.

MS3 William C. Hilty Jr. (Letter of Commendation): For your outstanding performance while serving as the Bachelor Enlisted Quarters Desk Clerk during the Naval Air Systems Command Inspection for the Adm. Zumwalt Award Competition. You consistently performed your demanding duties in a totally professional manner.

Meet AD2 Brian Scharold, Test and Evaluation Group

Name: Brian Scharold
Hometown: Alexandria, Ky.
Birthday: July 9, 1966
Position: Aviation Machinist Mate
Years of government service: 8
Previous assignment: Brunswick, Maine
Last book read: *Needful Things*
Strongest attribute: Sense of Humor
Worst flaw: Love to veg-out in front of the T.V. and watch Star Trek re-runs
Work philosophy: Clown around
Favorite food: Any junk food
Unfulfilled dream: To be a school teacher
Goal in life: To become a great clown and open my own party store
If stranded on a deserted island, other than the basics, what three things would you like to have: My family, balloons and my clown equipment



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- Commanding Officer CAPT William L. McCracken
- Executive Director T. W. Castaldi
- Public Affairs Officer Joseph P. Cody
- Graphics Design E. R. Locuniak
- Editor JO2 Terry S. Wingate



The Reflector is published for people like Lynda Frattone, Code 8452



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA
 July 1994 • VOLUME 39 • NUMBER 7

NAWCADWAR Marksmen are champs

Firing under the pressure of competition, marksmen from the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) participated in the 1994 East Coast and All-Navy Rifle and Pistol Championships May 14 to 27 at Fleet Combat Training Center Atlantic in Dam Neck, Virginia. Lt. Cmdr. Joe Sopko, non-acoustic project officer, Code 103J3, Lt. Cmdr. Rolland "Stan" Stanley, maintenance material contract officer, Code 902, AT1 John D. Erickson, Maintenance, Code 902, AW2 Charles H. Hill, VP project support, Code 103, AW2 Robert J. Rymza, Code 103M, Cmdr. Richard S. Cox, Code 04, and AC1 Ronald B. Demaray, Jr., airfield manager, Code 9012, spent a rigorous few weeks in individual and team training and competition.

Despite the fact Navy rifle and pistol training in boot camp has been greatly diminished, the Chief of Naval Operations has established Navy policy and requirements
 (continued on page 12)



(Back row from L-R) AC1 Ronald B. Demaray, Lt. Cmdr. Rolland Stanley and Cmdr. Richard Cox. Front row from (L-R) Lt. Cmdr Joe Sopko, AW2 Robert J. Rymza, AW2 Charles H. Hill and AT1 John D. Erickson.

Early PPP granted for Warminster employees

For many employees at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR), the time has come to take charge of future plans. As the date for realignment to NAWCAD Patuxent River (PAX) draws nearer, more and more individuals will be making critical decisions about future employment and family plans.

DoD has granted early Priority Placement Program (PPP) registration of non-Transfer Of Function (TOF) employees. The

special request of the Command was approved in June. Normally, employees are permitted to register on the Priority Placement Program list up to one year prior to separation. NAWCADWAR Commanding Officer William L. McCracken is pleased that employees at Warminster have been given the advantage of up to two years on the Priority Placement Program.

In early June, supervisors briefed employees on their future
 (continued on page 15)

Straight Talk:

Rear Adm. Strohsahl says farewell to NAWC



Rear Adm. George H. Strohsahl

This is my final opportunity to address NAWC employees. The plan is that I will be relieved as COMNAWC by Rear Adm. Bill Newman on July 8 in a ceremony at the Washington Navy Yard.

This also marks my completion of 35 years of commissioned service in the Navy and retirement from active duty. Over these years in uniform I have seen many changes occur in

our Navy, most for the good, but an occasional mistake has been made as well. I have seen defense build ups and draw downs, and times of general peace, and times of war. Throughout it all there have been some stabilizing elements counterbalancing the tendency in Washington to make wild swings in one direction or another as the political, social, and economic tides sweep through. The consistent element that has provided the foundation for a continued strong Navy in the face of short term change is the steadfastness and dedication of our people, both in and out of uniform. Our sailors and marines at sea and in the air, around the globe, are using the tools they are given to get the job done, despite the hardships, the separations, and the periodic political

disfavor. Likewise, on the home front, the civilian and military employees of our technical activities, striving to provide quality weapons, ships, and aircraft that give the deployed forces the fighting edge, form a strong stabilizing influence in the system.

Today we face new challenges and the prospects of yet more change. BRAC-95 planning is underway, as is the re-engineering of NAVAIR. The budget is said to be in free-fall descent, and the future existence of the NAWC command may be in doubt. Though all these trials and tribulations ahead, I just want each of you to know that I expect your future contributions to be as great and as important as your past ones. Your technical expertise and ability to deliver quality products to customers will continue to be a dominant factor in the strength on this great Navy. No matter what the future organizational structure becomes, the work of the Navy will continue to get done by hard working, honest people such as yourselves. The President himself has recognized the excellence of the work accomplished by the Naval Aviation Systems Team through his award of the Presidential Quality Award for 1994. We are the only federal activity to receive this prestigious award this year and the only federal activity to ever receive it twice. The NAWC played an important part in winning this recognition, and the NAWC is nothing more than a collection of about 22,000 dedicated and talented people trying to get the job done right. So it is your award, well earned, and well deserved. Thank you all for your support. You, not I, have made NAWC the success it is today. You have made me most proud as I go over the side. God bless.

Rear Adm. George H. Strohsahl
Commander
Naval Air Warfare Center

Services and opportunities will help with transition

As Bucks County's largest employer, the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR), prepares to realign to Patuxent River, Maryland (NAWCADPAX), a result of the 1991 Base Realignment and Closure Commission recommendations, employees and contractors are learning how to deal with the transition.

The command's administrators are working with the Bucks County Office of Employment and Training (BCOET), The Pennsylvania Department of Labor and Industry, the Hatboro Job Center, Bucks County Community College and other federal and state agencies to provide a package of benefits. Employees who are not transitioned to NAWCADPAX will be eligible, as dislo-

cated workers, for assistance locating future employment, for unemployment compensation, for retraining or other services.

Human Resources, Code AD05, ran a series of information sessions in June. An array of speakers outlined benefits that will help with the transition. Rosalind O. Paramore, regional coordinator Pa. Department of Labor and Industry Dislocated Worker Unit (DWU) described this state agency created in 1989 to deal with the large number of unemployed. The DWU can provide a variety of transition services to NAWCADWAR, including initial assessment of capabilities, needs and vocational potential, assessment and training in life skills, counseling, job clubs and seminars. Advisors can address workers' concerns over salary

(continued on page 3)

Opportunities

(continued from page 2)

loss and continuation, downsizing across the nation, transition, retraining and re-employment. They collaborate with state and federal agencies to provide referrals and cohesive services.

John Taylor, Unemployment Compensation Manager, Hatboro Job Center, advised employees to apply for unemployment compensation (UC) as soon as they become unemployed. It is important to file immediately, Taylor stressed, and bring pay stubs from the past year. To be eligible to collect, a person must be validly separated from their job and have accumulated sufficient wages in prior quarters. Recipients will be paid for every week they are unemployed, up to 26 weeks, except for the first week. The weekly rate of UC is based on the highest quarter earnings in the previous year. Individuals must be available for work weekly, and must report part-time wages, according to Taylor. Retirement pay reduces UC payments; severance pay has no effect and application for UC can be delayed until severance payments expire. All are advised to apply for UC, though some claims may be denied. Denial of UC payments can be appealed. Don't disqualify yourself by not applying. Each case is considered independently and questions can be directed to the Hatboro Job Center, 471 E. County Line Road (in the Town & Country Shopping Center), Warminster, Pa.

"Be job-ready" was the advice of Employment Service Manager James A. Gertz, from the Hatboro Job Center. His office coordinates agencies that help the unemployed find jobs and get job-ready. Use of ALEX, a nationwide database of jobs, local job lists, senior employment services, bonding programs, research and referrals to other services are all available through Gertz. "We offer a free service to help you get another job," said

Gertz, "and I welcome and encourage you to take advantage."

Bucks County's Office of Employment and Training (BCOET) is administering the federal grant of \$1.6 from the federal Department of Labor through the Economic Dislocation Worker Assistance Act. Workers are able to train for new jobs while still employed at NAWCADWAR. Bucks County Community College (BCCC) guidance counselors set up offices in NAWCADWAR's Employee Assistance Center in Building 3 to help employees evaluate opportunities for re-employment and needs for retraining. Vocational training, college courses, on-the-job-training, and certificate courses will help enhance job skills and/or make career changes. Employees may retrain while collecting unemployment, and should evaluate individual schools' placement records and success rates through BCCC counselors.

Be assessed and evaluated now, develop a strategy now and begin retraining now! That is the advice of the employment counselors.

John Markow, employee development division head, advised that all personnel should explore retraining options.

"Visit the employee assistance center, speak with the counselors, BCCC will be on center July 1," said Charles McIlhinney, Manager of Administration, BCOET.

John Lawler, Code 3011 Transition Team member, is working as a relay between NAWCADWAR employees and the state agencies. Questions on the transition can be directed to him on ext. 1654. Employees may contact John Markow, Employee Development Code on ext. 1026 for additional information.

Joan Marie Brown
Public Affairs Office

Training grant representative on Center

Andy Keyso, a representative from the Bucks County Office of Employment and Training is located in the Employee Assistance Center. He is here to schedule appointments to discuss how to access our training grant from 8 a.m. to 4 p.m.

Keyso said, "The main purpose for him being here is to coordinate between the colleges and the Bucks County Office.

"In order to be re-trained, employees must come in and sign-up. Appointments are currently being set up for one hour or more."

There are several items that you need to carry with you to set up an appointment: Proof of citizenship (birth certificate, DD214 or Passport); Proof of residency (Drivers License) and Social Security Card or pay stub.

Keyso stated that he is here to help you in any way that he can. So, if you would like to make an appointment call ext. 2098 or 2198.

JO2 Terry S. Wingate
Public Affairs Office

Center supports Naval activities aboard airships

There are only fourteen airships, or blimps, in the world today. Navy personnel from the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) Warfare Systems Analysis, Advanced Concepts Branch, Code 303, would like to see that number increased.

Commander Scott Palmer, Code 30 department head and Fred Barker, Code 303 aero-engineer recently had the opportunity to board and fly the Westinghouse Sentinel 1000 Airship in Weeksville, N.C. A Westinghouse pilot demonstrated this airship's capabilities and the potential of airships to support military operations to Rear Adm. Philip J. Coady and Rear Adm. Rodney Rempt, OPNAV N86 and N865.

Military applications for airships include their potential use to support wartime and peace keeping operations. For example, radar, electro-optic and infrared sensors can be used to detect and track missiles or aircraft. This information can be relayed to surface or airborne units alerting them to possible threats. Airships can be used for passing information from ground to airship and back to another ground location thus overcoming land obstacles such as mountains or the earth's curvature. This improves security and provides additional protection for surface units, submarines and aircraft.

Airships offer combined technology in a low cost, long endurance, stable platform for a variety of sensors including radars, video systems, infrared, lasers, communications and communication relay systems, according to Barker. "The last Navy airship operated 31 years ago. Since then Naval investment strategy did not include airships. This new role as surveillance platforms offering electronic sensors increases the value of

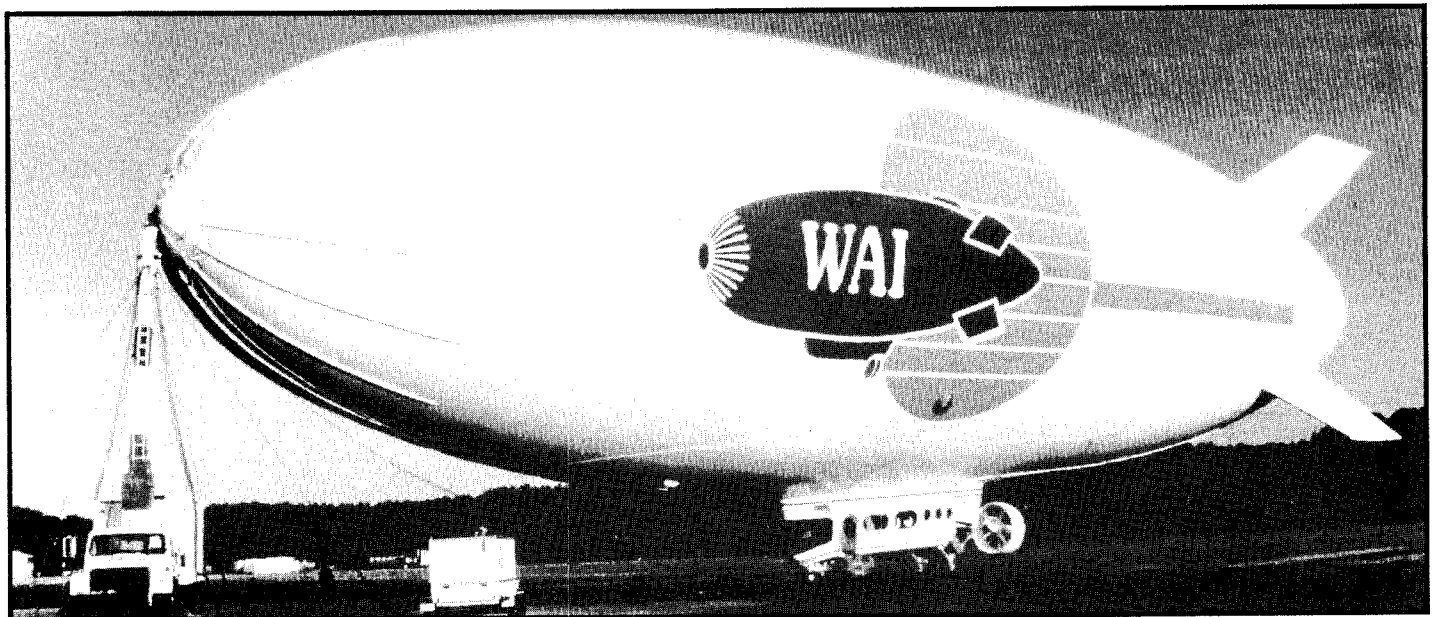
airship technology," he said. "We can make it a technical reality, the interest is real and these demo flights validate our assertions."

Rear Admirals Coady and Rempt were impressed. The Westinghouse Airship Industries (WAI) S-1000 airship is a 1/10th scale demonstrator of the large ship on the drawing board for the Advanced Research Planning Agency. It includes a two-story gondola, living facilities and fuel capacity to remain aloft for three days. Mission endurance can be extended to 30 days by refueling at sea.

NAWCADWAR's, Code 303 is pursuing military, scientific and commercial applications for airship technology. The City Aero Patrol program offers municipal police forces a police station in the sky. A blimp can be a surveillance tool with sophisticated cameras that can record license plate numbers from a distance of 60 miles and more, detect conversations thousands of feet away, pinpoint locations of all police vehicles at any given moment, and videotape crime on any street. Airships can transmit information or video to other locations such as headquarters, or the mayor's or governor's office.

Proposals for scientific airship application have been made to the Office of Naval Research, National Oceanic and Atmospheric Administration, National Science Foundation and the Environmental Protection Agency. The airship is an ideal platform to use because of its stability, endurance, ease of integration and low cost.

Joan Marie Brown
Public Affairs Office



Passfeld participates in Scientist-to-Sea program

Michelle Passfeld, computer scientist in the Missions Avionics Technology Department recently participated in the Scientist-to-Sea Program aboard the *USS Clark (FFG 11)*. The purpose of her visit was not only to participate in the program, it was also to observe the operations aboard a Naval vessel.

The ship embarked on four days of extensive engineering training and exercises. The ship was manned by 80 percent of the crew since the *USS Clark* is a reserve ship. An Engineering Training Group was aboard the ship to evaluate the crew's performance.

The details and process involved in maneuvering the ship from port through the channel and eventually out to sea was observed by Passfeld. A process, which until then, "seemed easy to me," stated Passfeld.

A tour of the ship was conducted by the Executive Officer, Lt. Cmdr David A. Lewellen for Passfeld. The tour included the Combat Information Center (CICS), the Central Control Station (CSS), the bridge, the engine room and all the quarters.

"I was allowed to sit in on the MK-75, 76 millimeter shooting brief and later participated in the operations training I was also permitted to fire the Browning 50 caliber gun," Passfeld explained.

Some of the other things that occurred during the trip included observing "Detect and Engage" in the CICS. Passfeld viewed the deployment of the Tactass Array and was permitted to operate the AN/Sqr 19 for detection of surface vessels.

"To complete my trip I watched extensive basic engineering casualty control exercises. I observed the damage control training team engineering casualty control team, combat system training team engage training drills, including a mock fire drill in the main engine room, chemical drills and general quarters."

"This trip was extremely interesting and would be beneficial to other scientist and engineers who are currently working on Navy equipment and application. The Commanding Officer, Cmdr. John E. Odegaard was extremely helpful and cordial in permitting me full access to all the ship activities."

"Other crew members were instrumental in keeping me informed of any events that were happening and where I should be to see them. I cannot stress enough how helpful and knowledgeable of every aspect of the ship and its operation was the crew of the *USS Clark*, and never hesitating to answer any questions I had," explained Passfeld

JO2 Terry S. Wingate
Public Affairs Office

NAMO Inspection successful at NAWCADWAR

The Naval Aviation Maintenance Office (NAMO) conducted its annual inspection of the Aviation Maintenance Department of the command. Forty-two major aircraft maintenance programs were inspected. Thirty-nine of the 42 programs received the grade of outstanding. Three were excellent with minor discrepancies.

Known as the "center of excellence" for fleet aviation maintenance, NAMO provides primary support for the management of the Navy's aviation maintenance programs.

"The inspectors looked at the material condition of the aircraft as well as records, instructions and how we do business," said AMCS Jim Maxwell, maintenance material control leading chief petty officer.

Inspectors also took the opportunity to visit the workcenters to see if they are living by their own guidelines. Maxwell stated "All-hands in the Aviation Maintenance Department were involved in the inspection. It was extensive and preparation started in March with a milestone weekly chart to help produce the grade of outstanding.

"The people in the workcenters and the leading petty officers really got us prepared. Their efforts make me and the command look good but they deserve the credit," concluded Maxwell.

Some of the comments made by the inspectors included that this "Is the best command they have looked at in 18 months and

that our Hazard Material Control Program is "The absolute best in the country." The program is ran by AMH2 (AW) Ronald Shirley.

Bravo Zulu to the Aviation Maintenance Department for their outstanding performance on the NAMO maintenance inspection. Special thanks to AMCS James W. Maxwell, the chief petty officers, the troops and Dynacorp personnel for their dedicated efforts in preparation for the inspection. "You're the best," stated Capt. David Ersek, executive officer.

JO2 Terry S. Wingate
Public Affairs Office



Big 50th Anniversary coming to NAWCADWAR

Mark your calendars for the weekend of October 7-8, 1994. The Naval Air Warfare Center Aircraft Division Warminster will be celebrating 50 years of operations supporting aviation. Commanding Officer Captain William L. McCracken announced the upcoming events, a command-wide dinner dance/reunion and picnic, and plans are proceeding.

Everyone who was ever associated with NAWCADWAR, since the days when it was named Brewster Aircraft, Johnsville Naval Air, or Naval Air Development Center is cordially invited to participate in the anniversary events. Captain McCracken hopes all will share in celebrating pride in 50 years as a center of aviation. "Our 50th anniversary is an appropriate time to have the first NADC Reunion. This is an opportunity for reunion for every employee (former and present), contractor, visitor, and neighbor. We're even going to invite the astronauts who trained here, dignitaries and officials who visited, community leaders and others to share in the fun," said McCracken, at a recent volunteer planning meeting.

A dinner/dance reunion homecoming (Black-Tie optional) is planned for Friday evening, October 7 at the Valley Forge Sheraton Hotel. The formal event will be followed, on Saturday,

October 8, by a huge picnic on the grounds. Hangar 1 will be complete with historical displays commemorating the Center's tremendous history. This family event is also open to all who are or were associated with NAWCADWAR. More information concerning this two-day event will follow at a later date.

Volunteers from across the NAWCADWAR organization are needed to plan and orchestrate these events. Everyone is invited to share ideas, wishes, time and energy to make the 50th anniversary celebration a success. "Your imagination and time can go a long way toward making this an event everyone will remember as a happy time at Warminster," McCracken said. "We are open to any and all ideas."

Several fund-raiser events are planned in the near future to offset the cost of event tickets for employees and their families.

To join in the planning, contact Clint Herbert, Committee Chairperson, at ext. 3728, Maureen Talley, Publicity, at ext. 3067, Barbara Ward, Picnic Committee, at ext. 2796, Judy Scott, Dinner Dance Committee, at ext. 3960, Lois Savage, Historical Display Committee at ext. 1021, Jack Eyth, Finance Committee at ext. 2891.

Computer hardware guidelines released for AD

NAWC Aircraft Division has published guidelines for the procurement of desktop and portable computer hardware at all AD sites.

Guidelines are being established to ensure compatibility and interoperability between sites for networks, hardware, and software.

The diversity of systems was illustrated by a recent survey which found 20 different word processing programs in use across the Aircraft Division. The use of incompatible hardware and software makes it difficult to transfer information or to share it with Aircraft Division counterparts.

There are cost benefits associated with division-wide standards as well. The use of common systems will enable volume buying. Standardization will reduce the need for separate training. It will eliminate the need for computer technicians to be experts in a variety of systems.

The *minimum* Macintosh desktop system configuration is:

- 68040 processor, 25MHz or better
- 16 Megabytes of Random Access Memory (RAM)

- 200 Megabyte Hard Disk Drive
- Macintosh System 7 OS
- 14 inch VGA color monitor
- 3.5_ floppy drive
- Mouse
- Network Adapter
- *Ethernet AUI/TP for Macintosh

The *minimum* IBM compatible desktop system configuration is:

- 80486 processor, 25MHz or better
- 16 Megabytes of Random Access Memory (RAM)
- 200 Megabyte Hard Disk Drive
- DOS 6 with Windows 3.1
- 14 inch VGA color monitor
- 3.5 - and 5.25 - floppy drives
- Mouse
- Network Adapter
- *Ethernet III 3C509 or higher.

NAWCAD helps win nation's highest quality award

The Naval Air Warfare Center Aircraft Division Warminster's (NAWCADWAR) parent command, the Naval Air Systems Command, has won the nation's highest award for quality in the federal government for work in basic research to operations support. The Warminster center contributed to this award in several ways.

It established total quality leadership (TQL) process action teams (PATs) to address communication, paper work, clerical support, marketing, personnel recognition, and work environment issues. A credit card PAT completely re-engineered and automated the credit card purchase procedure with estimated yearly savings to the site of \$1,523,119. The center also initiated in-house TQL training programs in problem solving, team building and leadership.

The Center also won the first SAFE Team Achievement Award for outstanding contribution in safety or survival. The Environmental Protection Agency recognized NAWCADWAR for developing environmentally safer paints. This was the only award any military service received.

Additionally, NAWCADWAR scientists developed tactical aircraft hydraulic filter designs saving \$4.2 million and co-developed a surface pretreatment process saving aircraft depots millions of dollars annually.

Nineteen quality experts from eight private companies and 11 federal organizations, including IBM, Texas Instruments, First Chicago Bank, Honeywell, the Internal Revenue Service and NASA conducted on site evaluations. Two of the private sector judges were also judges in this year's Malcolm Baldrige Award.

Carol Okin, Office of Personnel Management, focusing on the human resource development and management element of the President's award wrote, "I got an excellent sense of the fine job that Warminster is doing and they could become a model for the rest of government in this critical human resource area. Because of their long standing involvement with quality, their overall operation is one of excellence."

Of Capt. William L. McCracken, NAWCADWAR, commanding officer, she said, "His commitment to participative management, his loyalty to his employees, and his concern for the overall welfare for all of the people in his organization made him an outstanding example of what leadership in a total quality environment should look like."

The Presidential Award for Quality, comparable to the Malcolm Baldrige National Quality Award for the private sector, will be presented to Naval Air Systems Command (NAVAIR) in a ceremony at the seventh annual national conference on federal quality in Washington, DC on July 13.

In announcing this year's winner in a letter to Secretary of Defense William J. Perry, the President wrote, "NAVAIR has given us a valuable model for the transformed government we are striving to build."

"Faced with the turbulence of a rapidly changing mission and a shrinking budget, NAVAIR undertook a total systems change, to vigorously reinvent itself," said Michele Hunt, Director of the Federal Quality Institute which administers the President's quality award program. "It has made itself the ultimate reference point for quality within the federal government."

Larry Lyford
Public Affairs Office

** (Please note—While systems may be procured with network adapters already installed, only the Computer Department is authorized to connect systems to the Local Area Network.)

Guidelines for notebook computers set the *minimum* requirements as follows:

- 80486/68030 Processor
- 8 Megabytes RAM
- 200 Megabyte Hard Disk Drive
- DOS 6 with Windows 3.1/Macintosh System 7 OS
- External Monitor Port
- 9-inch Passive Matrix Display VGA/RGB
- Fax/Data Modem 9600 Baud
- Two-hour Battery
- Carrying Case

In addition to these configuration guidelines, an Executive Order signed by the President on April 21, 1993, requires that all computer equipment purchased by the Federal Government meet the Environmental Protection Agency's Energy Star requirements for energy efficiency.

Sites not implementing these guidelines are at risk of being unable to communicate over the NAWCAD network and of being unable to access corporate applications. Following the guidelines will insure that all the sites will be on the same playing field which will facilitate communication and ensure compatibility, said Kathy Steele, Deputy IRM Officer at NAWCAD Patuxent River.

For more information about these guidelines, please call Steve Pielocik, Code 052, ext. 1898.

Steve Pielocik
Computer Department

NMCRS thanks you for your help

The NMCRS is a non-profit charitable organization whose purpose is to assist Navy and Marine Corps personnel and their families in need.

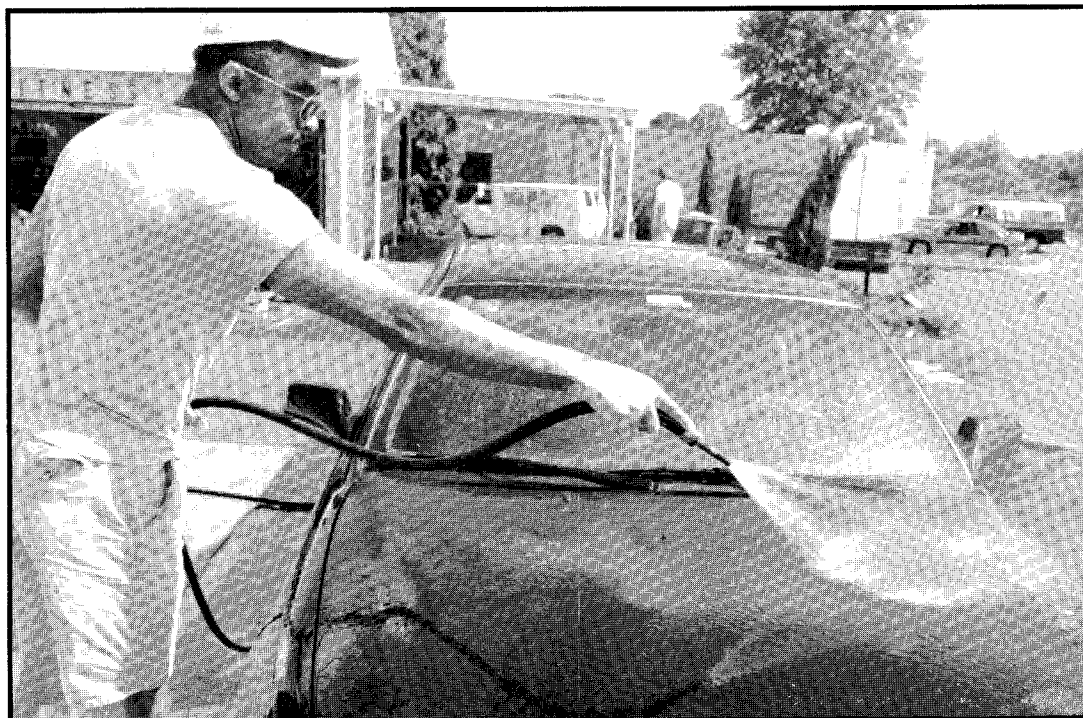
The society is sponsored by the Department of the Navy and operates nearly 300 offices ashore and afloat at Navy and Marine Corps command throughout the world.

Trained volunteers ensure requests are handled by persons familiar with the special conditions of life in the military and who have a realistic understanding of the potential hardships facing servicemembers and their dependents.

The annual Navy-Marine Corps Relief Society fund drive officially ended June 6 and raised \$9,500. Active



Captain W.L. McCracken and Cmdr. Mark Handlan stand with NMCRS volunteers with a check for \$9,500.00, this years total.



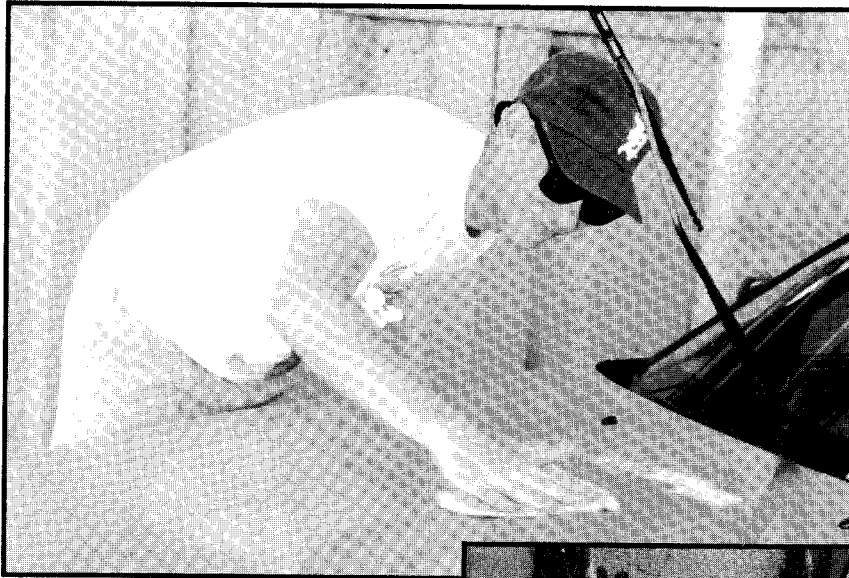
Command Master Chief James A. Robinson washes cars for Navy-Marine Corps Relief. The car wash brought in \$485.00 for a worthy cause.

duty, retired and Marine Corps personnel were asked to do their part to help the NMCRS continue to assist sailors, Marines and their families in time of need.

Last year, the Naval Air Warfare Center Aircraft Division Warminster and its tenant commands raised \$6,853 and more than \$710,000 in loan and \$33,000 in grants was disbursed to servicemembers and their families in the Pennsylvania area.

The Navy-Marine Corps takes care of their own and your assistance was appreciated during the fund drive.

JO2 Terry S. Wingate
Public Affairs Office



HMC David W. Orskey waxes a car for Navy-Relief during the annual fun drive.

Center employees gather for a lunchtime fun run to support the Navy-Marine Corps Relief drive.



Members of the all officers association wash cars for Navy-Marine Corps Relief drive.

Photos by Jason Craig
and James Moore

The Colors of Asia celebrated at NAWCADWAR

"A gathering of friends," is what the program booklet called the Asian-American Group's annual luncheon held on May 31 to celebrate Asian-American Heritage Month. Dedication, Dignity and Distinction was the theme for this year's month long celebration.

Like so many other events at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR), the gathering included a delightfully diverse cross section of employees and guests relaxing and learning while enjoying good food and company.

Saeed A. Khawaja, electrical engineer, Code 3041, chairperson of the Asian American Group, welcomed the crowd in native Punjabi. Welcomes from different group members in various languages, Chinese, Korean, Hindi, Urdu, and Japanese followed. Dan Carbo, acting division head, Code 304, quoted a 5th century wiseman in blessing the meal.

Plenty of unusual and tasty Asian cuisine was enjoyed by all. Food specially prepared by employees for sampling included Khaman Dhokra, steam baked lentil flour; Sawviyan and Sutar Feni, sweet vermicelli; Tikya, potato patties; Pakoras, spinach herb puffs; Rasogolla, cheese puffs in syrup and other Eastern dishes.

Employees were treated to glimpses of culture and history through a presentation of authentic Asian costumes. The fashion show made a lasting impression as guests modeled traditional dress from Panjab, Pakistan, "land of five waters", Korea, Vietnam, India, Japan and China. Asian dress is unique as it shows a rainbow of cultures that make up Asian American culture. Each color and costume symbolizes a different background history, nationality, social group, town or village of origin, language, belief, family history or economic status.



Capt. William L. McCracken, commanding officer NAWCADWAR, commented on "The colors of Asia" theme, "This activity promotes communication and learning among employees." The program booklet read, "We hope that the education, no matter how small, will help us understand each other better so that we can live in this land of hope and freedom in peace and harmony. So that we may keep the American bond of diverse cultures alive and strong, we invited you here today to join us and share in our original native heritage."

Judging from the attendance, NAWCADWAR employees will continue to appreciate all the international talent that makes our nation the greatest land in which to live and work.

Joan Marie Brown
Public Affairs Office

Photos by James Moore

If someone needs your help - Just Do It

Several years ago the Nike shoe company coined the phrase "Just Do It."

This phrase suggested that you need not look for all the right conditions to exist before you embark upon an athletic endeavor. Just dawn your gear and do it.

We at the Naval Air Warfare Center Aircraft Division Warminster don't need to think about problems excessively in order to continue to provide the best customer service possible to our clients. When someone has a problem and call for our assistance, we meet their needs in a manner that exudes pride and professionalism.

But it doesn't always happen. Occasionally a busy member of our staff forgets that the Center is a confusing and scary place for ourselves and visitors due to the Base Realignment and Closure, whether you work here or just visiting. However, the motto "Our commitment is to satisfy the customer," fits in your routine, it must apply to all who need our help-families, visitors, staff alike.

This is a good time to refocus our efforts on those who need our assistance whether you know what your future holds or not. We must not get so caught up in the system of referral and administration we victimize the very people our system is designed to help. Don't let the problems and frustrations get to a point of constant referral or a myriad of phone calls that effect no real results. And never forget to offer that added touch of personalized service and special caring.

If you can fix a problem, do it right then and there. If you can easily get some needed information for someone, don't send them away-get the information for them. Fix the problem on-the-spot..."Just Do It."

I'd like for all supervisors to encourage and empower their people to take positive action when appropriate. Give them the authority to become action oriented for the sake of helping people. Our sailors and civilians are among the finest in the Navy. Let them prove it. They will do it every time.

Recently, one of our sailors, PR2 Richard W. Reiman proved this point. When faced with the decision to endanger himself to assist a stranded motorist and help a man at risk, he acted in one of the highest traditions of the United States Navy. Reiman stopped in Langhorne on U.S. Route 1 during the evening rush hours to assist Monroe Levin who had a flat tire and was unfamiliar with his car's jack.

I don't expect everyone to get the opportunity to be recognized as a hero, but I do know that Reiman is indicative of the quality of the people who work here. Most of us would have done the same if given the opportunity.

Several months ago Capt. William L. McCracken, commanding officer, received a letter from Eve Krutter, the wife of the late Dr. Harry Krutter, who was the technical director here from June 1952 until January 1972. The letter says it all and is the standard by which we will continue to operate.

"Please accept my deepest appreciation for the recognition your Center gave to my husband, Harry Krutter. My family attended both the flag raising and retreat on the Sunday you flew the flag at half staff.

"The file pictures and Reflector copies you sent were welcome and I have given a set of copies to my granddaughters.

"The Center was "special" in his and my life.

She is right...it is.

"Just Do It."

JO2 Terry S. Wingate
Public Affairs Office

OPM proposes 'family friendly' sick leave policy

Federal employees facing the dilemma of caring for a sick family member should soon have a more "family friendly" policy to meet their needs. The Office of Personnel Management (OPM) proposes allowing employees to use sick leave to care for certain family members who are ill or to attend their funerals.

The proposed regulation will allow employees to use up to five days of sick leave each year to care for a sick child, spouse or parent. Or employees may use sick leave to arrange for and attend a funeral of one of those family members.

Federal employees earn 13 days of sick leave annually. On an average, they use eight. The amount of sick leave an employee may use any one year under this regulation is limited to ensure employees have adequate sick leave to meet their own needs as well as their families' needs.

The same proposal will allow an employees sick leave to be

re-created after a break in service of any length. Currently, sick leave cannot be re-created after a break of more than three years.

"This very positive change stems from the Clinton administration's vision for a reinvested government and represents a major new benefit designed to help employees balance the increasing demands of work and family," said OPM Director Jim King. "Expanding the use of sick leave for federal employees makes the government a better, more humane place to work as well as enhances our ability to attract and retain quality people."

The regulations are in the May 11 *Federal Register*. An OPM spokesperson said barring opposition, the agency will issue final regulations soon after the 60-day comment period. Until then, current policy remains in effect.

Evelyn D. Harris
American Forces Information Service

Marksman

(continued from page 1)

for small arms training which prescribes individual and team training in competitive exercises to improve service small arms proficiency. OPNAVINST 3591.1C further encourages command support for competitive programs at the Fleet level and higher. In this regard, the primary mission of the East Coast Matches is basic and advanced small arms marksmanship training, specifically with the M-14 rifle and the M1911 pistol which are the standard issue weapons of the Navy. Increased fleet readiness and a depository of skilled marksmen to train other fleet personnel are outcomes of competition.

The East Coast Match included two days of intensive formal small arms marksmanship instruction: technical weapon capabilities, operation and maintenance, basic and advanced marksmanship skills, course-of-fire and match rules. This was followed by a one-day warm-up match in which all shooters refined their skills and sight-in their equipment as well as determine the peculiarities of the range. A typical day began at 0500 to draw equipment with the rifle match continuing without interruption until about 1700 when the pistol match began. The day's competition ended at about 2000 and after the weapons are cleaned and stored in the armory, the day ended at 2100. The rigors began at 0500 the following morning.

The two day individual rifle and pistol championships were held May 16 and 17. The Grand Champion was determined by the aggregate of both rifle and pistol scores (maximum 2200 points). Eligible participants included active, reserve and retired Navy and Coast Guard personnel from all commands east of the Mississippi. Against a field of 290 Navy and Coast Guard competitors, two Warminster shooters finished in the top ten. Lt. Cmdr. Sopko placed third in the rifle competition with a score of 962-26X. Outgunned only by GMC R. Oakley, USCG and BU2 D. Stonier, USNR, he was awarded a Secretary of the Navy Award Rifle for finishing as the high active duty Navy rifleman on the east coast for the second consecutive year. Lt. Cmdr. Stanley placed seventh in the rifle standings and went one better by finishing as the high active duty Navy competitor in the Grand Aggregate. Stanley was also awarded a Secretary of the Navy Award Rifle. New rifle shooters Erickson, Hill and Rymza finished among the top ten new shooters in the match.

The conduct of the All-Navy Match is similar without the two training days and focuses on East versus West Coast members and selection of the All-Navy Rifle and Pistol Teams to represent the Navy in inter-service and national competition.

After a long, arduous week of unseasonably cold weather and 20 knot winds, the members of the NAWCADWAR Rifle and Pistol Team came away smiling. In team competition, out of a field of 17 teams, the NAWCADWAR rifle team consisting of Stanley, Sopko, Hill, Erickson, Cox, Rymza and Demaray, surpassed last year's accomplishments by placing second in the

Individual Command category behind the SEALs of Naval Special Warfare Development Group, who had the home-court advantage. Considering that Erickson and Hill had never fired in team competition before, this is a monumental achievement.

On May 23, with seasonal temperatures in the 80's and clear skies, the All-Navy individual matches commenced. After the first day, GMG1 Mike Markovcy, USN (Retired), a Palmerton, Pa. native, was in the lead by four points ahead of Stanley's third place. During the next day, the experience gained through practices at Ft. Dix and participating in local shooting events paid off for the Warminster shooters. Stanley took the All-Navy Rifle Championship title with a total score of 968-35X. Sopko's consistency placed him second with 965-24X; "X" indicates perfect center shots or bull's-eye.

In the sobering words written on a poster on the walls of the Marine Corps Combat Development Center, Weapons Training Battalion, Quantico, Va.: *"No enemy soldier was ever killed with a golf ball, a bowling ball, a basketball, a football, a soccer ball, a tennis ball, a racquetball. . . This has always been the task of an accomplished marksman!"*

In the Team Match, Stanley and Sopko were chosen as two of the four shooters on the East Coast "Gold" Team to attempt to take back the East versus West Coast Trophy from the reigning West Coast Champions. In one of the tightest competitions to date for the trophy, and in spite of the fact that the Warminster shooters fired the top scores of the day, the West Coast won by merely 10 points out of a possible 2000. As a result of their performance, Stanley and Sopko were selected for the All-Navy Rifle Team.

In the All-Navy pistol team match, the NAWCADWAR team comprised of Cox, Stanley, Sopko and Erickson placed third in the Individual Command category. Overall, not a bad two weeks on the beach!

AVCSTD sets standards for EEO involvement

The Air Vehicle and Crew Systems Technology Department (Code 60) at NAWCADWAR is a leader when it comes to EEO programs and employee involvement. The department level EEO committees is where the "rubber meets the road" in fulfilling the Center's EEO objectives. With a volunteer staff of over 36 people, the Department organizes numerous activities on-center, and off-center as part of a community outreach program. A few of Code 60's accomplishments include establishing a Mentor Program with local high schools which was patterned after a similar program for new hires, fostering minority college relations, assisting in the implementation of the 1990 Americans with Disabilities Act and organizing the NAWCADWAR Science Fair which is held annually in April.

To carry out its aggressive EEO campaign, Code 60 has organized its employee task force into six groups. They are: (1) Handicapped/Disabled Accommodations, Outreach and College Relations, (2) Community Outreach, (3) Female Hiring/Retention, (4) Minority College Relations, (5) EEO Public Relations, and (6) EEO Statistics. The groups meet at least once per month individually and once more at a combined meeting to report on accomplishments and coordinate ongoing activities. In addition, the 60 EEO Committee maintains liaison to Center Interest Groups (Black, Hispanic, Asian, Women in Science and Engineering, Federal Women's Program, and Access Committee). Code 60's EEO organization is viewed as a model for other departments' EEO programs. As a result of AVCSTD's continuing successes in the EEO area, the Department has won the Center's EEO Honorary Award in four of the last seven years. Some examples and notable achievements by each of the AVCSTD subgroups are described below:

The Handicapped/Disabled Sub-Committee became intimately familiar with the regulations included in the 1990 Americans with Disabilities Act, then disseminated pertinent information to all Code 60 employees and supervisors. They have been involved in coordination with the MBF program which provides clerical internships for disabled students. As an example of an imaginative solution to the problems of handicapped people, several Code 60 employees came up with the idea of providing "full-service" gasoline fill-ups at "self-service" prices for people with handicapped license plates. Letters were sent to Pennsylvania State Senators to recommend the enactment of legislation which would permit this. The group has also taken an active interest in making sure that there will be sufficient handicapped access to the new and existing building construction which is planned for the NAWCADPAX location. On-center, volunteers have developed the capability to repair electric scooters for handicapped employees. The volunteers are currently involved in aiding the Center's employees on a regular basis. There is even a loaner scooter which the employee can use while the other is being repaired. The Handicapped/Disabled Sub-Committee regularly attends the Center Access Committee meetings, which

is currently evaluating access modifications to buildings which will remain open after the move to Patuxent River. Upcoming events are to include a Technology Fair to be held in October which is National Disability Month. Jim Alper (604) serves as the team leader for the Handicapped/Disabled Sub-Committee.

The Community Outreach Sub-Committee was responsible for the highly successful Souderton High School Mentor Program and has also sent representatives to act as judges at local science fairs including the Delaware Valley Science Fair and the Pennsylvania Junior Academy of Science Competition. The Souderton program has received plaudits from counselors and faculty members at the school because it has allowed students to build and fly several remotely piloted vehicles (RPV's) as part of an aircraft design class. Currently, the Community Outreach Sub-Committee is conducting a similar effort with the Hatboro-Horsham Senior High School, in which NAWCADWAR volunteers will speak to the school's Career Awareness and Exploration Class. Bill Arnold (601) serves as the Team Leader for the Community Outreach Sub-Committee.

The Female Hiring/Retention Sub-Committee is planning to conduct a survey among women scientists and engineers and administrative support personnel to determine their satisfaction with advancement and career development opportunities. The survey which will be conducted later this year will identify additional concerns. The expectation is that the information gathered, including opinions and suggestions, will then be used to improve female employee retention. Star Forster (602) serves as the Team Leader for the Female Hiring/Retention Sub-Committee.

The Minority College Relations Sub-Committee maintains a liaison with several minority colleges and assists in placing grants for summer faculty hiring. This committee is also communicating with colleges in the Southern Maryland area to establish working relationships prior to the move to Patuxent River. Jeff Waldman (606) serves as the Team Leader for the Minority College Relations Sub-Committee.

The Public Relations Sub-Committee does a number of tasks including posting topical information and pictures on two EEO Displays within the Department and writing news articles. The group has also uncovered a library of videotapes and audio tapes dealing with EEO subjects which is available for loan from the Center's EEO Office. There are plans to set-up a lunch time film series in the Center Auditorium which will show several of these videotapes to anyone who wants to see them. Peter Yost (603) serves as the team leader for the Public Relations Sub-Committee.

Finally, the role of the Statistics Sub-Committee is to conduct research into the status and trends of EEO hiring, retention and advancement. The numerical information is then used as a gauge to measure the overall success of Code 60's EEO program.

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Employer Trip Reduction survey conducted

The Employer Trip Reduction survey was conducted during the week of June 13-17. The survey was to comply with the Clean Air Act Amendments, the Air Pollution Control Act and the Pennsylvania Employer Trip Reduction Program regulation.

According to Gloria Abarca, environmental scientist in the Public Works Department, "A total of 485 people had to be surveyed and a 95 percent competency level needed to be reached.

The survey will help to figure out, how Center employees get to work? Whether by carpool, bus, walk, train, or bicycle. If the

competency level is not reached, another survey will need to be conducted.

The survey should have arrived through distribution and you can return it via the guard mail. **Please do not disregard.** "If we don't reach 1.5 percent reduction, then we must figure out an incentive program to get employees to reduce the number of trips to work," said Abarca.

For more information the Employer Trip Reduction Program, call Gloria Abarca at ext. 1881.

JO2 Terry S. Wingate
Public Affairs Office

Deputy Under Secretary of Defense visits NADEP

Sherri W. Goodman, the Deputy Under Secretary of Defense (Environmental Security), visited the Naval Aviation Depot (NADEP) Jacksonville while attending the Naval Air Systems Command's 4th Pollution Prevention and Technology Exchange Conference in Orange Park, Fla.

As the conference keynote speaker, Goodman spoke of her role in pollution prevention. In her job as Deputy Under Secretary of Defense for Environmental Security, she is the Department of Defense's (DoD) principal environmental policy-maker and focuses on major areas of environmental security; cleanup, compliance, conservation, installations, pollution prevention, force protection and environmental technology.

During her NADEP visit, Goodman stopped at several key locations including the Depot's new Hazardous Waste Minimization Facility site No. 3. There, she received briefings and witnessed facility operations first hand.

Later, she attended a brief media availability period called by the Jacksonville Mayor's Office where she told members of the press "I came today to speak to attendees of the Pollution Prevention and Environmental Exchange Conference, which is being held here. It's very impressive conference and brings

together people from all military departments to work on common problems of pollution prevention and environmental technology exchange."

Goodman cited NADEP Jacksonville as a good example of the benefits of pollution prevention. She said that waste is inefficient and that it makes sense to prevent pollution source. "Nowhere is that more true than right here at Jacksonville and with the work being done at this facility," she told those in attendance.

The Deputy Under Secretary of Defense stressed that she was quite impressed with NADEP Jacksonville, adding that "Pollution Prevention and Environmental Technologies are important parts of the Department of Defense's overall program and important to environmental security."

Nearly 200 DoD policy-makers, program managers, engineers and environmentalist attended the conference, hosted by NADEP's Lead Maintenance Technology Center for the Environment.

Ed Hartwell
NADEP Jacksonville
Public Affairs Office

EEO

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Maria DiPasquantonio (6001) serves as the Team Leader for the Statistics Sub-Committee.

The Center Interest Group liaison personnel provide feedback from the Center's various minority organizations including the Black Interest Group (BIG), Hispanic Interest Group, Asian-Pacific American Group, Women in Science and Engineering (WISE), Federal Women's Program (FWP) the Administrative, Secretarial and Clerical (ASC) Group, and the Access Committee. These groups host luncheons, picnics, and meetings with guest speakers throughout the year. The Code 60 representatives, including Lam Ta (606), Marge Russo (606), Georgette Gaskin (602), and Jim Alper attend meetings held by each of the Center groups and assist with communication, coordination and publicity.

The AVCSTD EEO Committee also owes the success of the 1994 Annual NAWCADWAR Science Fair to Donna Aragon (60B), the staff of volunteers and judges, as well as the fine students who participated.

The people in the AVCSTD EEO Committees have learned that EEO does not "just happen." Through conscientious efforts, Code 60 has managed to create a network of groups whose goal is to spread good relations throughout the community and the diverse population of the Center. If anyone would like further information of the Code 60's EEO activities, contact Carl Calianno, Code 601.

Jack Eyth, Peter Yost, John Quartuccio, and Jim Barber
Air Vehicle and Crew Systems Technology Department

DoD to proceed with 1995 base closures

The Department of Defense (DoD) will conduct the 1995 round of base closures, officials saying prudent management of defense resources demands it.

In a May 11 statement, Defense Secretary William J. Perry and Army Gen. John Shalikashvili, chairman of the Joint Chiefs of Staff, said the number and types of facilities recommended for closure will depend on force structure needs.

However, DoD is also considering economic impact on communities as well as DoD's ability to responsibly manage reuse of closed facilities. These considerations will decide the size and shape of the closures it recommends to the Base Closure and Realignment Commission for 1995.

"We must proceed to close bases in order to save money," said the statement. "Too much, too soon jeopardizes our current program; too little, too late jeopardizes our future program."

If DoD requires closures beyond what the department can complete in 1995 or force structure requirements change, the Pentagon will ask for future base closure rounds.

The 1995 round is the fourth and final scheduled segment of closures initiated in 1988. In the first three rounds, the commission recommended closing over 70 U.S. installations.

American Forces Information Service

Early PPP

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employment prospects with the NAWCAD. Administrative/clerical personnel, support department personnel (excluding Code 845 Contract Specialists), primary support personnel in Corporate Operations and secondary support personnel, plus basekeeping personnel in public works and physical security are not included in the TOF. These employees may voluntarily register in the PPP and seek continued employment through that program. They may also be offered, in the future, a Management Directed Reassignment to a position within the NAWCAD if mission and workload allows.

Since the Base Realignment and Closure Commission announced in 1991 that NAWCADWAR would move to PAX, scientists and engineers, technical positions in Codes 10 to 70, and 05, plus Contract Specialists Code 845 have been aware that they would be offered a job at PAX through transfer of function (TOF). The picture was not as clear for other employees, including support and administrative, Public Works and security personnel.

The PPP placed 110,000 employees in DoD jobs since its inception in 1965. During the current fiscal year, PPP is making 524 offers each month. Once you are registered in PPP, DoD employees are no longer subject to any DoD hiring freezes. If employees are matched by computer to a vacancy and then found to be fully qualified for the position, placement into that vacancy is mandatory. Also, on a voluntary basis, PPP can refer to non-DoD and private sector positions.

Early registration is voluntary. "Non-TOF employees may register anytime up until they get specific notice of Reduction in Force (RIF)," according to Gerry Keenan, Code AD05 staffing specialist. Once on the list, you must be ready, willing and able to go where the work is. Of course, you can specify the areas where you will accept a job, as well as the specific jobs you will accept. It is really up to the individual employee to decide when

to leap. "Very carefully consider your options, carefully decide whether to continue with the DoD, decide where you will be willing to work, which positions you qualify for. Talk with your families about the possibility of a move. Analyze your plans, and schedule a counseling appointment with HRO, because once a job is offered, you only have four days to accept or decline," Keenan further advises. Employees can change their registration parameters after 30 days on the PPP list.

"It can only help to be on the PPP list," said Capt. McCracken during his briefing. "It may help you get a job at PAX, and it will definitely enhance your chances of getting a DoD job."

The PPP appears to be tightening into a much stronger safety net for displaced Defense Department civilians, according to an article in The Federal Times. Placements rose from 6,010 in fiscal year 1992 to 6,655 civilians in 1993. More than 4,500 employees were placed in other Defense jobs during the first six months of this year.

Joan Marie Brown
Public Affairs Office

Command Picnic
August 5
Gazebo at Noon

Sleeman gets PH.D. in Mathematics

Candice K. Sleeman did not go shopping for a Father's Day gift for her dad, Dr. Richard Sleeman, professor at North Adams State College in Massachusetts. Instead, he and many other family members visited Pennsylvania over the Father's Day weekend to watch Candice receive her Ph.D in mathematics from Drexel University.

Dr. Candice Sleeman, a computer engineer in the Systems and Software Technology Department received her B.S. in Mathematics from the University of Vermont and her M.S. in Computer Science from Monmouth College.

The title of Dr. Sleeman's Ph.D., thesis was: A Methodological Study of a Nonlinear Stochastic Model of the AIDS

Epidemic in Philadelphia. When asked what does getting her Ph.D. meant to her she replied, "It's the realization of a dream that I have had since I was five-year-old when my dad took me to the college to see a graduation."

Most of Dr. Candice Sleeman's classmates for a doctoral degree were older. She observed that most of them had returned to school after working for awhile.

"I have been at the Naval Air Warfare Center Aircraft Division since February of 1990, I would like to stay employed with the government and I am very willing to move to Patuxent River, Md. if asked.

"I also plan to break up my thesis in order to publish papers.

I would like to make it into academia someday and I'm told that is the way to go. I also hope to continue to publish my work with IMA Journal of Mathematics Applied in Medicine and Biology."

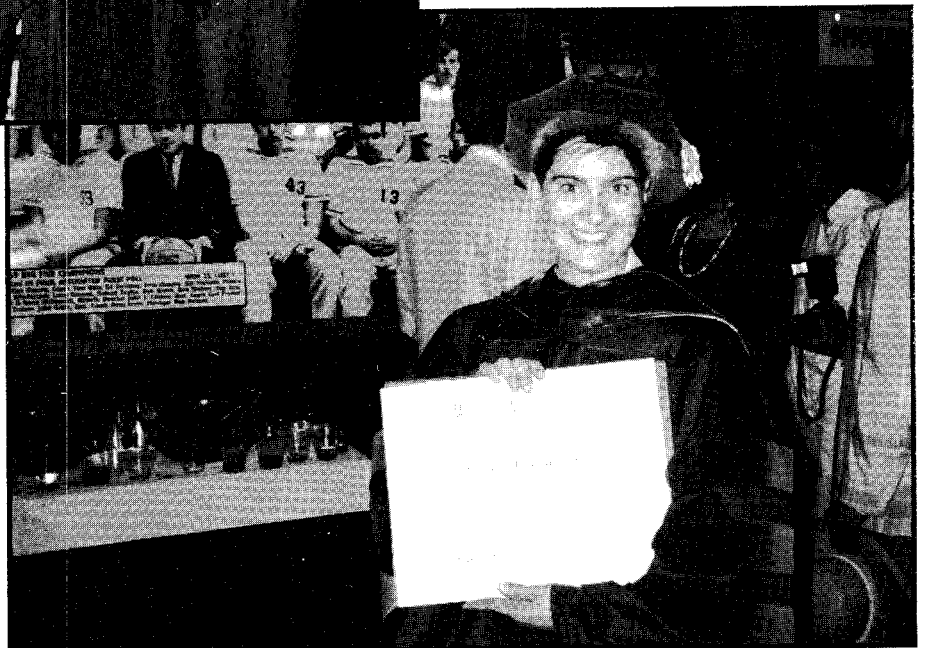
Dr. Sleeman's mother, Isabell, a retired school teacher along with her brother Timothy and sister Juliet also attended the graduation ceremony.

Dr. Richard Sleeman is very proud of his daughter and Candice gives a great deal of praise to her colleague Ralph Fife for his support and encouragement.

JO2 Terry S. Wingate
Public Affairs Office



Dr. Candice K. Sleeman, (code 7051) stands with her mother, father, sister and brother after receiving her Ph.D



Dr. Candice K. Sleeman

Personnel survey reflects concerns of the fleet

When you want to know what a sailor is thinking, the best thing to do is ask. The people at the Navy Personnel Research and Development Center in San Diego and the Bureau of Naval Personnel teamed up to do that through the 1993 Navy-wide Personnel Survey (NPS), the fourth such annual survey.

Answers from the fleet reported in the 1993 NPS are now being analyzed and Navy policies and procedures will be fine tuned to reflect the concerns of sailors.

Results from this year's survey show that nearly 70 percent of sailors and more than 80 percent of officers agree that they like the work they do in the Navy. Nearly 75 percent of those surveyed, both male and female, agree that gender discrimination is not tolerated at their commands and more than 90 percent of officers and 89 percent of sailors agree they understand the Navy's definition of an regulations and fraternization.

The survey also shows that nearly three-quarters of those surveyed agree that the Navy is improving in equal opportunity and 74 percent of sailors and 87 percent of officers agree that racial discrimination is not tolerated by their commands.

This year's survey shows that quality of life areas remain

very important to Navy people. The program also generally received high marks. For example, since 1992 there has been an approximate 10 percent increase in the percentage of officers and sailors reporting that Family Support Services improve the quality of life Navy people and their families.

The NPS is being written, and it will soon be mailed to a computer-selected random sample of Navy officer and enlisted personnel. Those who get the survey are strongly encouraged to take the time to fill it out. Navy leadership depends on this reliable fleet feedback to make policy and procedure changes than can help Navy people and their families worldwide.

These results and more from the 1993 NPS are summarized in the May edition of All Hands magazine. For additional information about the survey and the results, contact Lt. Cmdr. Tim Steele, BUPERS program manager for Education and Training, Research and Development at DSN 224-6868 or (703)614-6868.

Lt. Dave Waterman
Navy News Service

Enlisted extensions automated, opportunity expanded

WASHINGTON (NNS) — In the effort to continually provide faster responses to fleet requests for extension, the Bureau of Naval Personnel has automated the extension process using the diary message reporting system.

In addition, extension opportunity for first term sailors is being expanded. Extensions must be approved by BUPERS (PERS-254) but the additional opportunity provides the sailor a chance to await exam results, selection for commissioning programs or to accept orders to a sea command.

Previously, first term sailors had to reenlist to stay in the

Navy. The added opportunity is especially helpful for Two-Year Obligation (2YO) sailors who can extend for 24 months without the requirement of an "A" school. In Fiscal Year 1993 more than 12,000 sailors enlisted in the Navy under the 2 year program.

The automation of extension requests speeds the process and provides a quicker response to sailors. More information is available from command career counselors, personnel offices and NAVADMIN 095/94.

Lt. Dan Bates
BUPERS Public Affairs

Summer Pool Prices

	Single	Two Person	Three or more
Active Duty	\$15	\$25	\$40
Retirees	\$25	\$45	\$70
DOD Employees	\$35	\$65	\$100

The Pool is open daily now through Labor Day. The hours are 11 a.m. to 7 p.m. Passes may be purchased at the pool during regular hours. For more information, call ext. 2510.

Archery fun benefited the NMCRS

On Saturday, June 11, the Center sponsored an Archery Tournament to benefit the Navy/Marine Corps Relief Drive. PRCS Dave Kunkel and AE1 Bill Sterling organized the event, laying the course and collecting prize donations from local hunting supply merchants. Lt. Ted Posuniak acted as the range safety officer. The course consisted of 30 paper animal targets with the contestants trying to hit the specified "kill" area on each. The targets ranged in size from as small as a rabbit to as large as a moose. The "animals" were placed at unmarked distances, making the course even more challenging. Prizes were awarded to the top finishers in two categories, Finger release and Mechanical release. Refreshments were served throughout the day, making this an enjoyable experience for everyone involved. The top three finishers in the finger category were: Lt. Cmdr. Tim Sestak, Code 60A1 with a 113 out of a possible 150 points, Lt. Ted Posuniak, Code 0645 with a 95 and Josh Sestak with a 93. The top three shooters in the release category were: Sam Piccionni with a 144 out of a possible 150 points, Rob Roadfuss with 142 and Bill Roadfuss, Code 0473 with a 140. All three are with the Aim Archery Shooting Team in Croydon, Pa.



Photos by
Cathy Burian

Mixed bowling league news

SPARE US - 1994 LEAGUE CHAMPS

Congratulations to **Donna Dunn**'s Spare Us for dominating both halves of the A Division, compiling a 91 Win - 45 Loss league leading season, and then conquering the B Division champs, **Oscar Flynn**'s Mavericks. In what was a first for our league, the Championship rollofs were held on separate nights; the Spare Us bowled on Monday, June 6 and the Mavericks bowled on Wednesday, June 8. The Mavericks had a great night the previous week in the B Division rollofs by rolling a 3135 three game series (**Oscar Flynn** 618, **Kent Bartells** 610) to defeat **Michelle Passfeld**'s Alley Cats. The separate night Championship format did them in with the steady Spare Us rolling 2994 total pins vs Mavericks 2786.

Our 46'th annual Mixed League Bowling Awards Banquet was held on June 17 at the Warrington Country Club. Vice President **John Bowes** upheld our tradition by hosting an outstanding evening. Team Championship trophies were presented to:

League Champions - SPARE US

Donna Dunn (captain), Gary Dunn, Blaine Rineer, Susan Rineer, Carolyn Riemer, Neil Douglas, Margaret Douglas, Victor Taylor, Dick Coughlan, Joann Coughlan, John Brett, Bob McAvoy.

A Division Co-Champions - MAVERICKS

Oscar Flynn (captain), Keith Medley, Jim St.Peter, Mike Portner, Debbie Portner, Robin Hinchey, Kent Bartells.

A Division Co-Champions - ALLEY CATS

Michelle Passfeld (captain), John Passfeld, Mike Harvan, Patty Harvan, Steve Levitski, Dave Hunt, Tracy Reiff, Kathy Pletscher, Kevin Ryan, Terry Moore, Mike Guiher.

Individual High Scores in each category and the names of bowlers who received trophies (awards are limited to one per person):

A Div. High Average - Jay Kretzing 208, Linda Stickney 162

Trophy to - Jay Kretzing 208, Linda Stickney 162

B Div. High Average - Mike Dent 193, Kathy Sedlock 167

Trophy to - Mike Dent 193, Kathy Sedlock 167

A Div. High Series - Jay Kretzing 749, Cindy Paxson 561

Trophy to - Jim Williamson 681, Cindy Paxson 561

B Div. High Series - Chris Sedlock 689, Sandi Sedlock 590

Trophy to - Chris Sedlock 689, Sandi Sedlock 590

A Div. High Series w/Handicap - Jay Kretzing 749, Debbie Kretzing 710

Trophy to - Jack Horning 736, Debbie Kretzing 710

B Div. High Series w/Handicap - Ed Fields 772, Lorraine

Reidinger 746

Trophy to - Ed Fields 772, Lorraine Reidinger 746

A Div. High Single - Jay Kretzing 279, Andrea Donahue 219

Trophy to - Mike Guiher 245, Andrea Donahue 219

B Div. High Single - Mike Dent 269, Sandi Sedlock 244

Trophy to - Paul Buckler 266, Terry Wingate 235
A Div. High Single w/Handicap - Jay Kretzing 279, Andrea Donahue 286

Trophy to - Keith Medley 272, Peggy Clark 278
B Div. High Single w/Handicap - Ed Fields 281, Lorraine Reidinger 293

Trophy to - Bob McAvoy 277, Beth Richards 278 & Karen Richardson 278

Most Improved Average:

A Division - Jay Kretzing +19 Pins, Michelle Passfeld +8 Pins

B Division - Leo Hoffman +21 Pins, Donna Dunn +9 Pins.

Bob Marshall, in addition to a sterling 195 season ending average, was the only bowler to drag himself to the lanes every single Wednesday; thereby receiving our Perfect Attendance award.

In his last official act, our abdicating League President, **Steve Jerdan** presented his, To Be Announced, President's Award to **Lois Savage**. Lois' behind the scenes contributions to our fun and games certainly deserved this recognition.

Special season ending mention should be given to **Jay Kretzing**. As you can see from the above statistics, Jay had a truly outstanding, pro-type season. His **208 average** over 87 games in a league not known for its concentration was great! See you in September.

Tom Reiter
Supply Department

Sponsor Brief

By Fred Kuster

Code 60A

July 19

1 p.m.

Center Auditorium

Comic relief takes mixed league by storm

Those of you that know me know that I hate to say I told you so. However, in the last article I predicted that **Comic Relief** had a good chance of winning the League this year and they seem to be sticking to the storyline. They've jumped out to a 6-0 start and don't seem to have any intentions of looking back. The wins included a 16-13 victory over a tough **Serv-Air** team and a 30-5 drubbing of the **Rude Flys** who won the League just two years ago. In fact, to show their resolve to win it all this year, they held team practice after improving their record to 5-0. Apparently they saw some things they didn't like in their 30-5 swatting of the Flys.

In any event, the standings as of 3 June look like the following:

Team	Wins	Losses	Runs For	Runs Against
1. Comic Relief	6	0	114	53
2. Six Pack	4	1	76	39
3. Rude Flys	4	2	61	66
4. Serv-Air	3	1	57	48
5. Riff Raff	2	1	42	14
6. VS	1	4	36	68
7. Random Walkers	0	3	12	41
8. Intermetrics	0	4	34	57
9. DCI	0	4	25	71

The **Six Pack** team has run out to a 4-1 record because of a steady defense and a good offense. Mike O'Connor is a reliable defensive player who hits line drives at the top of their order. In the first four weeks of the season, the Six Pack team has also had to learn the hard way about the League's slide or surrender rule. The **Rude Flys** tallied a 4-2 record mostly due to an adequate

offense. Outfielder Kris Gigliotti has been a standout at the plate (when he remains in the game) and Rob Milligan has shown a great deal of stamina during play. Jerry Costanzo is one of the entire NAWC's best athletes and the Flys were lucky to sign him. Their defense and offense should improve markedly when they get Jeff Price, Scott Holloway, and Rick Brodeen back from injuries. **Serv-Air**, as predicted, has jumped out to a good start and is anchored by some of the best women players in the League - Lisa Klauser and Lorraine Ford can field and hit with most of the men in the League. **Riff Raff** has had a number of rainouts but should have a good record. They are fired up by Kristen Henry and will win some games due to the pitching of George Kamberger. The **VS** team has played a number of close games and with a few breaks their record could be quite different. Dennis Baluk has been a spark plug on offense and has worn a winged cap for years during games to emphasize his speed. Neil Wolfe has the big bat for the VS team; he reputedly has 5 home runs in as many games and is personally responsible for hitting in 26 of their 36 runs. The **Random Walkers** have had trouble fielding 10 players but could win some games if their team shows up. Bill Pettus is an anchor on offense, hitting for both average and power. **Intermetrics** has played a few close games and their record is not indicative of the team's ability. Brian Ely has been the big gun at the plate and Ron Unterberger is always good for a few laughs. **DCI** is still on the learning curve since they are a new team. However, their outfield appears to be better than average.

Mark Lilly

Air Vehicle and Crew Systems Department

Hey...

Did anyone see my tee???

Steve Fleischut

ext. 1293



Lady Luck Club Patio Buffet

Lite-Fare Lunch Buffet

Monday- Friday

11 a.m. to 1 p.m.

Cost: \$4. 75 and pay at the Tiki Hut and enjoy

Menu:

**Tossed salad with a variety of toppings along
with Chicken salad, Tuna salad and Pita bread**

Tiki Hut Menu:

**Small pizza's, ham, turkey and roast beef
sandwiches, soda, slushes and a variety of other
beverages**

**Don't forget to call Ray at ext. 7651 if you are looking to have a
get-together. The Lady Luck Club is booking for pool parties,
graduation, birthday, showers and wedding luncheons and lets
not forget Christmas parties. Give Ray a call and he will be
pleased to sit down with you and take care of your next party.**

Bearcats claw their way to the top

As the softball season reached its half way point, the Bearcats are in first place with a comfortable lead at 6-1. This lofty position, though never before enjoyed by many of the Bearcats players, is nothing new to veterans Joel Wexler, Steve Hynes, Mike Jeronis, and Mark Dungan all of whom have been in first place on numerous occasions with other teams. Give credit to manager Marty Ryan for his great off-season recruiting which brought together this powerhouse.

The race in the rest of the league has tightened up since last month. The Phantoms, who were 3-0 to begin the season, are now 3-4 while the 8th Inning and Rebels have both started to play good ball and stand tied for second at 5-3. One of the reasons for the Rebels resurgence is the newly found home-run power of Jeff Glatz. Glatz homered in two successive games and credited the feat to the fact that he is lifting 50 pound concrete blocks in his home building project.

The Guzzalloons who appear to have the talent to go all the way, have been erratic to say the least. One afternoon they gave Wexler and the Bearcats their only loss, 8-7 then came back in the very next game and lost to the Runnin' Rebels, 39-3. Guzzalloon

Coach Jack Eyth when asked about the up-and-down play of the team just shook his head and said, "We have trouble getting up for the weaker teams. What can I do, fire the Manager?"

The Crush team under rookie manager Woody Polter have given a lot of teams trouble after getting their first victory against the Guzzalloons 23-18. No longer a doormat, the Crush played tough against the 8th Inning (losing 13-15) and have raised their record to 3-6.

Bill's Team has dropped into last place in spite of the efforts of ultra-competitor Mike Guiher. Guiher, who just missed winning two bowling championships, has tried to light a fire under BT. As this article went to press, BT planned to unveil their own version of a side-arm pitcher in the form of John Metzger who decided to try pitching after seeing the success of the Phantoms pitcher, Gerry Rolleter. Let's hope Metzger's pitching experiment turns out better for him than it did for that other famous outfielder, Jose Canseco.

Jack Eyth

Air Vehicle and Crew Systems Department

The standings as of 10 June are as follows:

<u>Team</u>	<u>Wins</u>	<u>Losses</u>	<u>Avg. Runs For</u>	<u>Avg. Runs Against</u>
Bearcats	6	1	10.7	5.5
Rebels	5	3	12.1	8.4
8th Inning	5	3	9.5	8.4
Guzzalloons	6	4	10.5	11.1
Phantoms	3	4	8.1	13.3
Life Supporters	3	5	9.8	8.8
Crush	3	6	12.3	13.8
Bill's Team	2	5	5.7	9.3

National Night Out 1994 Campaign set

The upcoming National Night Out 1994 (NNO-94) campaign against crime will occur August 2. Commander-in-Chief Atlantic Fleet (CINCLANTFLT) shore installations Security Departments' participation in the NNO-94's year-round initiatives has been increasing steadily and positive impact to crime reduction and community relations are measurable. Maximum participation is encouraged.

NNO-94 is introducing "Project 365" in which coordinators select a particular crime problem, or problem area, on base (to

include base housing) on which to focus attentions. After 365 days (during the 1995 NNO) the results of crime prevention efforts will be announced. Each year thereafter a new anti-crime prevention efforts will be identified a target for the next 365 days.

All CINCLANTFLT shore installations are strongly urged to participate in NNO-94 and subsequent programs. Information on participation and free registration kit can be obtained by writing to: NATW National Night Out-94, P.O. Box 303, Wynnewood, Pa 19096-0303 or telephone 1-800-648-3688.

Thanks given for a job well done



The following employees were awarded Letters of Appreciation from the Commanding Officer:

Theresa DeDominicis (Mission Avionics Technology Dept.): For the support you provided to the Naval Reserve Tactical Support Center 0389.

Mike Mocerter and S.

Danny Rajan (Mission Avionics Technology Dept.); **Lt. Tom Roland** (Warfare Systems Analysis Dept.); **Lt. Dan DiBono** (Executive Officer Dept.); **John Yannaccone, Carl Pierce, Jack Eyth, Dan Schmith, Peggy Heffner and Doug Waldman** (Air Vehicle and Crew Systems Technology Dept.): For the time and effort you took with the eighth grade students and teachers from the Tamanend Middle School on their recent visit.

PR2 Richard W. Reiman (Test and Evaluation Group), and **AFCM James A. Robinson** (Executive Officer Dept.): For your outstanding support to NCCOSC RDT&E Detachment when they hosted the Royal Hydrographer, Rear Adm. N. Essenhigh and Cmdr. D. Lye of the Ministry of Defense.

Thomas S. Risbon (Mission Avionics Technology Dept.): For the support you provided to the Space and Naval Warfare Systems Command, PMW-182.

Christopher J. Kirk (Financial Management and Planning Dept.): For the outstanding assistance you provided to the Naval

Air Warfare Center regarding the DoD In-House Activities Report.

Frederick B. Rineer (Mission Avionics Technology Dept.): For the support you provided the Space and Naval Warfare Systems Command. You played an important role in the success of the NORAD/Navy Counter Cruise Missile Initiative Exercise.

Stanley E. Dunn (Antisubmarine Warfare Systems Dept.): For your superb performance during your ten years as the Foreign Military Sales Project Engineer.

Regina Gasuk (Financial Management and Planning Dept.): For your outstanding performance and support of the purchase of the Data Collection and Data Analysis Center through the Key West Detachment.

John McFadden (Antisubmarine Warfare Systems Dept.): For your outstanding leadership as the technical lead for the Model 4.3 Carrier Antisubmarine Warfare Module (CV-ASWM) Upgrade Program.

Caremen Castro (Antisubmarine Warfare Systems Dept.): For your outstanding support to the Model 4.3 Carrier Antisubmarine Warfare Model (CV-ASWM) Upgrade as the secretary to the Mission Planning Systems Branch (Code 1012).

Gerald Miller, AW1 Mark D. Truesdale, James Zoog, Elaine Picard, Scott Livezey, Iman Mayes, Steven Rosenthal, Sheila Elser, Linda Gaeman, Walter Marks and Bruce Whiteman (Antisubmarine Warfare Systems Dept.): For your outstanding contributions to the Model 4.3 Carrier Antisubmarine Warfare Model (CV-ASWM) Upgrade as a member of the Missions Planning Systems Branch Development Team.

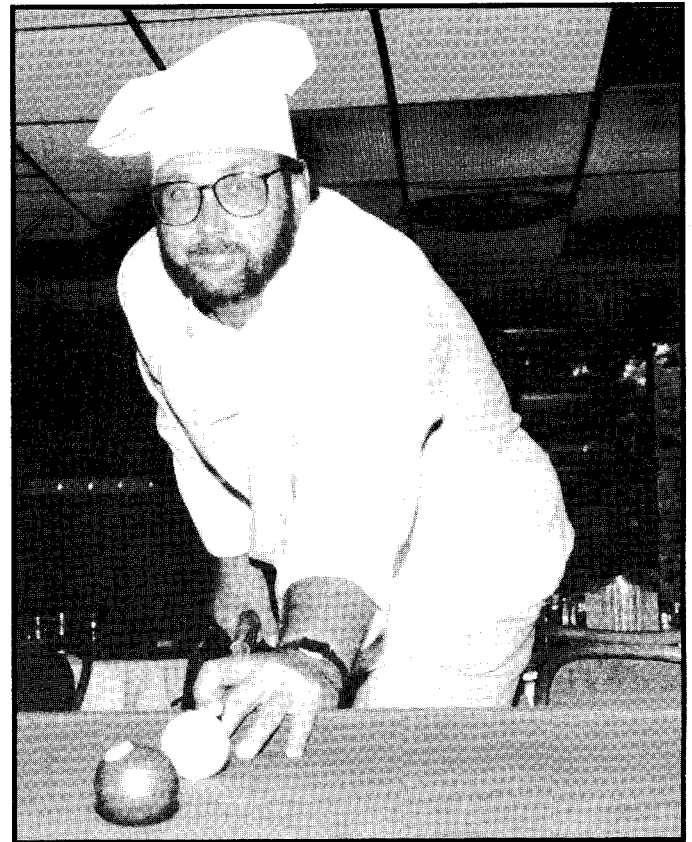


This award acknowledges the recognition to those who have been a contributing force and an active participant in the "Energy Conservation Program and its associated activities." This certificate was presented by Capt. David A. Ersek. From left: Michael Blank, Donald Booz, Michael Kieserman, Capt. David A. Ersek, Richard Childers, Charles Banionis, David Sheppard, Lee Leibrand, Chris Stewart, John Chmielewski, Cmdr. D. Scott Bianchi, Harry Davis, George Sterling and Carl Campbell not shown.

Photo by Cathy Burian

Meet Ray Ruoff, new Lady Luck Club manager

Name: Ray Ruoff
Hometown: Warminster, Pa.
Birthday: January 12
Position: Club Manager
Years of government service: 8
Previous assignment: Manager of Ice Cream Shop
Last book read: Thomas the Tank Engine
Strongest attribute: Caring
Worst flaw: I don't know how to relax
Work philosophy: I always expect the best of myself
Favorite food: Mexican
Unfulfilled dream: Take a real vacation for myself with no cares in the world
Goal in life: To own my own business
If stranded on a deserted island, other than the basics, what three things would you like to have: Lori, Jessi, Keri and I wouldn't want to forget Mark
How your tombstone should be read: Hard working, always caring about other people and always gave his all



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The Reflector is published for people like Jim Ward, Code 30C



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

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Health and Physical Readiness Program released

WASHINGTON (NNS) — Details of the Navy's new Health and Physical Readiness Program (PRT) have been released. NAVADMIN 148/94 outlines the specific changes to the policy.

"We have always been concerned with the quality of life of our Sailors," said Rear Adm. L. R. Marsh, Assistant Chief of Naval Personnel for Personal Readiness and Community Support. "This new program will continue to enhance that quality of life and will also benefit each and every Sailor in the Navy.

The return to the individual Sailor in the form of personal health and readiness, as well as Navy's readiness, is tremendous." The new PRT instruction addresses three specific changes which include a new required exercise regime, use of height/weight tables, and a centrally managed waiver panel.

The new Navy policy is to require aerobic physical exercise and to provide opportunities and incentives to establish healthy and active life-styles for all members. In order to accomplish this, Commanding Officers are required to make physical training a part of the weekly routine for all hands. Exercise will be required at least three times a week, except for those excused by medical

waivers or when military duties make it impossible.

Ideally, exercise sessions should emphasize 20 minutes of aerobic activity, strength and flexibility components and a warm up and cool down period for a total exercise period of approximately 45 minutes. Team sports are not a substitute for these exercise periods. However, sessions can be organized into individual or group periods, based on working schedules and mission requirements.

Sailors on limited duty should seek guidance from their physician regarding types of exercises which they may perform. The intent is for all members to be involved in some form of physical exercise. Those who are not accustomed to regular exercise are cautioned to begin sensibly and slowly.

The Department of Defense (DoD) Height/Weight Table will now be used as the initial measure for body composition.

Weight will be measured without shoes, in light PT gear and one pound will be deducted for clothing. Pounds will be rounded down to the nearest whole pound.

Height will be measured without shoes, feet flat.

Fractions will be rounded up to the nearest whole inch.

(continued on page 4)

Survival in the 90s

Where do you fit into the workplace of the '90s? Every employee at this site, possibly every employee in the nation has asked this question. A revolution is taking place in the American workplace and many are wondering where they will be when the dust settles.

Whether the corporation calls it downsizing, realignment, rightsizing, reorganization, layoffs or closure, the workforce is being squeezed. Competition on a global scale, economic pressures resulting from the spiraling federal deficit, the end of the Cold War and a need for a more efficient military has resulted in some of the changes NAWC employees face today.

At his 8 September 1994 Captain's Call, NAWCADWAR

Commanding Officer William L. McCracken explained steps taken by the Navy to ensure RDT&E chances for survival in today's business environment. The Navy's shore-based mission remains providing support for the operating forces. Due to the Gramm-Rudman-Hollings deficit reduction bill and presidential orders requiring downsizing and productivity improvements, the Navy has adopted a focus on improving quality of processes and products. Rather than simply requiring employees to do more with less (money, manpower, facilities), the Navy has adopted Dr. W. Edwards Deming's philosophy of Total Quality Leadership (TQL). TQL requires a new way of thinking and doing business representing a new approach to effective management

(continued on page 3)

From the Top Continuing the Quality Journey



Vice Adm. William C. Bowes

significant results when true commitment is embedded throughout an organization.

The 1994 award criteria and judging were much more rigorous than when we first applied in 1989. Total Quality Leadership (TQL) in the Federal government has moved beyond theory and principle, and agencies have become increasingly sophisticated in its application. But along the way, the TEAM has remained at the forefront, with documented improvements and constant innovation at all of our sites. We could never have achieved such status without the dedication, creativity and leadership of our people.

This award documents a significant milestone in our quality journey, but as you know, quality means continuous improvement. Significant opportunities lie ahead as we move toward unification through competency alignment. If we are to consolidate and reassign the work of 18 sites into 11 sites by 1997 — while continuing to provide superior service to our customers — we must find new ways to increase efficiency. We're on the right track, but our work is far from finished.

The Presidential Award nomination process afforded us a unique opportunity to evaluate and benchmark our progress. Now it is our responsibility to transform that information, along with the analysis provided by the Federal Quality Institute (FQI) into implementation objectives and ultimately, measurable improvements. Our current efforts include incorporating this feedback into our strategic planning process, improving our benchmarking and baselining efforts, updating and developing new TQL training programs, and increasing our focus on TEAM-wide coordination of TQL initiatives.

FQI's report provided a summary and assessment of our progress in seven categories (leadership, information and analysis, strategic quality planning, human resource management, management of process quality, quality and operational results,

and customer focus and satisfaction). According to one of the FQI judges who also judges private industry for the Malcolm Baldrige award, our strategic planning process is the benchmark for both the public and private sectors.

Winning the 1994 Presidential Award for Quality for the second time was nothing short of a tremendous achievement for our TEAM. This recognition is added proof of our leadership position in the quality arena. Federal and private organizations are continually approaching us for ideas and advice. To them, we are a true example of how quality practice can bring tangible, sig-

nificant results when true commitment is embedded throughout an organization.

Some of the areas for improvement identified by FQI are currently being addressed through our strategic planning process. The Processes Strategy (one of five strategies in the 1994/95 Strategic Plan) involves a number of initiatives designed to identify, measure and improve our primary processes.

Processes Strategy

Today, we have proportionately more work than people in comparison to the past. We have no choice but to streamline our key processes, eliminate any non-value-added steps, and standardize best practices across the TEAM. Our Processes Strategy has mapped out goals which will enable us to downsize smartly and continue to get the work done right.

One third of the areas for improvement identified by FQI referred to process management. The report suggested that we do not employ enough TEAM-wide process coordination. Here lies an excellent opportunity to identify the primary processes which are critical to the successful execution of the TEAM mission, and extend them across organizational and geographical boundaries. Opportunities for standardization exist in the areas of: information management, budget preparation, administration of workload acceptance, personnel management, and financial management.

A leadership team comprised of senior competency representatives has been established to identify the TEAMs primary processes. Primary processes are those vital few processes which are critical to successful execution of the TEAM mission. This team will develop a comprehensive implementation plan involving the development of detailed process improvement methodologies and the education program necessary to see it through.

Benchmarking and Baselining

Another initiative involves benchmarking the successes of other organizations. In the recent past, benchmarking has proven tremendously beneficial — giving us added insight into areas such as: integrated product teams, integrated weapon-system management, cradle-to-grave management, flatter organizational hierarchies, and co-location of team members. More recently, we have been closely examining process management strategies which have worked well for other institutions (Texas Instruments, Motorola, Xerox, Boeing, the Internal Revenue Service, and the Air Force). Lessons learned will be applied to our own operations, where appropriate.

An effective way to measure quality progress is baselining. The TEAM has implemented two baselining approaches. The climate survey (TEAM Survey) was conducted last year, and a follow-on survey is currently being administered. This survey gives our work force the opportunity to assess our progress and

(continued on page 8)

Survival

(continued from page 1)

of resources, and a partnership between management, the workforce and the customers.

Japanese industry is an economic powerhouse largely because it adopted Deming's TQL ideas decades ago. TQL dictates that management listen to everyone in the organization throughout the ranks. Cross-functional communication must be embraced by everyone. Top brass, bosses and supervisors must learn to listen to the ranks. TQL requires the everyday worker to handle new responsibilities, decision making and risks formerly assumed only by management. TQL is a customer-oriented philosophy that should be part of the United States' arsenal in the worldwide battle for economic survival. We cannot continue losing ground. The world has changed. The Navy has to change. If "business as usual" continues, we run the risk of failing in our mission — providing a national defense at lower cost. The U.S. military must retain the quality needed to keep America safe and strong.

Survival in the global economy

Implementing TQL philosophy calls for retraining a critical mass of employees who can implant the new ideas throughout the workforce until everyone is up and running. How does that benefit the average worker? Survival. Today's business reality dictates survival of the fittest. Organizations that trim fat, becoming lean and efficient, retain the ability to continue serving customers, to stay in business. The employees who make this transformation retain their jobs. Whether you continue employment with the DoD or start a new career in the public sector, team philosophy will likely be how you will work in the future.

Customers are the focus of TQL. HMC Dave Orsky teaches the TQL class on base. He states, "The customer specifies quality standards for products. Customers stuck with a bad product have no mercy. How often have you bought a "lemon" car or appliance, or paid for a lousy meal? Did you miss a chance to spread negative PR about your bad experience? Apply this maxim to *your* customers. Ultimately, the TQL philosophy makes each individual responsible for customer satisfaction."

TQL is designed to prevent your customers (sponsors, end users, industry, internal TEAM and NAWC or community) from being dissatisfied. Prevention of errors is superior to detection after the error has occurred. (See "Chain Reaction for Quality

Improvement" sketch) Defects in processes or products can be detected and pointed out by the hands-on workers. In the past employee reports and contributions were often ignored. Countless examples exist. A large truck manufacturer in Fairless Hills, Pa. disregarded a defect report by a riveter that cost the corporation millions and ultimately caused its closure. Hundreds of American companies met this fate. Bristol, Pennsylvania's 3M Company credits its survival to implementing new processes that rely on teamwork.

NAWC Indianapolis has operated as a Competency Aligned Organization for nearly a year. The change from a very traditional, one-way-communication work culture to a simpler, common sense, team oriented work culture caused momentary confusion. According to Steve Applegate, public affairs officer at Indy, employees are now thinking, functioning and making decisions with reduced supervision. Coaches or facilitators stand where supervisors used to, supporting the team and delegating as necessary.

The October Revolution

The transition to a CAO at NAWCAD Warminster is occurring in three phases. The structure of the various NAVAIR elements will conform to a common framework based on eight competencies effective 1 October 1994 with NAVAIRHQ, NAWCAD, NAWCTSD, NAWCWD AND NADEP aligned to Level 1, 2 and 3.

TQL builds a continually improving work environment. October, November, December, 1994 may see its share of trials. Indianapolis employee J. J. Janney states, "Having been through the CAO stand-up already, I can assure you after the first few frantic months, everyone calms down and it becomes pretty manageable. CAO has its benefits, for both managers and employees. It just takes time." Employees need to remember that survival will be the outcome. NAWC will be prepared for its alignment with NAVAIR when the transformation is complete. These are the realities. This is happening. Employees may as well be on-board, aware and participating in this continual improvement in the U.S. military. After all, it is our nation, our work, our processes, our products and ourselves.

Joan Marie Brown
Public Affairs Office

Hispanic Heritage Month

Sept. 15 to Oct. 15

October has been designated as National Hispanic Heritage Month 1994. This year's theme is "Hispanics: Partners for Progress." This month-long celebration is designed to honor and recognize the contributions made to our great country by people of Hispanic Ancestry.

Energy Awareness gets priority at NAWC

With the realignment of the NAWCAD Warminster, energy conservation and awareness programs will be a continuing process, demanding more effort from us all.

Our focus has changed, therefore, from long range planning to day-to-day operations and realignment requirements. The cost of energy in the last 10 years has made all of us aware of the economical importance of energy awareness. As we continue to downsize, many other Federal Agencies are already under mandate to reduce energy consumption per thousand gross square feet by 30 percent of their 1985 level by the year 2005. Effective energy management, combined with alternative energy sources like natural gas can achieve significant payoffs in enhanced operational capabilities and in energy cost avoidance.

The exceptional action of the Public Works Department (PWD), which used an advanced economic method to save money on energy by actively participating in the "Spot Gas Program" demonstrates our commitment to saving energy. Currently, this program will allow the Center to buy the cheapest natural gas available.

This program has already saved \$101,000 of overhead funds since February 1992. PWD will provide greater savings next year with no cost to our site by the implementation of the "Spot Gas Program." In addition natural gas releases less pollutants into the air than alternative No. 2 fuel oil and as an environmental concern, this is good fact. The substantial gain in the savings is a result of using a Total Quality Leadership (TQL) approach, cooperation and coordination between Facility Management and Maintenance Division of PWD and staff from Defense Fuel Supply Center.

The continued involvement in energy awareness at all levels within the chain of command and dependence on contributions made by the various engineering departments on Center has lead to achieving Energy Conservation and Savings. The continuing effort by dedicated members of our Energy Management Board has met today's challenges and will continue to innovate and implement NAWCAD Energy Awareness and Conservation policies. Designated Energy Coordinators, working in a team effort, are a driving force for conducting periodic zone inspections in every department or branch and for reviewing energy violations in their respective area.

The team goal of the Energy Coordinators is to identify and eliminate nonproductive energy consumption and reduce waste on a daily basis throughout the year. By using preventive seasonal maintenance, implementing temperature restrictions in summer and winter and with participation in the implementation of the "Spot Gas Program" we can continue to make our contribution to improve both our national security and reduce America's dependence on unreliable foreign energy sources. It is important that our activity continue to manage the Center's energy resources in order to assure the readiness and the mission accomplishment. The Seventieth Annual Energy Awareness Week is from October 17 through October 21, 1994. The new energy awareness theme is: "Navy Energy: The Power to Make a Better Future."

Observance of Energy Awareness Week should remind all of us of its contributing force towards our high standard of living and the importance of continuing efforts in conserving energy for the nation's future.

Dr. Michael M. Blank, P.E.
Public Works Department

Navy Fitness

(continued from page 1)

Those who meet the weight for the height standard, will be considered to be within standards. Those who exceed the weight for height standard will be measured using the circumference method.

Body fat standards are unchanged — 22 percent for males and 30 percent for females — the same standards as the previous policy.

These changes are being implemented without a grandfather clause or "clean slate" provision. Waivers are intended to apply only to administrative separation or denial of reenlistment. Waivers for other administrative actions such as delay of frocking, delay of advancement/promotion, etc., will not be considered. To apply for a waiver members must: - request in writing within 30 days of the third program failure in a four year

period.

- must pass the most recent PRT unless medically waived.
- must not exceed 3 percent over the body fat standard for males, 4 percent for females.
- include an authorized Medical Department representatives evaluation of member.
- have his or her Commanding Officer's endorsement.

Additional requirements are included in the NAVADMIN.

If a waiver is granted it does not provide the member with a clean slate. Members must comply with provisions set by the waiver granting authority. Please refer to NAVADMIN 148/94 for further guidance or contact the Command Physical Readiness Coordinator for more information.

BUPERS Public Affairs

FWP's Award For Excellence honors two

August 26 was designated as "Women's Equality Day" in honor of women's continuing efforts to achieve gender equity. This date is historically significant: it was August 26, 1920, that the 19th Amendment to the U.S. Constitution was finally passed, granting women the right to vote.

Worksites throughout the country celebrate each August 26, Women's Equality Day, with special displays, programs, luncheons, film showings and other activities.

The annual Women's Equality Day luncheon was held on August 26, 1994 at the Spring Mill Manor in Ivyland, Pa. The guest speaker was Diane Allen, former anchor, co-anchor, executive producer and reporter of documentaries for the WCAU television Channel 10 News from 1989 until early 1994. Allen shared many of her life accomplishments and experiences with those who attended.

As part of the Women's Equality Day celebration, the Federal Women's Program Award for Excellence was presented to two NAWCADWAR employees who have made outstanding contribution to the enhancement of female employees, to the Center and/or in the local community and to encourage high standards of achievement by others in these areas.

The 1994 award was presented to Marie McPartland and Irene Zuegel. McPartland, computer scientist in the Tactical Air Systems Department (TASD) is a Project Team Leader who has direct programmatic and budgeting accountability for delivering quality products on time to Washington sponsors.

McPartland's volunteer efforts are numerous. She serves as the TASD Equal Employment Opportunity Committee, Co-chair and a lifetime member of Service to Mankind, the second oldest service organization in the world.

Zuegel is a Supervisory Program Analyst in the Financial Management and Planning Department. She is responsible for the recording of all plant property, land and building equipment on Center and for the reporting of equipment to the appropriate offices in Washington, D.C.

Throughout her career she has volunteered to serve in many departments as the representative for various committees/campaigns. For years Zuegel has been supportive in hiring, training and mentoring summer employed high school students from low-income families and has assisted many women in achieving their full potential through the Upward Mobility Program.

Zuegel's own career demonstrates the achievement of success through the channels of the Upward Mobility Program. She retired on September 29.

The other 1994 nominees were: Maria Covington-Thorpe (Code 60), Mary Eileen Farrell (Code 50), Janettarose Greene (Code 60), Arlene Richman (Code 70), Sonia Sharkey (Code 30), Debrorah Sztubinski (Code 50) and Asha Varma (01B). Thank you all for your outstanding, individual contributions to the Center.

JO2 Terry S. Wingate
Public Affairs Office



The 1994 FWP Award for Excellence recipients, other nominees along with committee members and Capt. William L. McCracken, commanding officer.

Photo by James Moore

Seminar series has strong beginning

Experts recently traveled from Maryland to present center employees with Maryland state and local taxes and motor vehicle information in the first in a series of transition seminars. "These seminars will help people inch toward a decision to relocate to Pax River or help those already planning their personal transition to Maryland," said Franz Bohn, transition manager, in his opening remarks.

Volunteer experts brought detailed information and a willingness to return to Maryland and provide more information based on questions asked.

Bohn anticipates these seminars will continue right up to the anticipated mass-move in the summer of 1996. He said future seminars will address housing, development plans, health care for unique situations, primary and secondary education as well as higher education issues. He encouraged attendees to call Barbara Wiley to suggest additional topics of interest.

Information presented at this seminar is provided to help you plan for your transfer to Patuxent River, Md. Although we believe this information is accurate; it is general, therefore, individuals should conduct their own research to determine applicability.

"Many employees have never had to move family members from one school to the next," said Bohn. "Certainly, spousal employment will be addressed as we strive to develop additional topics."

Bob Askey, Maryland Association of Certified Public Accountants, opened the presentations saying more people, like himself, have moved into southern Maryland in recent years than were born or raised there.

He addressed the income tax structure, definitions of residency and asked for questions. He explained Maryland has a federal conforming tax structure. Maryland starts with the federal adjusted gross income and adds and subtracts state modifications. Although Maryland income tax is higher than Pennsylvania's or New Jersey's, the total state tax burden is about the same or even a little lower for those with itemized federal deductions according to Askey.

He explained Maryland's county tax is 50-60 percent of the state tax liability. It is collected by the state and then turned over to the counties to provide services such as public education.

He gave numerous specific examples of upward and downward Maryland income tax modifications. For example, the state adds tax liability for non-state exempt interest and lump sum payments. Only Maryland-licensed day care providers can deduct business expenses to offset state taxes.

On the tax decrease side, Maryland allows for a deduction of day care expenses and \$13,100 (for 1993) of retirement income from taxation. Military income earned outside Maryland is not taxed and up to \$1,000 of expenses for special adoptions are allowed.

Sharon Shemler and Joyce Riddle from Maryland Department of Motor Vehicles spoke of ways their department was helping to welcome new arrivals to their state. Staff throughout the state will be alerted to give us every consideration. Those relocating were encouraged to ask for a manager to work out particular problems that can occur when families maintain two residences while they are in transition.

Maryland has private auto-tagging services like Pennsylvania in addition to local state offices. They already have a limited service office near the Pax River area and are considering expanding its hours to Saturdays once a month.

Unlike Pennsylvania and New Jersey that charge 6 percent and 7 percent to title a vehicle, Maryland charges 5 percent of an established price. However, it also gives a credit for taxes already paid. Listeners were encouraged to get their proof ready before they are in the midst of a move. Such documentation will waive all but a \$100 minimum charge, a \$15 processing and a \$70 to \$97 two year tag fee. This advice can save hundreds of dollars.

The entire series of information lectures at Warminster will build on information provided at the Southern Maryland Fair held past June 16, but will be more detailed. A video library will be maintained in the Transition Operations Center for subsequent viewing. Contact Joan Garafalo at ext. 3071 to sign out a copy.

Larry Lyford
Public Affairs Office

F/A-18 E/F Technical Highlight Hydraulic System Case Drain Filter

The Hydraulics Group at the NAWCADWAR has provided a cost effective design solution for the F/A-18 E/F pump case drain line filter assembly. Utilizing filter expertise developed in the hydraulics laboratory at Warminster, a standard MIL SPEC filter was recommended by NAWC engineers in lieu of the Northrop design which would have been a new procured/developed filter assembly.

A comparison matrix was developed for the Northrop design and the standard qualified MIL SPEC assembly met all of Northrop specification requirements. The MS standard assem-

bly, having undergone qualification tests to MIL-F-8815 specification, had two approved sources of supply on the Qualified Products List and met critical vibration, temperature and pressure impulse testing.

Since the MS units were qualified, the design development and qualification phase and data rights cost have been avoided at the savings of \$500K. Additionally, competitive procurement of the assemblies, two per aircraft, will occur at a savings estimated to be \$400 per aircraft or over a 1000 aircraft buy \$400K. Total estimated savings to the program is expected to be \$.9 million.

EA-6B Prowler' comes to NADEP Jacksonville

The first EA-6B Prowler induction aircraft arrived at the Naval Aviation Depot Jacksonville at 10:15 Tuesday, July 13th. The aircraft transferred from Marine Electronic Warfare Squadron THREE (VMAQ-3) in Cherry Point, N. C. and will become the first EA-6B inducted by the NADEP into Standard Depot Level Maintenance (SDLM) Rework in October.

"We are now starting to induct the new products and establish the capabilities for supporting these aircraft, engines, and components when Norfolk, Alameda, and Pensacola close," noted Capt. Rossiter.

Under the base closure schedule, NADEP Pensacola will close by the end of FY-95 and NADEP's Norfolk and Alameda by the end of FY-96. Capt. Rossiter emphasized the importance of moving aggressively on the establishment of capability for the aircraft, and added, "The responsibility remains with Jacksonville to be fully capable to support these airplanes by the time those activities close. We have slightly more than two years for the transition to occur. It's a very ambitious schedule, at the end of which we must be fully capable. We must be able to support the fleet without interruption."

According to NADEP Jacksonville EA-6B Program Manager Lt. Cmdr. Tom Garrison, "We have made strides over the

last few months to make certain we are prepared and postured to work these aircraft during the October commencement."

An actual SDLM Rework process involves complete aircraft disassembly and rework of the components, restoring the airframe to like new condition, reinstalling the components, complete refurbishment, and repainting. SDLM rework for the EA-6B requires about 20,000 man-hours.

Garrison remarked that, "We are currently funded to process eight aircraft during FY-95. NADEP will use this aircraft to extensively prepare for the first induction. As this workload transitions from NADEP's Alameda and Norfolk to this facility over the next few months, the workload at those depots will naturally slow down. Of course, our workload will increase as we approach full capacity, which could mean processing up to 12 EA-6B aircraft annually within two years."

The EA-6B represents a brand new aircraft to the Navy in northeast Florida and is a new local project. Its combat mission is to support carrier-based Navy fighter and attack aircraft. The EA-6B Prowler specializes in a variety of high tech electronic countermeasures and HARM missile delivery.

Ed Hartwell
NADEP Jacksonville
Public Affairs

V-22 Osprey completes operational assessment

The V-22 Osprey on July 7 reached another plateau in its flight testing program at the Naval Air Warfare Center Aircraft Division when Marine Corps aircrews completed an operational assessment of the tiltrotor aircraft.

The OTIIA, similar to the former operational and test evaluation flights which were flown by the Navy's VX squadrons, were completed by Marine Corps HMX-1 pilots. The Marine Corps were accompanied by government integrated test team pilots during the flights.

During the assessment period, which began June 10, the OTIIA included pilot training flights; confined area landings at Pax River and the Quantico Marine Base in northern Virginia; simulated aerial refuelings; night flights and formation flying with other aircraft to assess the V-22's operational potential; high altitude operations at 15,000 feet; over water search sorties; and simulated external load hookup by the helicopter support team.

Before the operational assessment the tiltrotor Ospreys flew to Camp Lejeune, N.C., to take part in the Marine Corps capabilities exercise. There the Ospreys also completed low-level passes.

According to Joe Wascavage, "V-22 Deputy Project Coordinator at the NAWCAD, the OTIIA was completed in 11 flights and 14.8 hours." He added that the two Ospreys at Pax River accumulated more than 915 hours of testing during more than 775 flights.

In Memory

Our sincerest sympathy goes
out to the family and friends of
Joseph H. Cleghorn
an Industrial Equipment Repairer,
Code 8342.

From the Top

(continued from page 2)

recommend areas for improvement. Results of last year's survey have prompted TEAM leadership to develop a training package for supervisors which will cover leadership and total quality principles in the context of our new competency aligned organization. The current performance appraisal system will then be modeled after the principles identified in the supervisory training. The second baselining tool is the Quality Self-Assessment Tool, which provides a more in depth analysis of our progress in institutionalizing quality concepts throughout the TEAM. This tool is utilized annually by teams of individuals knowledgeable in TQL principles at each of our sites, to measure the progress of their sites and of the total TEAM.

TQL Training

NAVAIR has been conducting TQL training throughout the corporation since 1990. TQL implementation within the Navy as a whole has also been given increased attention. The Chief of Naval Operations, ADM Mike Boorda, has demonstrated his commitment by tasking the Navy TQL quality management board with several actions for Navy-wide implementation and training.

Specifically, the CNO's focus is on ensuring that all hands understand what we are trying to accomplish through TQL, and what their roles in achieving those objectives are. CNO also encouraged the use of TQL tools and principles by documenting success stories and lessons learned.

Rear Adm. Boecker is our representative on the recently established Navy TQL Training Working Group. The aim of this group is to determine how to infuse TQL concepts and principles most effectively into the continuum of core officer and enlisted training. Similar efforts are planned for civilian training. The desired end state is one in which TQL is not set apart from leadership training — but instead, is naturally embedded within it.

The TEAM's long-term TQL training goals are consistent with the Navy's approach. In order for TQL theory to translate into action and tangible results, its principles cannot merely surround our processes. TQL must be a fundamental and intrinsic part of those processes. Our goal is to fold TQL training into the comprehensive TEAM-wide education and training under development (e.g., work/process-related training, professional/leadership training, university courses, CAO implementation training, etc.) At this stage, all of you should have a solid understanding of the principles and theory behind TQL,

and some idea of how to put those ideas to work. The next "round" of TEAM-wide TQL training will help you to sharpen those skills, and will provide you with the tools you need to measure your processes and improvements more scientifically. An example of "hands-on" training is a computer-based TQL course which is being prototyped at Headquarters and will eventually be expanded to the field. This course provides detailed training in TQL tools and techniques such as flow charting, pareto, and control charts (primarily designed for teams and/or facilitators).

Making Empowerment Work

Our quality improvement efforts are laying the groundwork for empowerment that truly works. By giving individuals more power to make decisions, we re-introduce trust, which removes the need for mountains of self-inflicted layers of oversight and an army of checkers.

Empowerment simply makes good sense. We must reduce unnecessary oversight which always hinders creativity and slows progress. This is the underlying fiber of competency alignment — reducing layers and bringing management expertise back into the technical process, so that mature experience is part of the empowered group from the onset of a project, not an element waiting on the periphery to evaluate the end result.

But empowerment only works if individuals and teams are prepared. You cannot empower people who do not possess the proper mix of skills, mature experience, and a sense of how their process ties to the end game. It is up to our competency leaders and managers to see that learning and experience is shared, creative and innovative ideas are truly encouraged, people are given a sense of ownership and responsibility, and when appropriate, are allowed to take risks.

In the words of W. Edwards Deming, "You must drive out fear. Fear takes a horrible toll. It robs people of their pride, and the chance to contribute to the organization." Empowering our people will infuse them with creative energy and an increased desire to introduce creative solutions. And that is exactly what we will need to continue our quality journey and to maintain our status as the premier quality organization in the federal government.

Vice Adm. William C. Bowes
Commander
Naval Air Systems Command

To the E-1 on up to the CNO
Happy Birthday U.S. Navy
Oct. 13, 1994

Military picnic fun for all



Dark Horse, Rude Flies take Mixed League title

The NAWC Mixed Softball League playoffs proved to be a case study in exactly why playoffs are played. There were upsets aplenty: The number 4 seed took the championship, the number 7 seed beat the number 2 seed in the quarterfinals, and the number 3 seed defeated the number 1 seed to earn a birth in the finals.

The playoffs began with one of the biggest upsets in League history. Intermetrics, seeded 7th, beat the Comic Relief powerhouse who were seeded 2nd. Trailing 9-4 going into the top of the seventh inning, Intermetrics put together a 6 run rally aided by a few Comic Relief errors and some timely, if not pretty, hitting. Intermetrics' Sharon McNulty drove in the winning run with a full swing bunt. Comic Relief went down 1-2-3 to end the game and Intermetrics moved on to the semi-finals.

The top seeded team, Riff Raff, also had their problems in the first round. The 8th seeded team, the Random Walkers, took them to the limit before Riff Raff prevailed 7-6. The number 3 seed, Serv-Air, easily dispatched the 6th seeded DCI team by a score of 19-6. A more closely contested game occurred between the numbers 4 and 5 teams, the Rude Flies and Six Pack. The Six Pack team jumped out to a 5-0 lead in the first inning but the Flies settled down defensively and won the game 7-6.

The top bracket of the single elimination semi-finals pitted Riff Raff against Serv-Air. The game proved to be no contest as Serv-Air jumped out to a 5-0 lead and never looked back. The psychological game winner was a 3 run homer by Serv-Air's big gun, Kevin Money. The final score was 13-3 and the top two seeds were eliminated from the tournament. In the other semi-final, the Rude Flies easily defeated Intermetrics 19-

7 to advance to the finals. The top of the Flies' order, Paul Beer and Dave Hunt, each scored four runs to help the Flies advance to the finals.

The finals pitted Serv-Air against the Rude Flies for a three game series to determine the League champion. The first game of the series was extremely competitive; there were 6 lead changes including Kevin Money's second 3 run homer in as many games. However, the Flies prevailed 12-10 to take a 1-0 series lead. The rabbits at the top of the Flies line-up proved too much. Once Jerry Costanzo, Dave Hunt, and Paul Beer got on base, they ran with reckless abandon. The Flies also were helped enormously by the defensive play of leftfielder Mike Guiher who made two spectacular running catches. The winning run was scored on an RBI double hit by the Flies Michele Campbell.

For the second game, Flies manager Mark Lilly moved the series to Housing field as a strategic move aimed at taking the "easy" Sailor's field home run from Serv-Air's big left-handed hitting lineup of Kevin Money and Wayne Everett. The strategy paid off in that no home runs were hit although Serv-Air prevailed 5-2 on the strength of the stalwart defensive play of Bob Hipp and the clutch pitching of Bill McKessy.

The final game was won by the Rude Flies, 7-4, giving them their second League title in three years. The Flies were in a 4-0 hole going into the fifth inning but scored the decisive 5 runs in that inning on the strength of the top of their order: Paul Beer, Dave Hunt, Tim Naugle, and Joey Kemp all had key hits during the rally.

Mark Lilly

Air Vehicle and Crew Systems Technology Department



1994 Rude Flies (L-R): Front row - Dave Hunt, Mark Lilly, Mike Guiher and Tim Naugle. Second row - Joey Kemp, John Mayo, Rob Milligan and Kris Gigliotti. Third row - Stephanie Kemp, Maria Cusanelli, Mike Connell and Margie Jeronis. Last row - Paul Beer and Jerry Costanzo. Missing - John Lommock, Michele Campbell, Mark Hrzysko and Steve Thoman

Photo by ATC Paul Buckler

Thanks given for a job well done



The following employees were awarded Letters of Appreciation from the Commanding Officer:

Peter Yost (Air Vehicle and Crew Systems Technology Dept.): For your outstanding support as the lead development activity engineer for the Navy Crew Com-

mon Ejection Seat (NACES) Program.

Martin Rapaport (Air Vehicle and Crew Systems Technology Dept.): For the outstanding support on the development contract for the cockpit Air Bag System.

AT2 Richard E. Hiltz and AW2 Robert L. Berry (Antisubmarine Warfare Systems Dept.): **AD2 Brian Scharold** (Test and Evaluation Group): For your Color Guard participation in the Quaker City Club Opening Day Celebration.

Vincent Novielli, Vinod Agarwala, Kathy Westrol, and Martin Ruzansky (Air Vehicle and Crew Systems Technology Dept.): For your commitment and dedication to the Joint Advanced Strike Technology Program at the recent Aircraft Corrosion Workshop.

Susan M. Coar (Tactical Air Systems Dept.): For your contribution to the DT-IIA testing of the Cooperative Engagement Capability at Roosevelt Roads Naval Station in Puerto Rico and onboard the Eisenhower Battle Group.

Martin Rapaport, Nancy Tillmann, Michael Schultz, John Tyburski (Air Vehicle and Crew Systems Technology Dept.): For the time and effort your team took in briefing Rear

Adm. Granuzzo.

Thomas J. McGovern (Antisubmarine Warfare Systems Dept.): For your outstanding performance as the Team Leader of the Naval Air Systems Command Special Projects Physical Configuration Audit of Aircraft No.3.

James Toth, Letter of Commendation (Systems Software Technology Dept.): For your performance as Program Manager of the Enhanced Modular Signal Processor (EMSP) UYS-2 program from 1981-1990.

Maryanne Mahoney (Antisubmarine Warfare Systems Dept.): For your long-standing support of the PMA-264 Program Office.

Stephen Elchenko and David Hammond (Antisubmarine Warfare Systems Dept.): For your outstanding efforts in support of the PMA-264 Improved Extended Echo Ranging (IEER) Program.

Albert J. McGlynn (Tactical Air Systems Dept.): For your outstanding support on the PEO(T)/PMA-272 program.

Maria DiPasquantonio (Air Vehicle and Crew Systems Technology Dept.): For the outstanding work you did on the Total Quality Leadership (TQL).

Ted Reed, Russ Gombos, John Bowes, Judy Scott, Asha Varma, John Freeman, PRCS Dave Kunkel, Jack Eyth, Barbara Ward, John Markow, Rick Cox, Luis Fortunato, Jason Craig, Sue Smith, Donna Dunn, Mike Warren, Jim Eck, Linda Lips, Bruce Heath, Sgt Cron Eckman, Lori Trainer, Bill Roadfuss, Fred Csillag, Jim Carr, Dave Moore, Cicale, AT1 Peter Casper, Melanie Eyth, Adam Eyth, Julie Eyth, Matt Tweed, John Bowes III, Chrissy Bush, Julia Walton, Andrew Eck, Brian Eck and Michael Cannon: For your volunteer efforts to support the various fundraisers for the 50th anniversary celebration of the Center.



Meet Cmdr. Rick Trummer, Public Works Officer

Name: Cmdr Rick Trummer
Hometown: Pensacola, Fla.
Birthday: October 8
Position: Public Works Officer
Years of government service: 16
Previous assignment: European Command Headquarters, Stuttgart, Germany
Last book read: *Women are from Venus, Men are from Mars*
Strongest attribute: Love to work hard
Worst flaw: Too honest
Work philosophy: Do it well or not at all
Favorite food: "Death by chocolate" Ice Cream
Unfulfilled dream: Build a hot rod roadster
Goal in life: Successfully balance work, family and hobbies
If stranded on a deserted island, other than the basics, what three things would you like to have: My family, material/tools to make a boat and lots of beer
How your tombstone should be read: Worked hard, played hard



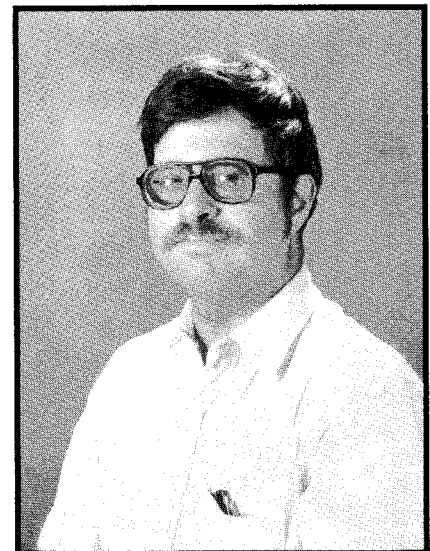
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The Reflector is published for people like Neal Polin, Code 2001



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

December 1994 • VOLUME 39 • NUMBER 11

All-hands team-up to clean-up flood in hangar

Teamwork between sailors, civilian employees and contractors kept a messy situation in Hangar 1 from becoming a major washout recently. The Fire Suppression Deluge water sprinkler system in Hangars One and Two malfunctioned in the early hours. Discovered by Maintenance at 6:50 a.m., with the fire department alerted by alarms and already on the way, Maintenance rushed to turn off the water supply that pumped 200,000 gallons of rusty water in an effort to extinguish an airplane fire that did not exist. According to Dick Childers, Public Works Dept., condensation from heavy rain the previous few days caused batteries in the control panels to short. The fire department discovered there was no fire, and joined in the action to stem the flood.

Cooperation and swift action by Navy personnel from Code 90 and Code 10 on the scene, public works employees, and the base electricians preserved government property, reduced liability and sped the clean-up process.

During the flood the immediate need was for manpower. By 8:30 a.m. the Public Works Department was on hand installing electric pumps. Cmdr. Scott Palmer, Warfare Systems Analysis Department, reported, "Public Works diverted the brackish, rusty water into industrial tanks." Base plumbers were on hand to keep drains cleared, the fire department inspected the scene, electricians secured power to the building, and carpenters worked

to secure the drop ceilings. The huge floor scrubber was driven amid the commotion to suck water off the floors and a brigade of "more shop vacs than you ever saw in your life" joined the clean-up.

Senior Chief David Kunkel rounded up all available military to join the bucket brigade. They worked effectively along with the fire department, Scott & Sons janitorial contractor and other civilians to minimize the damage in the hangar.

The Horizontal Accelerator, a sophisticated crash test simulator, currently working on an Inflatable Body and Head Restraint system for a joint Army/Navy program, was temporarily out of commission due to water damage. Computer equipment, high-speed video cameras and mannequins vital to the project were sent to manufacturers for evaluation and repairs. John Yannaccone, Crew Systems mechanical engineer, expressed appreciation "for so many people who joined the clean-up. That great teamwork averted a real disaster."

Nick D'Apuzzo, Brewster Aircraft Restoration crew member, surveyed the reconstructed Brewster for damage. "Paint protected the plane from water damage. The fuselage was filling with water and we lost some blueprints but soon we had wet vacs in service cleaning the mess," said D'Apuzzo.

Joan Marie Brown
Public Affairs Office

Celebrating 50 years of Naval Aviation at NADC

"A wonderful time was had by all. . ." does not begin to describe the weekend October 7-8, 1994 at the Naval Air Warfare Center Aircraft Division Warminster. It may sound cliché, but it was the perfect weekend for all who participated in the 50th Anniversary Celebration of the Navy base at Warminster.

Beginning with the Commanding Officer/Executive Director Awards Friday morning, honoring center employees, festivities continued that evening at the formal dinner dance. Held at the Valley Forge Sheraton, 500 employees, associates and retirees and their guests enjoyed the elegant affair with fine food and

drink, music and dancing until the wee hours.

On Saturday, 8 October, a perfect Indian Summer day, over 2,000 enjoyed a day-long family picnic at the airfield. Clowns, puppet shows, pony rides, music and field events entertained adults and children, historical and technical displays filled the hangar and a fantastic fireworks display dazzled the crowd. Volunteers were very happy the events were successful. An oft repeated comment from the crowds: Why did we wait 50 years to have such a grand time!

(See photos on pages 6 thru 9)

NAS Team sets precedent in partnership

On October 1, 1993, President Clinton signed Executive Order 12871 which officially formed the National Partnership Council and called for the creation of labor-management partnerships throughout the federal government. Six months after the order was signed, Vice Admiral William Bowes, Commander Naval Air Systems Command, met with the Naval Aviation Systems Team's national labor representatives to discuss the possibility of forming a labor-management partnership.

Since that time, senior leaders from the TEAM and the national labor unions have initiated the Labor-Management Partnership Team (LMPT). To date, the Naval Aviation Systems Team (TEAM) is the Navy's first and only command level organization to develop a national partnership.

The LMPT was chartered to: 1) work together and provide positive leadership that directly supports the Labor Management Partnership Team Vision, 2) approach problem prevention and solution in a seamless manner, 3) enhance the productivity and quality of work life of our employees, 4) communicate to the TEAM that cooperation between Labor and Management is necessary to best support our employees and customers, 5) monitor the status of local partnerships and facilitate their success, 6) support the successful transition to a re-engineered organization and the resolution of labor-management issues that transcend sites, 7) serve as an example for Labor Management Partnerships within the Federal Government and 8) show, through measures, that the partnership has a positive, tangible impact upon customer satisfaction."

The following unions are participating members of the LMPT: National Association of Government Inspectors and Quality Assurance Personnel, National Association of Government Employees, Methods and Standards Association, Association of Machinists and Aerospace Workers, International Brotherhood of Police Officers, Aeronautical Production Controllers Association, National Federation of Federal Employees, International Federation of Professional and Technical Engineers, and the American Federation of Government Employees.

The LMPT's fourth meeting was held in Pensacola, Florida on October 17th and 18th to finalize the partnership agreement

that will formally unite these groups and address the status of local labor-management partnerships. Captain Bruce Pieper, the TEAM Organizational Transition Executive, was also present during the afternoon session to discuss and solicit feedback on Competency Aligned Organization/Integrated Program Team (CAO/IPT) implementation. Key issues of interest to the union representatives were workforce training, the teaming process, and the CAO/IPT implementation time frame.

The meeting also offered Pensacola's local union representatives the first opportunity to participate in a forum hosted by their national representatives and by the TEAM. The meeting location also provided the group with the chance to tour the Pensacola Naval Air Station and to meet with Naval Aviation Depot Pensacola employees.

Representatives from TEAM senior management included: Rear Admiral Wayne Smith, Corporate Competency Leader for AIR-6.0 (Industrial); Rear Admiral William Tinston, Corporate Competency Leader for AIR-3.0 (Logistics); Lawrence Milan, Deputy Corporate Competency Leader for AIR-3.0 (Logistics), Ken Miller, Corporate Competency Leader for AIR-7.0 (Corporate Operations) and William Wagoner, Head, Human Resources Competency (AIR-7.3). The following national union representatives were also present: Dave Rodriguez, American Federation of Government Employees; Tom Clarkson, Methods & Standards Association; Earl Bryers, National Association of Government Inspectors & Quality Assurance Personnel; Willie Carter, National Association of Government Employees; Coet Combs, Association of Machinists & Aerospace Workers; Jim Conley, International Brotherhood of Police Officers; Phil Fansher, Aeronautical Production Controllers Association; Janet Thompson, National Federation of Federal Employees and Nancy Gray from the International Federation of Professional and Technical Engineers.

The point of contact on the TEAM's labor-management partnership activities is Mr. Philip DeMarais, AIR-7111D at 703/604-2852 ext. 4625. LMPT representatives are expected to sign the formal partnership agreement in November in Washington, D.C.

Disability Employment Awareness Month

"Ability + Diversity = Economic Strength." was the theme of this year's National Disability Employment Awareness Month. The month which ran from Oct-Nov 15 was a special time to recognize the tremendous potential of individuals with disabilities and to encourage employment of their skills and talents.

Center recognized employee excellence

Capt. William L. McCracken, center commander, and Thomas W. Castaldi, executive director, recently recognized almost 30 employees of the Naval Air Warfare Center Aircraft Division Warminster for major contributions to the success of the center. "These people represent all the work done here to increase productivity, effectiveness and efficiency in a time of downsizing and reorganization," said McCracken.

Guy C. Dilworth, the deputy commander at Naval Air Warfare Center Aircraft Division, Patuxent River, Md. said, "I am here to celebrate all people that distinguish us throughout the Navy and to celebrate your support to the nation and our constitution."

In addition to professional recognition, each winner received a cash award. Awards, given annually, provide recognition for major technical achievements and center support. For the second year, awards recognized team contributions to the centers success.

John Quartuccio received the award for Analysis/Analytical Achievement; Kenneth Petri received the award for Engineering Achievement; Walter Marks received the award for Junior Professional Achievement; E. Russell Gombos and Francis Cham-

berlain received the award for Project Leadership; William Frazier received the award for Scientific Achievement; ATC Paul Buckler received the award for Aviation Support, Norwood Metcalf received the award for Technical Support Achievement; Rosanne Petro and Christopher Kirk received the award for Administrative Support; Asha Varma received the award for Equal Employment Opportunity Achievement; Peter Verburt, Peter Bruno, Lawrence Coar, Ricky Fillhart, Daniel Flynn, Debra Gottemoller, Eugene Greeley, Paul Labonski, Michele Carroll, Donato Russo, David Seevers, Joseph Stamato and John Tralies received the award for Team Excellence.

In addition, Carol Keller, Barbara Turner, Barbara Ward and John Heap received Meritorious Achievement Awards for their support of the reorganization and relocation to Patuxent River. Betty F. Lawrence, who administered the awards program was surprised, herself, when she received the Meritorious Civilian Service Award, the highest Navy award authorized from the Center.

Larry Lyford
Public Affairs Office

1994 CO-ED Awards

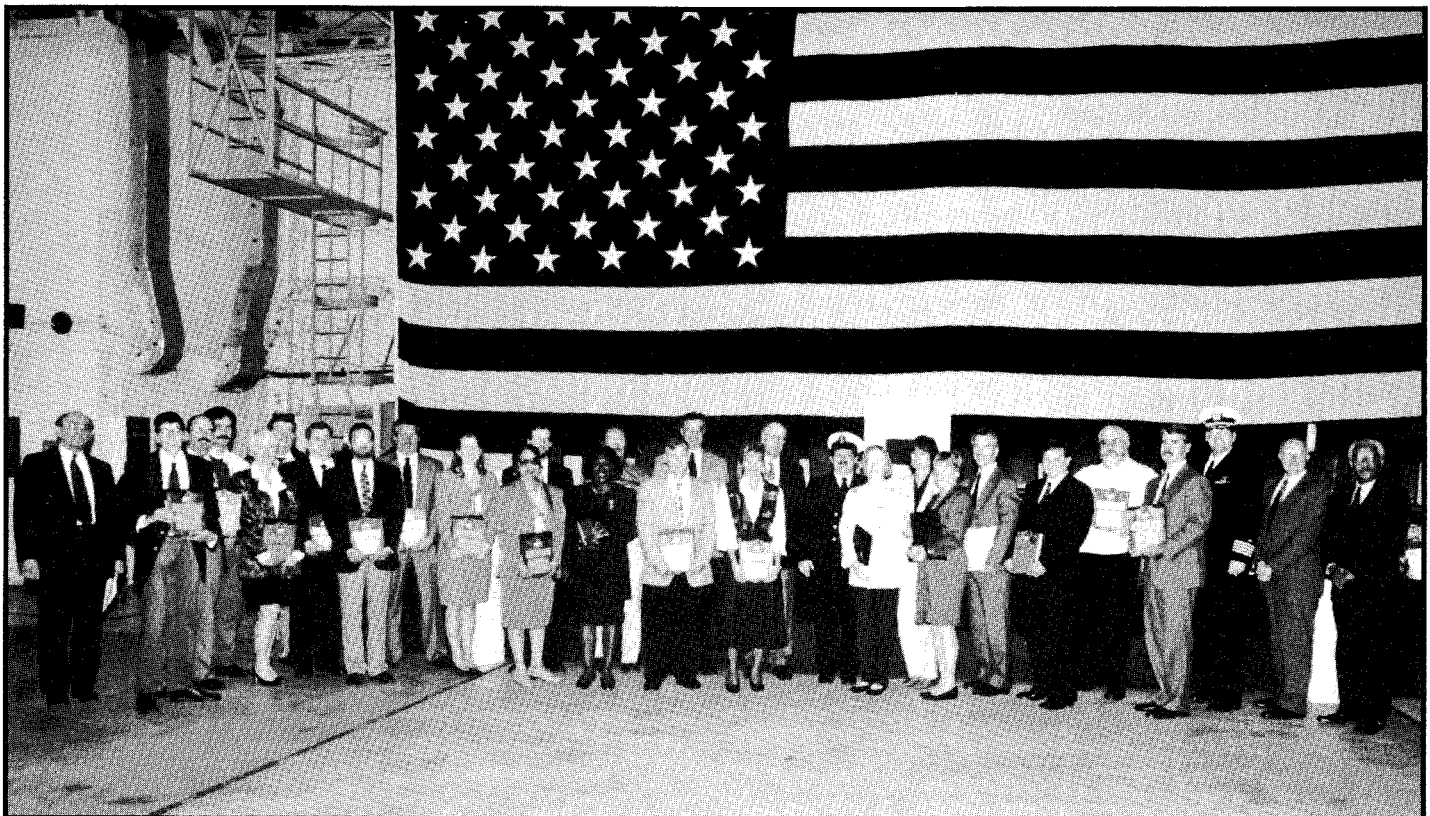


Photo by Drew Schmith

“Team Building” builds winning teams

I had a kid on my soccer team once. He could do everything, dribble, shoot and score goals. This kid could easily score 3 goals a game. As I watched our initial practice sessions, I heard the other boys yelling, “Pass it to Johnny, he’ll win the game for us.” Then one day Johnny wasn’t at practice and we lost a scrimmage, 3-0. So the next night I took Johnny aside and said, “I know you can play soccer well and you could probably score all of our goals too. But that won’t help your teammates get better. What I want you to do is to set up the plays, pass the ball to the weaker kids and teach them to score goals just like you!” Wouldn’t you know that our team won the Championship that year and averaged 6 goals per game. On a team of 14 kids, 11 different players scored goals, some for the first time in their lives! After the season Johnny came to me and thanked me. He said, “All of my other coaches just told me to shoot the ball. You made me become a ‘team’ player. You’re the best Coach I ever had!”

There is nothing like watching a successful team in action. Whether it’s on a school soccer field, in pro sports or in industry, a good team operates like a well-oiled machine. On a good team all of the players perform their individual roles, but as an entity they surpass their individual abilities. The result is usually victory.

To help get the word out on the benefits of team building, NAWCADWAR formed the Team Building “Cadre”. The Cadre is a group of 14 Center employees chosen from a cross-section of occupations and grade levels. Members of the Cadre include Pat Boyle 022, Lois Savage AD05, Dot Case 051, John Bowes 103, John Metzger 2011, Michelle Passfeld 5033, Jack Eyth 6035, Dick Dalrymple 604, Bill Finkbeiner 6072, HMC Dave Orskey 6025, Desiree Beverly 7012, Fred Gelman 8324, Jim Orr 1011, and Kathy Montrey 7001. The group meets weekly to plan activities and develop initiatives related to Team Building.

The idea for the Cadre came as a spin-off of the People Team I “Team Building” PAT who recommended that training be given to the Center employees in the emerging corporate policy of “Teaming”. The charter for the Cadre is to “develop, promote, and facilitate team concepts and awareness within the organization. The goal is to raise the level of teaming awareness and skills in order to continually improve quality and to transition easily into the new competency aligned organization.”

Teaming, as the Cadre has learned, is not a matter of throwing a group of people in a room together. Teaming involves “buy-in,” consensus, brainstorming, negotiation, empowerment and other techniques which are essential for a team to be effective. The Cadre went through a 4-day training session at Bucks County Community College in June 94. At this time the group previewed and recommended portions of the course which would be given as a 4-hour Center-wide training program in July and August. Most people who attended the 4-hour session were impressed. Comments from the evaluation forms included, “Loved the course, needs to be longer,” and “This is the first MANDATORY course I’ve been to that was worth attending!”

Not being a group to rest on its laurels, the Team Building Cadre is looking forward to it’s next challenge: to propose and implement a Team Award Program. Some ideas for team awards include Team On-the-Spot awards, Team Breakfasts and Team Happy Hours.

There will always be some people who don’t want to be part of a team. These are like the children who never learn to “pass the ball.” Nevertheless, the world is turning to “Team Building.” The Team Building Cadre believes that NAWC employees will eventually see the light and prosper as a lean, mean, coordinated machine in the competitive game of life.

Jack Eyth

Thank you

The Madera Family wishes to acknowledge the kind support and thoughtfulness of all NAWC employees and associates during the recent loss of their daughter-in-law Betsy.

Tony Madera

SECNAV changes medal names

The Secretary of the Navy has changed the names of the Navy Commendation Medal and Achievement medals to Navy and Marine Corps Achievement Medal, respectively. However, this change will not be reflected in the citations and certificate until the existing stocks for the certificate are depleted, estimated to be Oct. 1, 1995. Also on this date, the certificate and citation will be combined into a single document for each of these awards.

An employee re-invents government at the Pentagon

NAWCADWAR employee Ms. Maria DiPasquantonio, Aero-Engineer with Code 60/ 4.3 Air Vehicles, is currently assigned to the Office of the Secretary of Defense, Defense Performance Review (DPR), as Deputy Director of Communications in fulfillment of a Senior Executive Management Development Program (SEMDP) requirement. The Mission of the DPR is to embed the principles of the National Performance Review throughout the Department of Defense: Cut back to basics, put customers first, cut red tape, empower employees to get results. DiPasquantonio's duties include planning, executing and promoting issues related to reinvention initiatives within the DoD. She acts as liaison with congress, industry and professional associations to promote government reform.

Since commencement of her assignment on 6 September 1994, she has published and distributed throughout the DoD a DPR Newsletter featuring current DoD reinvention initiatives; planned and executed a Roundtable Forum with senior DoD officials, key congressional staff, and Chief Executive Officers of leading companies with experience in streamlining and restructuring. She is currently working on reinvention lab initiatives.

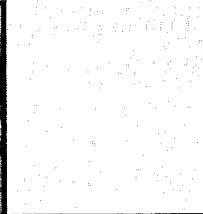
"It's very exciting to be at the leading edge of government reform and to see the results of applying many of the Total Quality principles globally throughout the Department of Defense. I hope to apply many of the DoD's lessons learned to future NAWC related reinvention initiatives," she said.

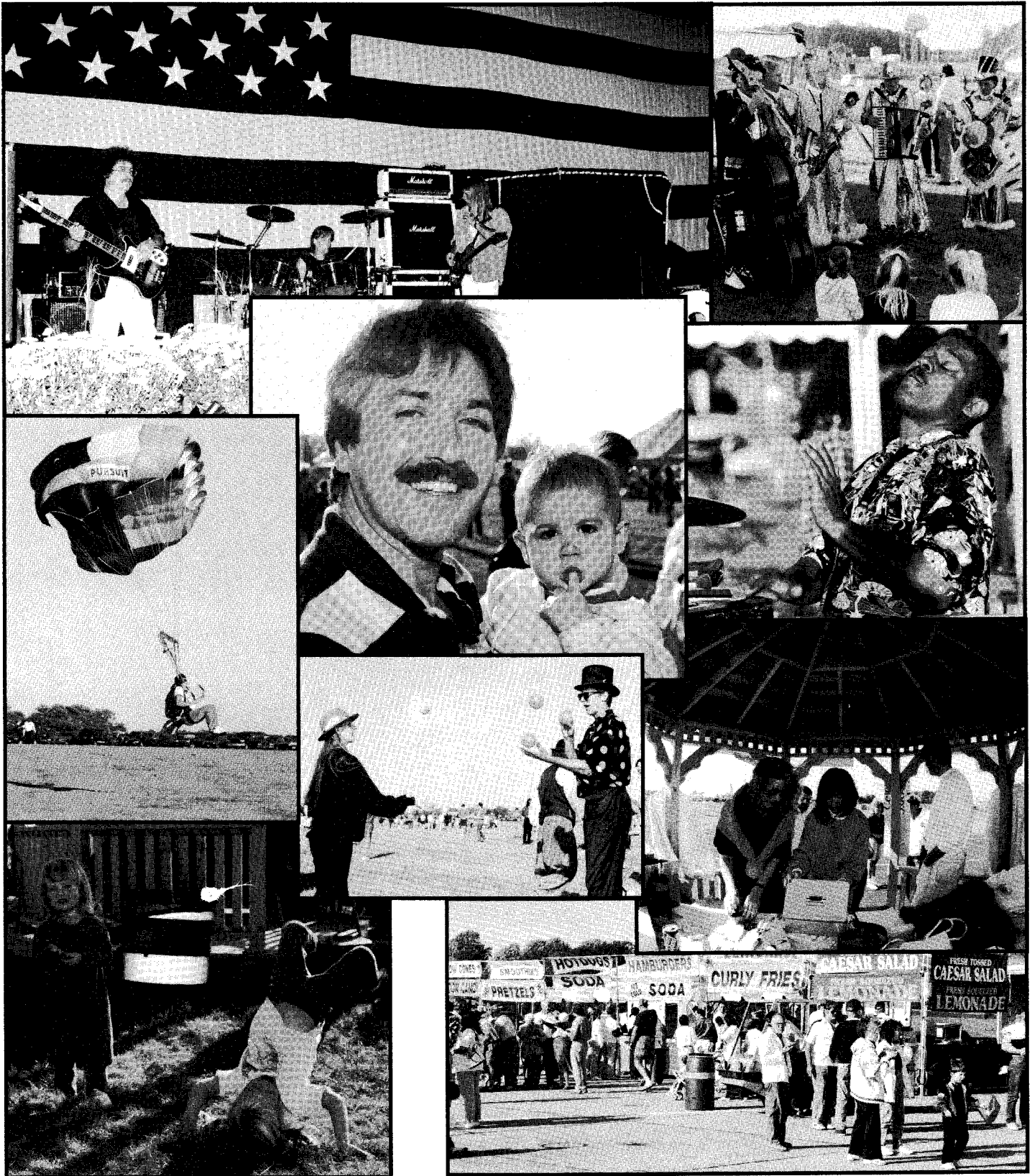


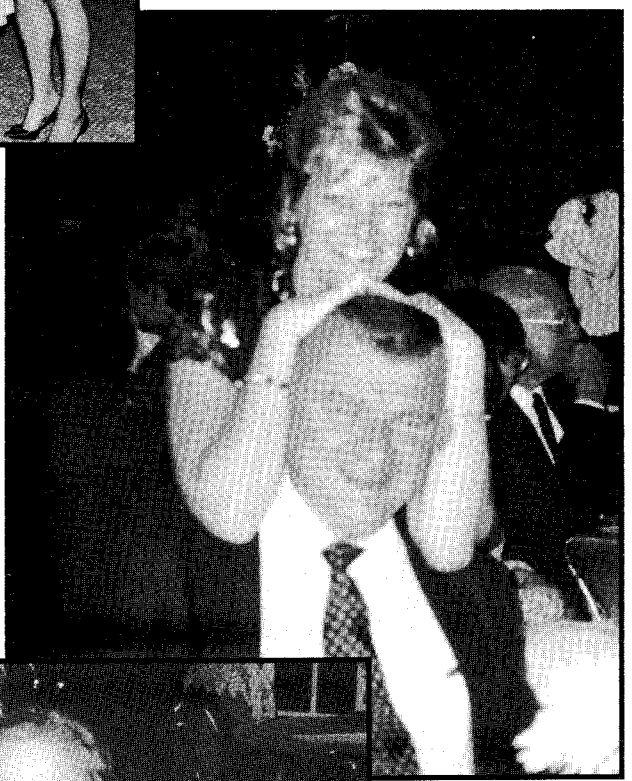
Photo by Drew Schmith

The Navy broke ground for a pump and treatment system designed to clean up contaminated groundwater attributed to two areas at the Naval Air Warfare Center. The contract for building the facility went to OHM Remediation Services Corp of Trenton, N.J. OHM also will operate and maintain the system during its first year. The Navy and the Environmental Protection Agency decided on the pump and treatment system as a remedy for shallow groundwater remediation in two areas of the base. The work, which began approximately one month ago, is expected to last nine months.

Sights from 50 years of fun at NAWC









Seminar #3 acquaints employees with Health Care

Health care on the minds of employees thinking of move to PAX. The NAWCADWAR Transition Team hosted the third in a series of Southern Maryland information seminars on 24 October. The health care topic gave employees contemplating the move to Patuxent River the chance to air their questions and concerns.

Franz Bohn, Transition Manager, introduced Yvonne Nutter, Dir. of Community Relations for St. Mary's Hospital and Peggy Naleppa, V.P. for Operations, St. Mary's Hospital. Their presentation focused on the kind of health care available in Southern Maryland.

The three Southern Maryland area hospitals, Calvert Memorial, Physicians Memorial and St. Mary's provide much the same services to their communities as do Bucks County local hospitals. They are linked to major tertiary care facilities and trauma centers in Washington, D.C. and Baltimore with efficient helo service. The thorough presentation sponsored by NAWCAD PAX, WAR, TRN and the Tri-County Council highlighted all facilities available to treat any and all patient needs.

Peg Naleppa pointed out that "well-qualified physicians are selecting our community hospitals in So. Maryland because it is a desirable environment for their families plus its proximity to D.C. area medical facilities."

Employee questions ranged from concerns over locations of primary care physicians' offices and availability of care, type of care, quality, licensing and regulations to concerns about health plan availability.

The presenters also discussed the area's top notch ambulance services, citing their pride in service to their communities, including disaster preparedness. Ms. Naleppa spoke about the expansion of St. Mary's Hospital, "If you drive by, you will see the construction of our new emergency center going on."

Information booklets on health care in So. Maryland are available in our Human Resource Office, by calling Joan Miller at ext. 3079.

Joan Marie Brown
Public Affairs Office

Former Technical Director at NAWC dies at sea

Russell I. Mason, 88, of Kensington Road, Glens Falls, died of natural causes on Oct. 26, on the M.V. Marco Polo, a ship owned by the Orient Lines. At the time of his death, he and his wife were on a cruise crossing the Indian Ocean en route to an African safari. Born Aug. 5, 1906, in Williamantic, Conn., he was the son of Samuel and Susan (Patios) Mason.

Mason was educated at Northeastern University in Boston, Mass. where he met his wife, RoseMarie Schoen of Glens Falls, . The couple was married 59 years.

Mason, technical director of the Anti-Submarine Department and the entire Naval Air Development Center, was awarded the Navy Distinguished Civilian Service award, the highest award made to a civilian employee of the Department of the Navy.

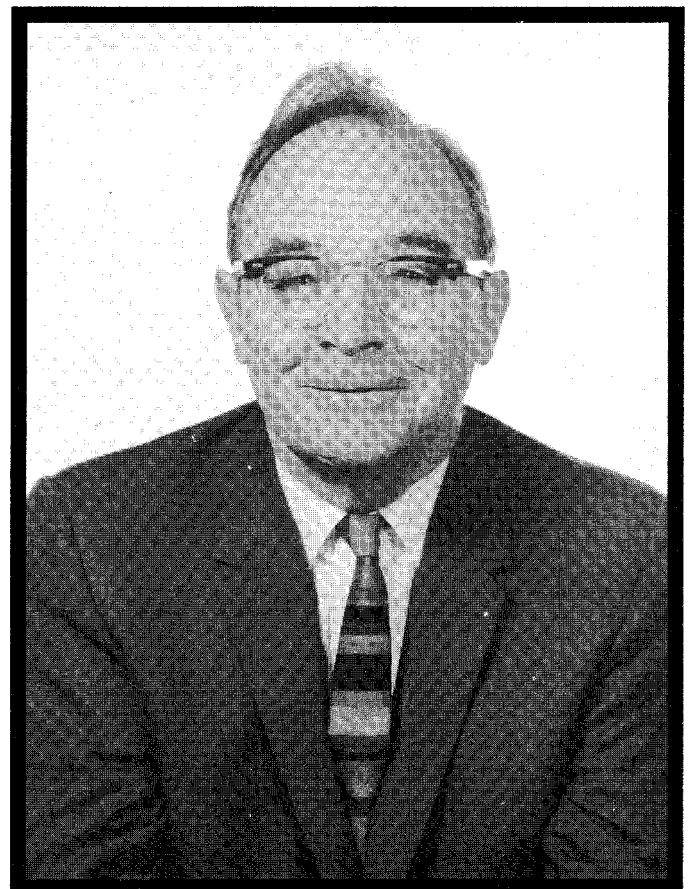
He was a leader in anti-submarine warfare and was a NADC Fellow and held patents such as his first for the sonobuoy, a device making a major contribution to the allied war effort to detect enemy submarines.

Most of Mason's working career was spent working for the Navy. After retirement in 1975, he continued working as an active consultant, writer and popular speaker.

Survivors beside his wife include a daughter, Mrs. John (Mary) Heath of Glen Ellyn, Ill., two sons, Paul Mason of Glens Falls and John R. Mason of Bow, N.H.

Burial services were conducted in the Seychelles Islands immediately following his death.

Instead of flowers, the family suggests memorial donations to the charity of one's choice.



Thanks given for a job well done



The following employees were awarded Letters of Appreciation from the Commanding Officer:

Gwynn McConnell (Air Vehicle and Crew Systems Technology Dept.): For your outstanding contributions to the naval aviation nondestructive testing and inspection community.

Willaim K. Ragan, Charles Smith, Eugene A. Bock, Charles R. Porcelli and Lt. Cmdr. Joseph W. Marx (Antisubmarine Warfare Systems Dept.): For your dedicated efforts and professional technical performance in supporting the P-3C Antisubmarine Warfare Improvement Program Source Selection Technical Evaluation Team.

Richard M. Michi (Command Administration): For your spirit of cooperation and your professional expertise to the Aircraft Corrosion Workshop.

John W. Markow (Human Resources Office): For your exceptional assistance you provided. Such efforts reflect very favorably upon yourself, the Human Resources Office and this command.

Doug Dawson (Air Vehicle and Crew Systems Technology Dept.): For your professional and outstanding contribution to the TEAM effort to introduce the HGU-84/P Helmet to our Navy and Marine Aircrew.

Peter W. Verburgt (Mission Avionics Technology Dept.): For the support you provided for the Program Manager Review held in June.

Jim Lezoche, Andy Schwartz, Phil Huber, Mike O'Neil, John DeValle and Dave Stansen (Air Vehicle and Crew Systems Technology Dept.): For the outstanding support given by each of you to the Tactical Airborne Digital Camera Systems

project of the Reconnaissance/Surveillance Branch.

PR1 Kent W. Bartels, AD2 Brian J. Scharold, AMH Keith A. Money and AE3 Chris Kutra (NAWCAD Detachment Willow Grove): For the support you provided during the recent detachment to NAS New Orleans. All of you worked long hours on "off" days to repair the aircraft so that our schedule could be met. This enabled us to meet all project requirements despite the difficult circumstance. Thanks for a job well done!

Lawrence M. Lott, Laurence Hart, Nancy E. MacMeekin (Mission Avionics Technology Dept): For your outstanding presentation during the recent Briefing of Industry held in July.

James McPartland (Air Vehicle and Crew Systems Technology Dept): For the outstanding support you provided to the Unmanned Aerial Vehicles Joint Project.

Thomas McCaffrey and Linda Nagy (Air Vehicle and Crew Systems Technology Dept.): For your outstanding contribution to our seventeenth CO/ED Annual Award Celebration. Your support in providing engraving for the plaques was outstanding.

Jeffrey D. Wright, Francis Hanna, Ronald English, and Brian Turner (Supply Dept.): For your outstanding contribution to our seventeenth CO/ED Annual Award Celebration. Your support in transporting and setting up equipment for the ceremony was outstanding.

Richard M. Michi, Frank Egitto and Kenneth Baum (Command Administration Dept.): For your outstanding contribution to our seventeenth CO/ED Annual Award Celebration. Your support in providing video recording for the ceremony was outstanding.

Lisa Fitzpatrick and William T. Roadfuss (Command Administration Dept.): For your outstanding contribution to our seventeenth CO/ED Annual Award Celebration. your support in providing calligraphy for the award certificates was outstanding.

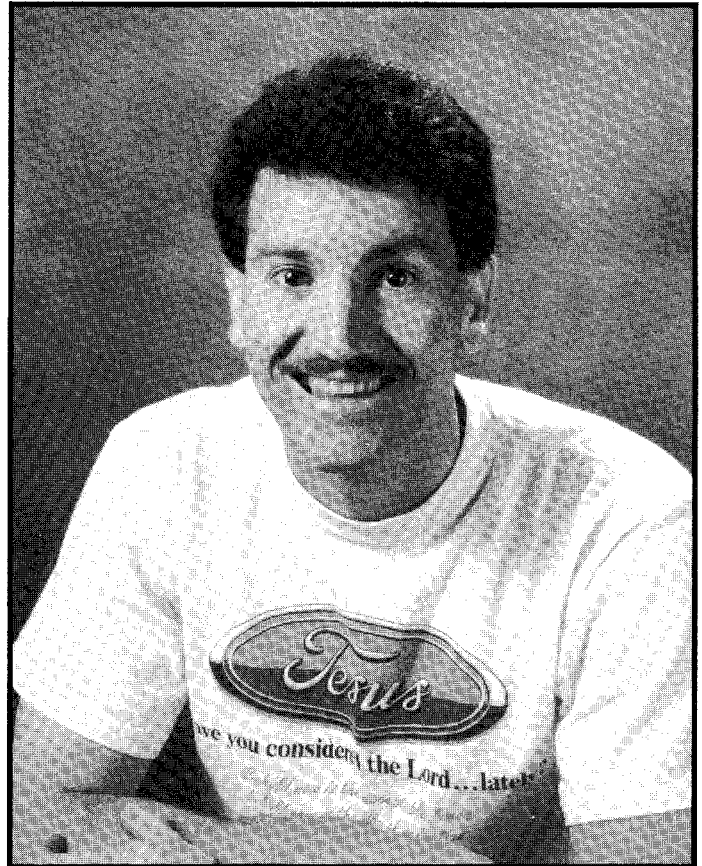
Red Cross Bloodmobile

December 7, 8 & 9 Public Works Lunchroom

To avoid long lines, please call the Benefits and Services Branch, HRO at ext. 3079 or 3987 to schedule a specific appointment

Meet Michael Iaconis of 4.3.5.2

Name: Michael Iaconis
Hometown: Rural Valley, Pa. (My high school class was 60 strong!)
Birthday: Physical: Nov. 11, 1968, became born again Christian: July 1, 1993
Position: Aerospace engineer working in aircraft fire protection
Years of government service: 5 1/2 years
Previous assignment: Aerospace engineer working in aircraft structural fatigue tracking
Last book read: *The Present Darkness* by Frank Perretti
Strongest attribute: My willingness to serve Jesus Christ in any capacity, not by my effort, but by Christ's love that compels and strengthens me.
Worst Flaw: I still make mistakes: Fortunately, if we confess our sins, He is faithful and just to forgive us our sins and purify us from all unrighteousness.
Work philosophy: Serve wholeheartedly, as if you were serving the Lord, not men.
Favorite food: Almost anything, except brussel sprouts and raw oysters. Yech!
Unfulfilled dream: For my family to realize that working hard and being nice will not get them to Heaven.
Goal in life: To tell other people how Jesus Christ can give them a fresh start at life, like He did for me.
If stranded on a deserted Island, other than the basics, what three things would you like to have: My Bible, a Christian wife and a seaworthy boat.
How your tombstone should be read: That if you confess with your mouth, "Jesus is Lord," and believe in your heart that God raised him from the dead, you will be saved.



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The Reflector is published for people like Tatyana Vishnevsky, CONRAD Management Associates.