

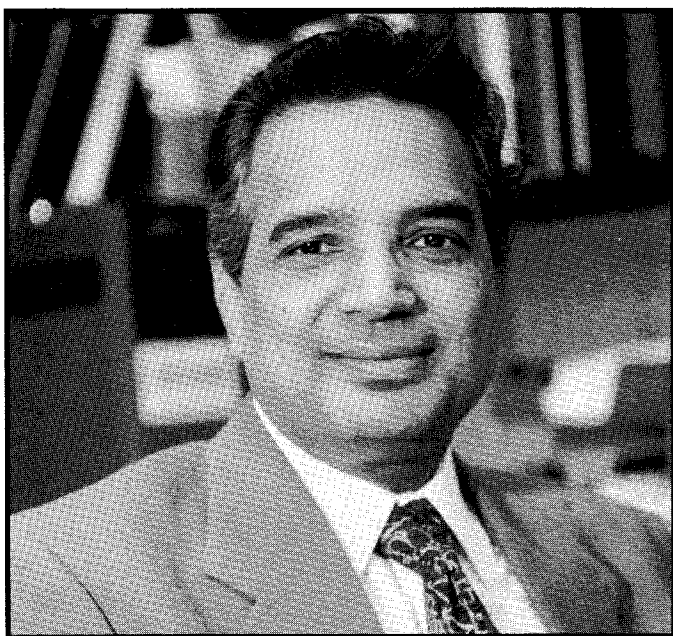


Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

January 1995 • VOLUME 40 • NUMBER 1

Center employee becomes fellow



Dr. Vinod Agarwala

Dr. Vinod S. Agarwala, senior materials scientist and group leader, Aerospace Materials Division recently became a Fellow of the American Society of Metals (ASM).

The ASM, in 1969, established the honor of Fellow of Society to provide recognition of members for distinguished contributions in the field of materials science and engineering and to develop a broadly based forum for technical and professional leaders to serve as advisors to the Society.

The solicited guidance which the Fellows will provide to the Board of Trustees will enhance the capability of ASM as a technical and professional society to serve the technical community in the field of materials science and engineering in the years ahead.

Dr. Agarwala was recognized for his outstanding achievements in the development of a chemical system assisting in the detection failures of corrosion fatigue and stress corrosion cracking of high-strength steels and aluminum alloys.

The awards and honors of Dr. Agarwala are numerous. In 1990 and 1992 he received the award for Outstanding Independent Research Project. A citation from the Chief Office of Naval

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NAWC team wins award at international conference

The Naval Air Warfare Center Aircraft Division, Warminster with its many hidden nooks and remote labs is home to all kinds of fascinating work. Many times the vital projects and research are completed with little recognition or appreciation. From putting a man on the moon to winning the Cold War, this site has played a vital role of which many are unaware.

NAWCADWAR can be proud of a variety of awards given to its employees over the years. One recent honor came at the

European Microwave Conference in Cannes, France where the top award was earned by Avionics Engineer Vincent Michael Contarino, Competency 4.5, Avionics Department (formerly Code 50). A 19-year employee in the Laser Magnetic Branch, Contarino wrote the winning paper in conjunction with Drexel University graduate students Linda Mullen and Amarildo Vieira and Drexel Professor of Electronic Computer Engineering Peter Herczfeld. Written over a 6-month period by the team, "Experi-

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From the Top: Reflections of 1994



Vic Adm. W.C. Bowes

As the Naval Aviation Systems Team enters 1995 you should feel very satisfied with the enormous accomplishments that you achieved during 1994. It was a year of transition and a year of recognition. The President's Quality Award is testimony that we are making excellent progress and that we are on a path that will position us well to serve our nation and our Navy/Marine Corps team for the foreseeable future.

The closing hours of 1994 kept many of you busy providing the needed data for the very stressful BRAC process. The Navy will be making its recommendations to the Secretary of Defense in January, and the Secretary of Defense will be making his recommendations on 1 March. The presidentially appointed Defense Base Closure and Realignment Commission will then commence its assessment and provide its recommendations to the President on 1 July. I know how difficult these times are for each of you, but I can assure you that the Navy BRAC process is being run with extreme rigor and objectivity.

The new year brings new challenges, and I am confident you will successfully meet and conquer every obstacle. Our competency aligned organization is making good progress, and it is enabling us to take the needed actions to be responsive and technically qualified to meet the demands of our Navy.

I know that many of you are concerned about promotions which have been almost non-existent during the past several years. I am taking action to start opening promotions in our critical skill areas. The first step will be to identify the critical positions required to support program teams and competencies in the future. We must retain the right balance of critical skills to sustain our workforce—ensuring continued performance with minimum disruption when we move to Patuxent River.

As we continue our restructuring and start conducting more work within integrated program teams, the need for continued education and training of our workforce will increase. I am pleased that so many of you are complying with my policy for a minimum of 40 hours training/education each year. However, not all of you obtained this minimum level of training in 1994. I expect total compliance with this mandate, and while I fully understand the numerous reasons one can have for not complying—these are unacceptable excuses. To succeed in the future as an effective team or to succeed as individuals, 40 hours training

and education each year is a bare minimum. — Make 1995 a year in which continual personal professional learning is a high priority.

Our future depends on teamwork and dedication to the customer. The customer has always been your focus, but in the past we have operated primarily in our functional areas, and not as a totally integrated team for each product we support. Teamwork must be learned, and it must be stressed. We have many wonderful examples of teamwork in action across our many sites, but we have much more to accomplish. The team and not the individual will be the key to our success. Likewise, good performance must become synonymous with teamwork, not individual performance.

As the current administration hits its half way point for the President's four year term in office, you can expect a heightened effort to move acquisition reform forward. Focusing on commercial products, doing business in a more commercial way, eliminating most of our military specifications and standards, increasing workload inter-servicing, working more as partners with industry, greatly reducing our oversight functions, focusing on total system ownership costs, and reducing the cycle time for everything that we do are some of the many areas that you will be hearing much about during 1995.

The President has nominated me as a vice admiral to become the Principal Deputy Assistant Secretary of the Navy for Research, Development and Acquisition. As I am writing this article, the President has not yet nominated my relief to become COMNAVAIR. Both of these assignments require confirmation by the Senate and I anticipate a very smooth transition whenever I detach.

I thank you for your continued tremendous support, and I wish you all of the best for 1995. You're the greatest.

Vice Adm. William C. Bowes
Commander, NAVAIR

Fellow

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Research, for Best NADC Independent Research Project in 1988; Scientific Achievement Award, Naval Air Development Center, 1981, Honorary Faculty Member, Metals Engineering Institute; and listed in Who's Who in Technology Today, just to name a few.

Professional accomplishments of Dr. Agarwala includes publication of more than 100 peer reviewed papers, 30 technical reports in the field of corrosion engineering, metallurgical and materials science and engineering, tribology and electrochemistry.

Congratulations, Dr. Agarwala on your selection as a Fellow of the American Society of Metals.

JO2 Terry S. Wingate
Public Affairs Office

Employees trained on AIDS in the workplace

In keeping with the Clinton Administration directive on HIV/AIDS training issued on 30 September 1993, and Department of the Navy instructions, the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) conducted training for all civilian and military employees recently. The training was conducted by ActionAids of Philadelphia, featuring Mr. Gary Bailey, education/outreach specialist. Bailey is an AIDS patient in the symptomatic stage of the disease.

The information on transmission and prevention of AIDS emphasized workplace issues. The federal government is concerned about the workforce and issues of confidentiality, responsibilities and legal requirements. The Americans with Disabilities Act mandated that employers cannot discriminate against a person with the disease. The Federal Rehabilitation Act mandates withholding all federal monies from organizations that discriminate.

NAWCADWAR employees were impressed with Bailey. The 42-year-old was diagnosed with AIDS seven years ago. He was given three years to live, but he believes his long-term survival is due to his own attitude and the love and commitment of his parents. He described how the disease affected every aspect of his life. The 44 pills he must take every day have wrecked havoc on his system, yet at \$5,000 a year, they also keep him alive.

"The United States is the only nation worldwide where AIDS is a stigmatized disease," claims Bailey. He left his career on full disability to devote his time to advocacy for HIV prevention and compassion for persons living with AIDS. He feels there is no reason to discriminate against AIDS patients. "The general population is a bigger threat to a person suffering from AIDS because our immune systems are destroyed. We have no defense against any germs. The common cold can kill," said Bailey.

Speaking to 20,000 people a year, Bailey reminds all that you can't tell by looking if a person has AIDS. "When you go into a bar, there is no way to determine who has the disease," said Bailey. The key to avoiding and stemming the spread of this complex, behavioral disease is a massive change in the sexual activity of a large percentage of the population. Once a disease spread by homosexual activity, AIDS is now a disease attacking huge numbers of heterosexual people who are not monogamous. "Abstinence from intercourse and other risky sexual activity is the 100 percent sure way to avoid infection with this deadly disease," said Bailey. "I am dying at 42-years-old. I am devastated that I did not have the knowledge years ago that could have saved my life. It is essential that everyone educate themselves and their children in order to prevent the catastrophe faced by one million Americans with AIDS," Bailey continued.

One in every 250 Americans has AIDS today. Former Surgeon General C. Everett Koop once predicted that by the year 2000 every family will suffer the death of at least one member from the disease. Bailey believes that day will sadly dawn within

the next five years. 130 Million deaths are expected worldwide by the year 2000. Eighteen percent of the world's population, 1 billion people, will be infected. Currently in the continent of Africa, 20 percent of the workforce suffer from the deadly virus. Eighty percent of new cases reported are among the heterosexual population.

Asia is the next battleground, due to the mode of behavior in countries such as Thailand with their abundant brothels, sex tours and prevalent prostitution. AIDS is the leading cause of death in Puerto Rico. In the city of Philadelphia, according to ActionAids, over 7,944 people have been diagnosed with AIDS in the metropolitan area. Between 20,000 and 30,000 Philadelphians are infected with HIV, the virus that causes AIDS. African-Americans and Latinos account for 70 percent of all cases in the city. Women account for 12 percent of all Philadelphia cases, and AIDS is spreading rapidly among youth.

"Talk to your children," was the message of Bailey. He blames the blatant promotion of sex and promiscuity on television, movies and music, in part, for the rampant spread of AIDS among youth. An audience member in one workshop suggested that in the entertainment industry, movie stars are vocal AIDS activists, yet Hollywood continues to churn out objectionable messages of sex and violence. If they truly wanted to stop the spread of this deadly epidemic, they would change the message in movies and music, she said. "In New York City, one in 10 teens are infected with HIV; in D.C. its one in 15," Bailey shocked his audience. "One of 60 American babies are born with the virus contracted from their mothers," said Bailey, "although 75 percent of these babies test negative after several months."

Although increased research is being conducted every year, no cure for AIDS is foreseen for decades. The audience gave rapt attention as Bailey expended a strenuous effort for a man who becomes very ill many mornings from the disease and the medications he must take to stay alive. He is truly a person who cares enough for his fellow human beings to tell them the truth. Hopefully, his audiences will spread the message of avoidance and prevention more rapidly than the disease is spreading.

Joan Marie Brown
Public Affairs Office

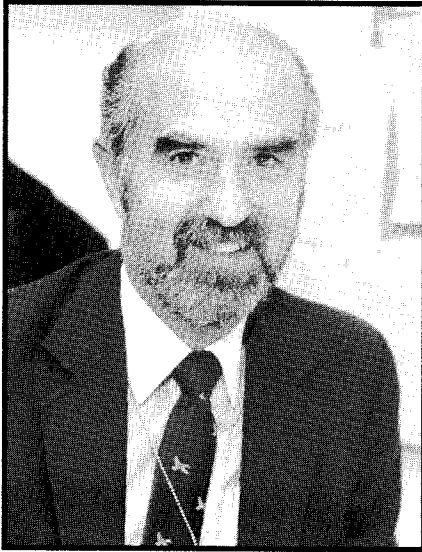
Snow Emergency

Radio Stations: KYW 1060 AM

WBUX 1570 AM

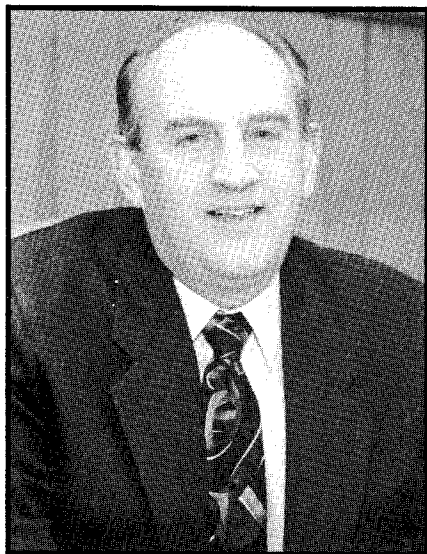
Telephone Number: (215)441-SNOW

Team Building quotes



It has always taken teamwork to be successful on a project. The organization can either make it easier or more difficult to achieve. Let's hope the CAO will help. In the final analysis, it will be the effort and cooperation of individuals which will dictate success or failure.

Pete Santi, Code 1.1.X.0



The most difficult task in making a team successful is an awareness by the team members that there is no "I" in "TEAM".

Fred Kuster, Code 1.0.A



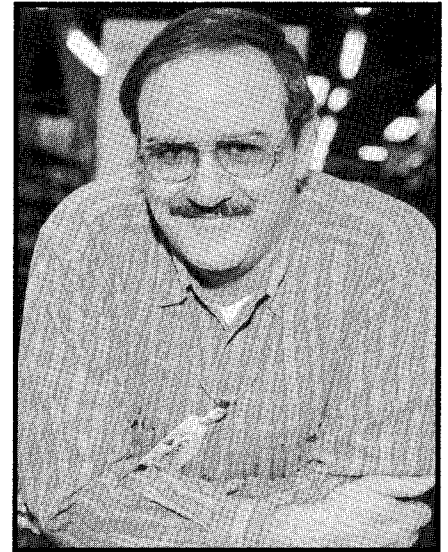
The more minds the better the end product.

Teri Berrian, Code 2.1.2.0.0.0



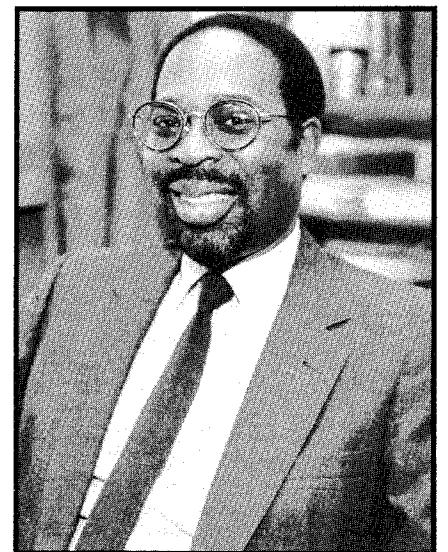
Let us play this TEAM and Employee Empowerment stuff to be hilt. We have asked the powers that be for this freedom and they have said the words. Now we must take it, act on it and produce or they remain just words.

John Walker, Code 4.5.7.3.3



It's sad they come up with the team concept at a time when they're dismantling the team.

Bill Foley, Code 8.2.1.0.0



My successes at team building are predicated on keeping people informed, showing a willingness and ability to produce and conducting orderly and focused meetings. People buy in to what you are doing, once they know that they will be valued and their time and effort will be put to good use.

William Bailey, Code 4.5.1.1.2



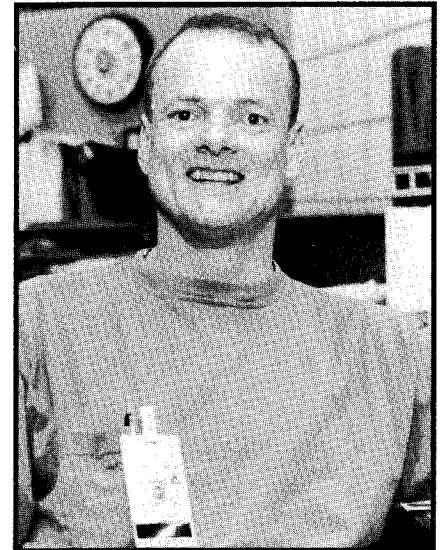
The Intergrated Product Team concept is a natural extension of the way we have been doing business for years. Effective project teams have been responsible for our many successful development efforts here at Warminster.

Fred Shocket, Code 4.5.7.2



Teams draw on the past experiences of a number of people thriving on their talents and minimizing their weakness.

Desiree Beverly, Code 4.5.7.3.5



The first step in building a successful team is for the coach to establish a game plan. Once this is in place, the players can execute the appropriate plays and a successful team.

Michael Cannon, Code 4.1.2.2

Photos by Jason Craig

Employee ETR plan here

The Clean Air Act strikes again! On November 15, 1994, Employer Trip Reduction (ETR) plans had to be submitted to the state of Pennsylvania. Any employer with 1,000 or more employees had to prepare and submit a plan explaining what they intended to do to reach their target Average Passenger Occupancy (APO) value. Employers with 100 or more employees will need to submit a ETR plan by November 15, 1995.

The Center has asked for exemption to this regulation since it will be closing in 1996. Unfortunately, the state would like the Center to comply with its proposed timeline. This timeline projects 50% of APO target value by November 1995, 80% of APO target value by November 1996, and a 100% of APO target value by November 1997. Our target APO is 1.50. This means

there should be an **average** of 1.50 passengers per vehicle.

Our submitted ETR plan describes the incentives the Center offers employees. These include : free parking, inner compound parking for carpoolers, and flexible time and part time policies. The Center is considering implementing a compressed work week schedule. A transportation fair may be held in the spring of 1995. A Ride Share program may be started. These last two options are dependent upon employee response.

NOTE : Pennsylvania has postponed the ETR plan submission date. The Pennsylvania General Assembly's override of Governor Casey's veto of H.B. 1514 has temporarily halted the Enhanced Monitoring Programs which include ETR.

39th year of the W & R Childrens Xmas Party



Ball caps required soon for dungaree uniform

The Chief of Naval Operations, Adm. Mike Boorda has approved a uniform change recommended by the Uniform Board that will make blue ball caps the authorized headgear for wear with the dungaree working uniform.

The blue ball cap with the dungaree working uniform, will replace the white Dixie cup cover for male Sailors and the black garrison cover for female Sailors.

There will be a slight increase in Sailors replacement clothing allowances to offset any costs that Sailors may incur with purchasing the ball caps. At the same time, the number of white

hats required in the sea bag will be reduced. The wear life of the white hats also will be extended due to the decreased usage.

Recruits, who currently purchase one ball cap with the "Navy" logo with their own money, will be issued two caps and can purchase a command ball cap upon arrival at their next duty station.

More information on when the change become effective will be provided in early 1995.

Lt. Dan Bates
BUPERS Public Affairs Office

Conference

(continued from pg.1)

mental and theoretical analysis of a microwave modulated LIDAR system" describes a novel method of combining Light Detection and Range System (LIDAR) and traditional radar to improve the detection of underwater obstacles. The paper was selected from nearly 600 submissions as the most significant of the conference.

Avionics Competency, Head Tom Castaldi lent directorate support to the LIDAR project. The LIDAR system is used for underwater detection of mines and other ASW objects, ocean bottom mapping and other nautical mapping. The technology has potential for commercial application to study water clarity, pollution and for underwater communication systems. "The LIDAR work is fascinating; this technology is maturing and becoming commercialized for mapping, and environmental work," said Contarino, "although the environmental application is in its infancy." In the near future, the cost should become reasonable. Right now only the military can afford the technology at a cost of \$40 million for one system.

The team's research applies microwave radar coherent signals processing techniques to underwater LIDAR systems. This improves contrast enhancement for detection of small underwater targets. The improvement in clarity is estimated to be between 100 and 1,000 times better (17 dB). Blue/Green light is projected from aircraft and the projection and return times are measured to determine depth of objects underwater. LIDAR works exactly like RADAR except it goes through water.

Contarino, Mullen and Herczfeld traveled to Cannes, France to attend the European Microwave Conference in September. The Navy and Drexel University share with the individual authors in the prestige awarded this prize winning project. The top prize of 2,000 French francs (US \$400) was donated to Drexel. The recognition and renown continue to shine on the NAWC and the LIDAR team.

Not only did the work capture the top prize in Cannes, the team's poster, "Modulated Pulse Lidar System for Shallow

Underwater Target Detection", depicting LIDAR operation won first prize in the European Oceans Conference poster contest. This was the icing on the cake for the team. "The poster prize alone would have been a wonderful accomplishment, but in conjunction with the microwave award, we were elated," said Contarino. Awarded by a panel of international oceanographers, it recognized the LIDAR poster for technical content. The poster was the work of the three authors plus a Drexel student from Brazil.

Joan Marie Brown
Public Affairs Office



Upgraded computer facilities open on site

The Blue Room Computer Training Facility has been upgraded. This facility is now capable of providing employees with training on some of the latest personal computer technology. The upgrade consists of a network of IBM compatible 80486 workstations each with 16 megabytes of RAM and 340 megabyte hard disks along with a 1 gigabyte network server. The new hardware configuration will enable NAWCADWAR to conduct classes on the new Microsoft Office Professional, Novell, Microsoft Mail, Microsoft LAN Manager, AutoCad version 13 and Windows for Work Groups, in addition to the numerous software application and programming language classes already being offered. The increased hardware and software capability of the Blue Room will allow NAWCADWAR to utilize this versatile resource to increase the effectiveness of site employees in performing their duties and keep their computer skills in line with current technology.

In addition to the Blue Room being upgraded, the Employee Assistance Center received several of the old workstations and

some new equipment. As a result, more workstations are available for employees and their spouses to prepare SF-171's, resumes and cover letters. A second smaller computer learning center was set-up in the Federal Room with the remaining old workstations.

Special thanks to all those involved in making this project a success especially Chris Pauley, Danny Yuen, Lorraine McFadden, Y Tran, Sam Negron, Joe Castenova, Roger Jenkins, Al Kaniss, Mike Dent and the rest of the crew. Their technical expertise and willingness to work together as a team has made this valuable resource available to benefit the future education and training needs of NAWCADWAR employees.

Employees interested in updating their personal computer skills by taking computer classes in the Blue Room, utilizing our personal computer video training library, or having personal computer desk-side instruction, should contact Marianne DeCicco, ext. 1805.

Suicide: recognize the distress signals

(This message was released by Adm. W. J. Flanagan Jr., CINCLANFLT)

Suicide is a year-round menace, but the holiday season for some becomes a time of increased anxiety that may lead to considering harming themselves. During this time of year, many of our men and women are away from their traditional family home celebrations - some for the first time in their lives. For others, the demands of the workplace are competing with the demands of the homefront.

Expectations for happiness are high and for those who do not feel that "holiday spirit," this time of year can be more distressing than any other. It is this same activity - the hustle and bustle of shopping; planning for major travel; dealing with increased bills; and the need to complete projects before year end - that may cause us to miss key warning signals. Too often, in the rush of activity, we miss the call for help and other signs, that at any other time would warn us that one of our people is in trouble. Thus, we must make a special effort to remind ourselves to look. I ask for your vigilance in this regard.

Take time now to consider each person who relies upon you and as you review these sample warning signs below, ask yourself if they apply to anyone you know.

- * dramatic changes in eating habits
- * changes in sleeping patterns
- * unexplained changes in attitude and behavior

- * giving away of personal possessions
- * inability or unwillingness to talk about future plans
- * finality in farewells to co-workers and friends
- * unreasonable state of euphoria, as though all problems have disappeared
- * deep bouts of depression, sometimes accompanied by heavy drinking
- * conversations about death, the hereafter or taking one's life

The warning signs above are not all inclusive but suggest that a person who makes dramatic changes in their routine or behavior may be sending out distress signals. Your job as a leader is to recognize and act. A person contemplating suicide will often have a detailed plan for accomplishing the act. Farewell or "suicide note" if found should not be treated as a prank. Seek help from your supervisors and involve the nearest chaplain or medical staff. Take direct action and do not wait for the situation to work itself out.

As we focus on giving and sharing during this holiday season, the greatest gift that any of us could ever bestow is the gift of continued life. You now have some tools to help make that possible. Use this information and pass it to those in your care so that we may all share in the opportunities of the coming year together.

NAWC Warminster holds industry brief

The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) recently hosted a Joint Service Avionics Briefing, bringing together Army, Navy, Air Force, Advanced Research Projects Agency (ARPA), avionics officials and industry technical representatives for the first time. "This was the third avionics industry brief for us but was the first joint one with the Army, Air Force and ARPA," said Lawrence M. Ott, Jr., head engineering division. Next year, the Air Force will host the briefing.

According to Ott, this was the first time industry could come to one place to learn the services' views on military's aviation electronic requirements, expected directions in technology and important future acquisition programs. "The goal was to maximize results with reduced military and industry research and development budgets," said Ott, the briefing organizer.

Keynote speaker, Dr. Donald Dix, from the Department of Defense, presented the department's service-wide strategy for technology development. Subsequent briefers provided information to help businesses tailor their own research and development programs to complement continuing service efforts. The goal was to assist industry focus its aviation electronics effort where it will be needed most.

In the past, defense contractors had to predict service needs as well as promising research avenues. Now, contractors can do

research in areas most likely to be welcomed by the military. As a result, industries gain expertise in areas critical to future military programs and reduce risk that their technology developments will not lead to military contracts. This helps industry better direct research assets. The military gains because industrial research and development efforts will complement related government work. Together, both groups will exploit scientific and engineering advances. According to Ott, this briefing helped industry understand our strategy, perspectives, near term directions and acquisition plans.

"In my area I know exactly what the other services are doing and how they've progressed," said Ott. "They know the same about us. We share all the time now. There's a good spirit among the services," observed Ott. "Already, there are several joint efforts between the Air Force and Navy."

The services understand the need to work together because of reduced funding. This joint briefing was an attempt to bring industry into this partnership as well. "We have to pull together to get the products we need," observed Ott. Technology can not be created and put on the shelf to await a military customer's recognition. It must meet a current or potential war-fighting need to be begun. For example, according to Ott, "Now, information warfare is very important and together we have an opportunity to exploit advantages of off-the-shelf commercial technologies."



VSI/SSB's restricted on rehiring as civilians

As part of the fiscal 1995 Defense Appropriations Act, service members who separate with VSI or SSB forfeit those benefits if hired, after Oct. 1, 1994, to DoD civilian positions within 180 days of separation. President Bill Clinton signed the act in September. The sanction applies to active duty members and full-time National Guardsmen.

Defense officials and Congress became concerned about possible unfairness. Some former service members took the special payments, separated and then returned as DoD civilians to do the same job they had just left.

The law affects only those who separate and are hired after Sept. 30. Service members released from duty before Oct. 1 retain their VSI/SSB payments regardless when hired. All VSI/SSB recipients appointed to DoD civilian positions after 180-day period passes also retain their separation bonuses.

Service members separating under VSI receive annual payments based on rank and time served. Those leaving under SSB receive a lump-sum payment, also based on rank and longevity.

Under the provision, officials said, DoD will use "estab-

lished debt collection procedures" to recover VSI/SSB payments from affected new hires.

DoD officials are currently developing guidance with the services. They are asking each service to add this policy to the written agreements service members sign before separation. This is to ensure service members know about the law before accepting VSI/SSB.

In addition, DoD is asking all civilian personnel offices to verify whether potential new hires are within the 180-day window. Local personnel offices will report affected applicants to their servicing finance offices.

The Defense Accounting and Finance Service will advise these new employees of the recoupment actions. The services are developing procedures for handling problems. In the interim, service members studying VSI/SSB options and DoD civilian employment should check with both local transition assistance and civilian personnel offices for updates.

Sgt. 1st Class Stephen Barrett
American Forces Information Service

Moving contractors on-site to ease transition

The Naval Air Warfare Center Aircraft Division Warminster will begin relocating its facilities and personnel to Patuxent River, Md. (PAX) starting in mid-1995. The process will continue through 1996. A moving contractor, FSEC, Inc., has been awarded the contract to complete the massive relocation. The Relocation Management Engineering Service Contract involves the highly complex process of moving 229 laboratories, 1,656 offices and all projects and equipment while the workforce continues to service customers.

"FSEC is now part of our Transition Team (TT) for the physical move to PAX," said Franz Bohn, NAWC Transition Manager. Employees entering the parking lot by Building 3 have noticed the FSEC offices, prominently located adjacent and accessible to the main buildings with their sign that declares "Transition Partner with NAWCAD".

"Windows of opportunity to move each department have been devised by the Transition Team," said Bohn. "FSEC will coordinate with the TT and each department to complete each area's move within their move window. Competency leaders will determine exact timing, agreements will be documented in memorandums of understanding and relocation plans which define when, what, how and where each area will be moved, and what roles our technical people will play.

Each competency has technical experts that are familiar with projects and lab configurations. According to Bohn, these technical people will be solicited to provide technical guidance at both ends of the move, Warminster and PAX. "The move will go smoothly if the corporate memory, expertise and knowledge

of the NAWC experts are employed to advise the movers," said Bohn. He continued, "A lab is a lot like an individual household; those familiar with it are critical to the successful move."

Memorandums of understanding will be negotiated for all 229 labs. FSEC will pre-certify each lab before moving it to establish baseline capabilities. FSEC employees will then disassemble, pack and crate, load and transport the goods. Once they arrive at PAX, FSEC will unload, reassemble and re-certify the equipment, reconstructing pre-certification performance levels.

Excess material and equipment should be removed from all departments now in anticipation of the approaching move. "Let's not pay to move excess baggage," Bohn advises. New desks, bookshelves, chairs and other office equipment will be provided at the new buildings so most offices will move only books, computers and data. Enclosed offices will be furnished with executive furniture moved from Warminster. The President's Five Part Community Reinvestment Program mandates leaving equipment for reuse by local communities. "Take only what we need to maintain capability," Bohn said, "It's a win-win situation: we don't pay to move excess and the community reuse efforts benefit."

Although many may be reluctant to begin planning this move, Capt. McCracken stresses that world-class R & D facilities await the NAWC at Patuxent River. The new buildings, labs and offices are being completed specifically for continuing the vital work our scientists, engineers and administrators perform for the Navy.

Plans proceeding for re-use of NAWCADWAR

Combining the best of many worlds could be the result of reuse planning at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR). The Bucks County Economic Adjustment Committee (BCEAC) Reuse Subcommittee held a public meeting 4 January 1995 in Warminster to unveil the first draft of their reuse plan. A final plan, incorporating input from local citizens, industry, academia and municipalities, should be submitted to the Navy this February.

Bucks County Commissioners Andrew Warren and Sandra Miller emphasized that the BCEAC is hoping for full community participation in the reuse planning. Cheryl Baxter, project manager for the reuse study, stated, "This is not our plan. This is the community's plan," as the audience of about 150 viewed two proposed plans for the area.

Option 1 allocates 38 percent of NAWCADWAR's 800 acres for economic development in the hopes of attracting a business park, hotel and conference center, research and development facilities and an incubator for small businesses. A long range plan for parks and recreation facilities received 25 percent of the land. The plan proposes 23 percent to attract universities and a higher education campus to the site. Housing and health facilities for senior citizens could use 8 percent, leaving 7 percent open for other uses.

Option 2 suggests 35 percent of the land for economic development, 34 percent for parks and recreation, 16 percent for university facilities, 6 percent for housing, 5 percent for municipal public services and 4 percent for other uses. In order to receive the site from the DoD, the county reuse plan must provide for job creation and replacement.

Sheila Bass, BCEAC coordinator, announced that by January 20 the Bucks County Commissioners will appoint citizens to an authority that will be responsible for maintaining the NAWC facilities until the reuse plan is implemented. The area will suffer an economic hit when over 1600 government jobs are relocated to Maryland in 1996. That damage will be repaired over a period of 5 to 10 years as the facilities are redeveloped. The subcommittee stressed that job replacement is the number one priority of all reuse efforts. Privatization is a process that will occur incrementally as the Navy vacates certain areas; ideally businesses interested in the incubator facility will move into existing buildings as the Navy moves out, according to Bass. "It will be a balancing act, matching up opportunities the facility presents with concrete offers and investment, considering impact on the community quality of life, replacing jobs and the tax base," said Robert Taylor, BCEAC chairman.

Audience members were able to comment on the plan after the presentation. A Buckingham resident stressed that the area needs to figure out how to get into the next century, utilizing mass transit to address traffic concerns. PennDOT mandates limited development along congested Street Road. "Are we going to use up the allocated number of jobs with \$4/hour Walmart jobs? We have to keep the economic momentum going with high-end jobs," he said. Another resident told the subcommittee, "There is a screaming need for a

research & development facility. Allocate more land for this high and best use."

Community input continued with a resident asking, "Do we want the reuse to compete with existing business parks? In the Philadelphia area there is already nearly 50 percent vacancy. This area has not come out of the 1990 depression yet, how are we going to get occupancy?" Another added, "Lets build schools first, recreation parks and ball fields secondly."

Warminster Park and Recreation presented a thorough proposal for multi-use stadium, gymnasium/auditorium, athletic fields, and nature areas. Their spokesman stressed the importance of retaining space for the future development of these facilities.

The airfield runway, which the committee thought was a dead issue, received various comments. One man asked that further input be sought, "I was never polled on the runway reuse. I think it has merit for small planes and corporate jets, maintenance, storage similar to Doylestown airport. Considering what it will cost to rip up the runway, perhaps we ought to develop this valuable resource." Later in the meeting several more pro-airfield comments continued. The \$8 to \$10 million runway rehab could be financed by the FAA with the county and township then assuming operation. Several residents exhorted the committee and the Warminster supervisors to "be leaders and make decisions that will benefit the community long-term; don't knuckle under to short sighted vocals."

Successful reuse plans are breathing new life into closing military facilities across the nation. Plattsburgh Air Force Base in New York, scheduled for closure this year, will see Montreal-based Bombardier, Inc., a major manufacturer of mass transit commuter cars, establish a new manufacturing plant on its site. Packard Bell, the high-tech computer manufacturing firm, established a new 1.8 million square feet plant at the former Sacramento Army Depot. A new combined retail and grocery exchange called BXmart is planned for 91,000 square feet of Homestead Air Reserve Base. Louisiana's England AFB is becoming England Industrial Airpark with fifteen tenants, including a hospital and an elementary school. Pease AFB, New Hampshire recently began daily air freight service between New England and Emery's hub complex in Dayton, Ohio. Pease will also house Celltech Biologics, a manufacturer for some of the large pharmaceutical companies in the world. Naval Station Puget Sound, Sand Point, Washington State was the location site for filming of "Sleepless in Seattle" and is now the location for a new Fox Television series, "Medicine Ball". Reuse as a "Little Hollywood" has potential for Sand Point and possibly Warminster, as well.

The BCEAC has not marketed the facilities, yet there has been substantial interest from many sources that could provide good jobs to the area. According to Bass, this is a flexible plan. The sketch shows a business park, which could very well be a research & development business park, depending on what kind of business investors show interest and come up with capital.

Joan Marie Brown
Public Affairs Office

FOD program concludes with first weapon release

The Naval Air Warfare Center Aircraft Division (NAWCAD) recently showed the practical use of fiber optic data buses (links) during aircraft flight. This was the first time a Navy tactical aircraft successfully flew with a fiber optic data bus and was the first in-flight demonstration of a weapons release using fiber optics. This demonstration required extensive cooperation between NAWCAD Patuxent River and NAWCAD Warminster. Earlier, engineers at NAWCAD Warminster used the fiber optic system with a Sparrow missile simulator to demonstrate its data transfer capability during extensive use as missiles locked on to targets.

In the most recent efforts, engineers installed and demonstrated a fiber optic system linking stores (weapons) management in a NAWCAD Hornet, F/A-18B. Engineers and technicians at NAWCAD supported research and development directly and saw a new development six years before they would normally test it. NAWCAD Patuxent River personnel got Warminster engineers access to the aircraft just before turning it over to NASA. Engineers and technicians from both locations teamed to develop, install and conduct the ordnance flight testing.

The fiber optic system replaced the existing military standard wire data transfer system for stores management system. The test F-18 linked the system components with fiber optic cables with 16 light pathways. The demonstration provided experience handling fiber optic cabling for future aircraft applications. An immediate benefit occurred when militarized cable used initially proved resistant to impacts but failed with routine bending required during installation. NAWCAD Warminster engineers substituted other off-the-shelf cable and all components worked throughout the test without failure.

Test flights at NAWCAD Patuxent River, used electrical to

optical converters developed by the Digital Technology Branch, formerly Code 5052. Converting a wire system that relies on three signal states, into a purely binary fiber optic system presented challenges. Known timing relationships of the signals were exploited to achieve conversion, said Dennis Turner, former branch head. Technicians installed converters at three representative weapons stations: left wing, left fuselage, and right fuselage.

Participants learned important lessons in how to handle, install and maintain fiber optic cables/components in the tactical aircraft environment, said Turner. For the first time, NAWCAD Patuxent River maintenance crews had the opportunity to learn, hands-on, about the differences between fiber optic cables and electrical cable. By the recent weapons release phase, no cables broke or failed as personnel became more confident with the newly developed handling techniques.

Engineers compared military grade and commercial grade fiber optic cables in flight. They used conduits and special cable terminating and tie off methods in operational environments. They also tested cables and components for failures before and after use.

New aircraft such as the Air Force's F-22, the Army's RAH-66 and the Navy's F-18 E/F all plan for extensive fiber optic data bus use. The formal results are awaited eagerly because the Navy is the first to move fiber optics from the work test benches and simulations to actual aircraft in flight. The entire demonstration included several flights with simulated releases of AIM-7, Sparrow missiles, over the fiber optic bus, and concluded with the release of two MK-82 practice bombs.

Larry Lyford
Public Affairs Office

New telecommunications system coming to PAX

By early spring the Naval Air Warfare Center Aircraft Division at Patuxent River will have a bigger and better telephone system.

The multi-million dollar project is headed by Janettarose L. Green, an Engineering Psychologist and Program Manager from Warminster. Green is on a rotation assignment as part of her Senior Executive Management Development Program requirement. She is currently serving as the Base Telecommunications System Project Lead in the DeskTop Solutions Project Office at PAX.

Greene and a team of telecommunications experts have been working on the project for about one year. According to Greene, the current telephone system is too limited. It is comprised of two systems that support 4,000 working lines. In addition to being antiquated, the current system has no expansion capability.

When completed, the new system will offer 12,000 lines with the capability to expand to 22,000 lines.

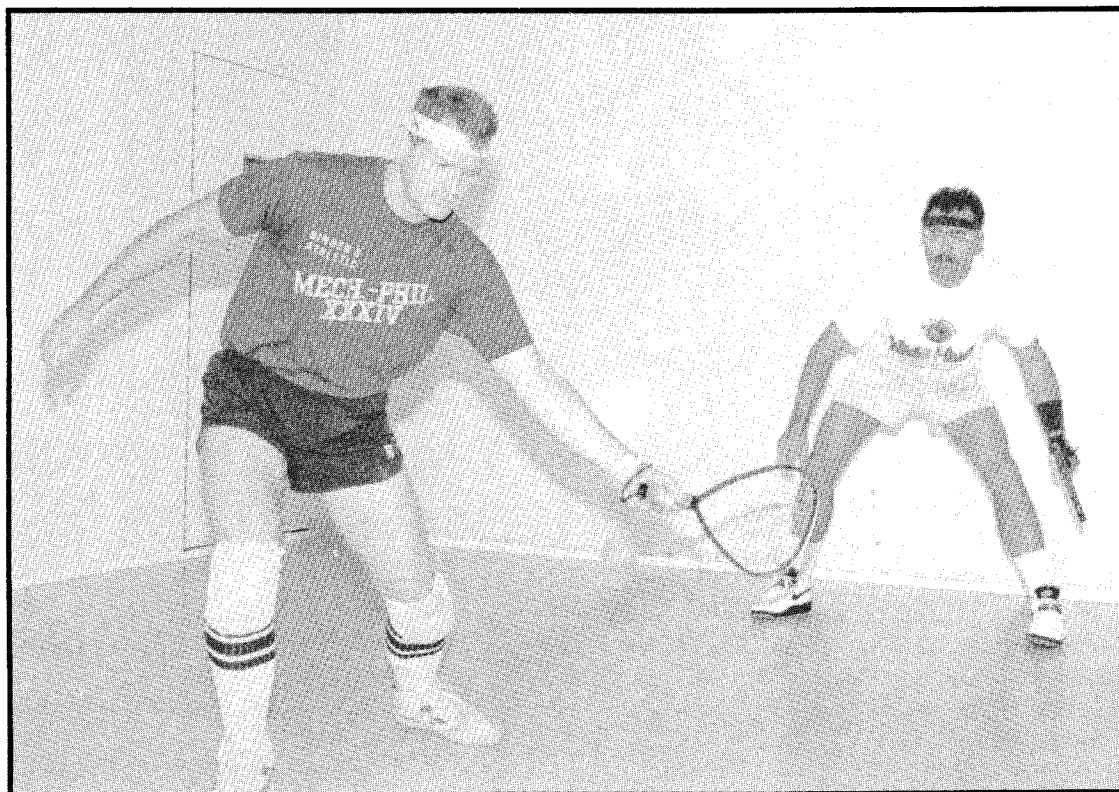
With the recent Base Realignment and Closure Commission decision, an additional 18,000 lines will be needed to accommodate personnel from Warminster, Trenton and NAVAIR when they move to PAX. Greene stated that when the new system is integrated and combined with fiber optics, Patuxent River will have enough telephone lines to give each employee his or her own number.

Other team members include: Emil Rongione from the Warminster Telephone Office; Robert Carter from the Patuxent River Telephone Office; George Abell from the Information Management Department; James Laurance from Dynamic Technology Systems, Inc.; Terry Comfort from Bazon-Cox; and the Naval Information Management Center.

Gift rockets to victory in racquetball tourney

The MWR racquetball tournament began with 15 hungry competitors and ended with Wendall Gift climbing the ladder to victory.

The MWR sponsored event began in late October and was completed the first week of December with Gift suffering no losses. One by one each competitor tried to knock Gift from the top with no success. Linda John, fitness center attendant said, "The competition remained high during the entire tournament and players could actually be seen scouting their opponents daily. The tournament really picked up a lot of interest in racquetball again at the gym."



The double elimination tournament resulted in Wendall Gift taking first place, John (the elf) Bowes rose from the losers' bracket (due to travel) to grasp second place and Dorie Reilly firmly seized third place.

The next tournament is scheduled for February with sign-ups starting in the middle of January. Interested players should contact Tammy Jo Edmundson at ext. 2510.

Photos by James Moore

VEAP Awards for three months



F. ABRAMSON
F. ALLEN
C. ALLODOLI
J. ALSTON
D. ARAGON
A. ATKINSON
C. AXTON

B. BAGGETT
D. BAKER
G. BANKS
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C. BAYER
J. BEBER
R. BEGELMAN

W. BEGLEY
R. BELL
P. BILANE
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B. BLANK
G. BOCK
L. BOLMARCICH
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M. BURSOWSKI
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M. COVINGTON-THORPE
K. CREGG
P. DALTON
K. DANSER
C. DANZ
S. DAUGHERTY
G. DAVIES
D. DAWSON
M. DECICCO
L. DELPRATO
M. DEVLIN
S. DIELOCIC
J. DIGROLUMU
E. DOBROWSKI
P. DONAHER
B. DORAN
T. DOUCETT
S. DOUGHERTY
M. DOUGLAS
D. DUMMELDINGER
J. DURIE
S. EBLE

Jubeck received the Meritorious Civilian Award

Cornelius Neil Jubeck, supervisory general engineer in the Rotary Wing Aircraft Test Squadron at the Naval Air Warfare Center Aircraft Division received the Navy's Meritorious Civilian Award for his outstanding technical and managerial contributions to the Department of the Navy.

Jubeck began his government career 29 years ago at the Naval Air Test Center, forerunner to the warfare center, as a GS-11 aerospace engineer. Since, Jubeck has served as a project engineer, section head, test program manager, departmental chief engineer, directorate chief engineer and technical director.

Jubeck also has represented the Naval Air Warfare Center on the Naval Air Systems Command systems engineering core team, recommending policy for implementing systems engineering and establishing a core systems engineering training course. He has been acting as the Navy's lead technical evaluator for the Sikorsky aircraft \$55 million independent research and development program since 1990.

In 1994, Jubeck served as a member of the development production team, commissioned by the Deputy Secretary of the Navy for Acquisition, in an effort to reduce the unit costs to the V-22 program. The V-22 is the largest Navy aircraft development program and also is the first fully integrated government-contractor test team.

Jubeck received a bachelor of science degree in aeronautical engineering from West Virginia University in 1960 and a master's in the same discipline in 1962. In 1967 Jubeck graduated from the U.S. Naval Test Pilot School and in 1981 received a master's in management science from the Naval Postgraduate School in Monterey, Calif. He graduated from the senior executive management development program in 1991. Jubeck also graduate of the Defense Systems Management College program manager's course.

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 JEFF WRIGHT
 JAMES WRIGHT
 C. WRIGHT
 J. YANNACCONE
 T. YATTA
 J. ZAROFF
 T. ZENEPIE
 I. ZUEGAL
 R. ZWISSLER

Meet Delores Campbell of Service America

Name: Delores Campbell

Hometown: Louisville Ky.

Birthday: July 8

Position: Cashier

Years of service: 3 years, Service America

Previous assignment: Cashier/Asst. Manager

Last book read: *Waiting to Exhale* by Terry McMillen

Strongest attribute: Telling it the way it really is

Worst flaw: Not listening to my husband

Work philosophy: Be prepared, give 100 percent of yourself and be the best you can be

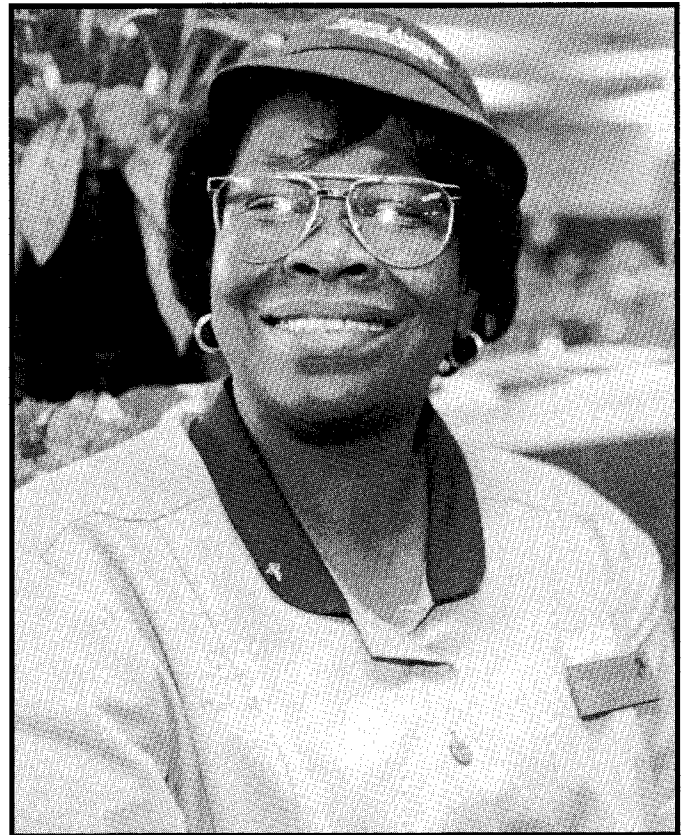
Favorite food: Fried chicken and greens

Unfulfilled dream: Helping others less fortunate than myself

Goal in life: Having enough money to live comfortably

If stranded on a deserted island, other than the basics, what three things would you like to have: My family, good books to read and ice-cold beer

How your tombstone should read: Here lies a person who gave 100 percent



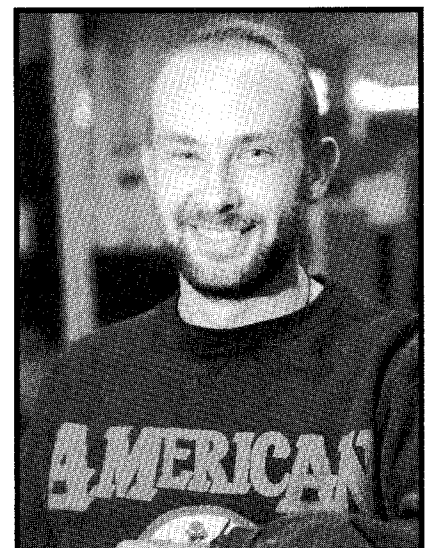
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Executive Director T. W. Castaldi
Public Affairs Officer Dave Polish
Graphics Design E. R. Locuniak
Editor JO2 Terry S. Wingate



The Reflector is published for people like Michael Tuliback, Code 060



Reflector

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February/March 1995 • VOLUME 40 • NUMBER 2

Gaskin selected for Black Engineer of the Year

Georgette B. Gaskin, material engineer in the Engineering Department here was selected as the 1995 Black Engineer of the Year in the Most Promising Category.

More than 250 of the nation's top scientists, engineers and technology leaders were nominated for this ninth anniversary celebration, making the competition extremely rigorous.

Winners were recognized at the awards banquet on Saturday, February 18, at the Baltimore Convention Center.

Gaskin joined the Naval Air Warfare Center in June of 1990. She has received four major promotions and three performance awards given in recognition of her important contributions to the Navy.

As a 1990 graduate of John Hopkins University with a B.S. degree in Biomedical Engineering and Material Science and Engineering, Gaskin's potential and academic prowess were recognized prior to her college career. She was competitively awarded a \$50,000 scholarship to John Hopkins University and the equally prestigious Westlake Foundation Scholarship for \$8,000.

Her selfless contributions to her community were rewarded by the Center's Commanding Officer and Technical Directors Equal Employment and Opportunity Support Award in 1993. She is also involved in such programs as the Big Sisters of America, the chairman of the NAWC chapter of Women in Science and Engineering and a key member of the NAWC Science and Engineering Fair Committee.

The Center offers its their congratulations to you for being selected as the 1995 most promising Black Engineer.

JO2 Terry S. Wingate
Public Affairs Office



Higher education center to bring courses to students

Construction is well underway across the road from the St. Mary's County Airport that, upon completion, will change the educational complexion of the entire region.

Located on 25 acres of locally donated property, the facility will target filling the needs of local residents who want to pursue an advanced degree in hard sciences, business administration, and education, along with other fields. Survey results returned by tri-county region residents indicate that the main reason why there is a shortfall of advanced degree holders is that the location of the courses is not convenient.

This will no longer be a problem according to Dr. Eugene Karol, Executive Director of the Southern Maryland Higher Education Center (SMHEC). "The center is ahead of schedule and probably will be operational for the 1995 fall semester. The Request For Proposals (RFP) is in the works and will be sent to universities and colleges for their response," Karol relayed. "Based on the information we receive, institutions will be selected to fill the higher educational needs of Southern Maryland."

The center will be open to all area residents seeking to pursue

(continued on pg. 6)

Double whammy for credit card abusers

Several years ago, frequent travelers (those who travel two or more times a year) were encouraged to accept a government-issued charge card for the purpose of charging government-related travel involved with employee travel expenses. The use of charge cards reduced administrative expenses became the responsibility of the card holder. The number of delinquent accounts, government-wide, demonstrates that a number of Federal employees abused the program. Most employees whose accounts are in arrears to have used the government credit card to make personal charges or used reimbursements for travel expenses to pay off other debts, rather than reimbursing the Diner Club or American Express.

A spokesperson for Diners Club stated that it has been patient, thus far, in trying to close out delinquent accounts. However, in the future Diners Club may report delinquent accounts to collection agencies or seek court judgements in order to garnish employee paychecks. It is likely that American Express will pursue the same available remedies. Under a recently passed law, commercial creditors may now attach em-

ployee wages in order to discharge a legal debt.

Additionally, employees who improperly use the government charge card or fail or refuse to honor a debt subject themselves to disciplinary action. The General Counsel for the office of Government Ethics stated that misuse of government-issued credit cards violates the recently enacted Standards of Conduct for executive branch employees. A failure to discharge a debt arising from use of a government-issued credit card could result in administrative actions, according to that source. An Office of Personnel Management spokesperson agreed that credit card abusers could be removed or face other disciplinary action.

Employees with financial difficulties shouldn't view a government credit card as a solution to their problems. Using such cards improperly may only aggravate existing problems while creating new ones. Civil servants who are having difficulty making ends meet and or discharging financial obligations may seek confidential financial counseling through the Civilian Employee Assistance Program.

A luncheon was recently held in the Barnaby Room to commemorate Dr. Martin Luther King Day and Black History Month. The luncheon included a spectacular buffet of specialty ethnic dishes prepared by members of the Black Interest Group. The highlight of the luncheon was a presentation by Dr. Teta Banks. Dr. Banks is an educator, journalist, curriculum developer and literary critic. She has served as the White House Liaison for Historically Black Colleges and Universities and has served on the faculties of such institutions as Howard University, Spelman College, The Detroit Institute of Technology and Rutgers University - Camden. Currently, Dr. Banks is the Executive Director of the Philadelphia Martin Luther King, Jr. Association for Nonviolence, Inc. Over the last few years, Dr. Banks has developed and implemented several major programs to expand the scope and effectiveness of the organization. As a result, the King Association has been at the forefront of such recent issues as the Black/Asian racial tension, White/Latino racial conflicts, the Norplant/poverty issue, the black male school proposal, the problem of racism on college campuses, and the problem of violence in Philadelphia schools.



Dr. Teta Banks, Capt. William L. McCracken, commanding officer, J. Grant Bunting, chairperson, Black Interest Group and Judy Scott, Site EEO Manager.

How secure is your computer?

Computer security is everyone's responsibility. Protecting valuable information is critical to your organization. The password for a PC acts much the same as a combination lock acts to protect the contents of a safe. Most people are aware that leaving their safe open is an invitation to trouble, yet they leave their computer terminal unlocked and never think twice about it.

As long as your computer is in a logged-on unlocked state, anyone can sit down at it and issue commands. Additionally, when you access on-line or network services, anyone at other sites can access your services. Hackers from across the nation or around the world, who make a business of stealing data or do it for the fun of meeting the challenge, can access your PC via the Internet or other information highway and steal programs and data. That is why it is important to log-off when you leave your computer as well as to log-off services when finished. Advancing technology and laxity in computer password security allow perpetrators to compromise software or data and cause extensive damage to computer systems. Break-in attempts, on site and from remote hackers, have increased at all government sites during 1994. The National Aeronautics and Space Administration freely provides vast amounts of information to the public yet reports 1,000 known break-in attempts a month and acknowledges others may not have been discovered. One agency recently suffered a 1.5 million dollar loss from a break in.

Two computer security issues exist: password management and terminal security. A computer system is only as secure as its weakest terminal. Attackers exploit personal computers linked to larger ones as the easiest point to gain entrance to entire networks and then use this inroad to attack other systems. They only need one compromised password to leap between systems. Don't be a weak link in your organization's computer system. It is unwise to share your password. In the past, attackers guessed at passwords with their personal knowledge of individual users. Even former Soviet Union agents found this successful. They reported success using preset factory passwords, phone numbers, birth dates, social security numbers, family member names and simple variations. This is why it is important to select unique passwords.

Sophisticated attackers have even better methods. They steal passwords electronically. They do it automatically when user identification and passwords travel the Internet system or other paths between computers. When they have compromised a system they bury a program in the unsuspecting victim's PC to gain additional illegal accesses. At any time they can call up their hidden program and reap the results which could be anything from personnel records to classified program information.

Since passwords can be stolen electronically without detection, they should be changed often. Though passwords including numbers provide more security than ones without, they too can fail or be stolen each time users transmit them. Employing user identification and stolen passwords, perpetrators can do more damage than typical users can imagine and can do it to any system the stolen password opened for them.

Beside frequently changing passwords and using unique ones for each system, users can help detect attacks. The "You were last logged on ..." message can limit vulnerability by discovering unauthorized access. This requires just a moment's attentiveness before each computer work session. Recently, a system administrator set an entire system to report falsely that every user accessed their account at 1:00 a.m. on a major holiday. No one reported any unauthorized access. All logged on and simply began their own work.

System administrators cannot detect others illegally using your identification and password unless special restrictions apply. There are password programs available (ie. Trusted Access) which give one system multiple passwords, restricting certain users to applications on a need-to-know basis and providing audit trails on each log-on.

Follow these simple guidelines to improve computer security: Choose a unique password; change it every few months; never write your password down — commit it to memory and have a good understanding of how your system is set up. Sign-off a PC before leaving it, securing software and data disks; don't share passwords with co-workers and regularly check for viruses before using your PC. Using virus scanning programs may

(continued on pg. 6)

BQ institutes central reservation system

If you are an official Navy traveler visiting the Norfolk area, a prototype Bachelor Quarters Central Reservation System will help you find a place to stay. This system may eventually be implemented throughout the Navy.

Command travel coordinators making arrangements for personnel who need lodging reservations in the Norfolk area but do not need other travel services, such as air transportation and

rental car, may make lodging reservations using the toll-free number 1-800-576-9327 for SATO Travel's Norfolk billeting. Travelers requiring lodging and additional services must continue to contact their commercial travel office. For more detailed information concerning the Bachelor Quarters Reservation System, see NAVADMIN 144/93.

Depot enhances aircraft preservation

Plans are underway to preserve a number of aircraft and other weapon and ground support systems for long-term storage.

Under the new Navy plans, the current inventory of operational aircraft will have to be reduced by 30 percent. This requires long-term storage and preservation of several hundred aircraft until needed in the future.

As many as 57 F-4 aircraft scheduled for drone conversion are being preserved/stored in a "bag-type" storage system at Marine Corps Air Station, Cherry Point, N.C. Additionally, an estimated 72 AV-8 aircraft involved in a remanufacturing program will be kept in a "clamshell" storage system. Both storage systems provide a controlled environment for aircraft by a dehumidification process.

Environment effects on materials over a long period can be cumulative, even in less harsh environments. It could become highly damaging to both structural and electronic materials and may affect their operational readiness. The cumulative effects may even lead to total loss of their military use.

Therefore, preservation of military aircraft will require a continuous monitoring of their "health" in terms of their structural and functional integrity. Since corrosion and aging are the leading causes of material degradation, the environmental factors that accelerate them must be monitored. The two preservation or storage systems used are relatively new technologies and yet not completely proven. In addition, the current practices of monitoring humidity and temperature are not adequate to determine the effects of corrosive elements in the environment.

To prove the effectiveness of the dehumidification process

as a preservation method, quantitative measurement of corrosivity is required prior to fleet-wide acceptance by the Chief of Naval Operations. This requires use of sensors for detection and monitoring of corrosive elements of the environment in which the aircraft are stored.

NADEP Cherry Point is the first naval facility to implement long-term storage devices for aircraft and initiate a test program to monitor the environment in which the aircraft are being stored. This effort has been in cooperation with Dr. Vinod Agarwala, materials protection branch at NAWC Warminster. Engineers from the Center have installed corrosion sensors on stored aircraft in the cockpit, forward landing gear bay. Data from the sensors will be monitored continuously to give real time effects. The data will be collected and correlated at Warminster.

The corrosion sensors are new inventions of Dr. Agarwala and are unique thin film devices. The sensors are unique in that they not only detect and monitor corrosivity due to low relative humidity, less than 45 percent, but also many other corrosive elements of the environment. According to Dr. Agarwala, "These sensors have been deployed at the U.S. Army Ammunition Depot under the Ammunition Stockpile Program and monitor long-term environmental effects on weapon systems.

Other military branches/activities interested in learning more about the preservation and/or corrosion monitoring programs may contact Dr. Agarwala at ext. 1122.

Paul Antonucci
Aircraft Preservation Manager
NADEP Cherry Point, N.C.

Black History Month Observance 1995

February marks the 70th annual observance of African-American contributions to our history. These observances offer opportunities to increase public awareness and appreciation for the important role African-Americans have played and continue to play in shaping our great nation.

Black History month is both a time of reflections and anticipation for Navy men and women, as it is for all Americans. The successes of the truly great achievers of the past, men such as Frederick Douglass, Booker T. Washington, W.E.B. DuBoise and Dr. Martin Luther King, Jr., have advanced the cause of our people and our nation. Their personal vigilance and acts of sacrifice allow us to now look to the future with the anticipation that we will continue to have a great country, filled with people who live, work and serve together as one.

This observance also gives us the chance to learn more about the contributions of these great men, and the many others who have also contributed to the goals of freedom and equality.

As I travel through the fleet and talk to people, I find the ranks are full of eager, well-trained, enthusiastic professionals who are proud of our Navy and our nation. Regardless of their ethnic background, race or sex, our people have found a place on the Navy team for themselves and a Navy home for their families.

Each Naval activity is encouraged to conduct local programs, create exhibits, publish items of interest in local newspapers and command bulletins and solicit individual participation in appropriate observances of Black History month.

I also encourage each of you to participate in your community, throughout the year. Navy men and women of all races and backgrounds have many talents that they can share on a volunteer basis with their fellow citizens. Each of you are super role models who have succeeded in the Navy and who know how to lead by doing.

Keep up the great work and stay proud of your accomplishments. It is an honor to serve with you.

Adm. Mike Boorda

Disposing hazardous waste top priority here

Before absentmindedly tossing that next flashlight battery or half empty can of spray paint in the trash, think about the long term environmental consequences.

If an item can't be recycled or thrown in the trash, it's probably hazardous waste and should be turned into the Hazardous Waste Office for proper disposal.

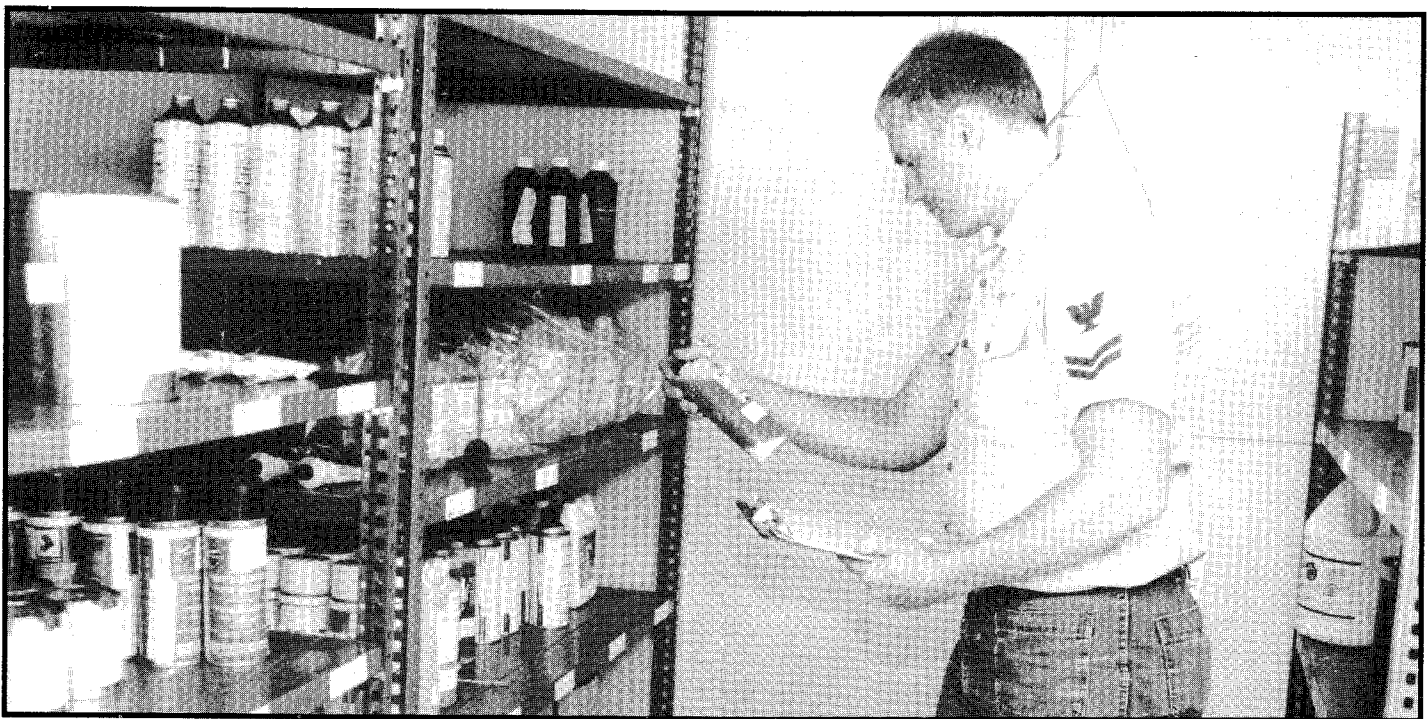
Hazardous products become hazardous waste when contaminated or no longer wanted. Just like the civilian sector, the Navy and this command must have an effective way of recycling and disposing of hazardous waste.

AMH2 (AW) Ronald Shirley, hazardous material coordinator says, "Just keeping on-top of the program is a full time job."

And for all his hard work and dedication, his program was given an outstanding during the Naval Aviation Maintenance Office annual inspection of our Aviation Maintenance Department.

All supervisors should make subordinates aware of hazardous materials and recycling procedures. The Safety and Environmental Offices has numerous free handouts and can also provide assistance in making hazardous material/hazardous waste determinations. If you have questions or concerns, please call ext. 2167 or 7634

JO2 Terry S. Wingate
Public Affairs Office



AMH2 (AW) Ronald Shirley check the current dates on items store in his Hazardous Material Locker.

Photo by Jason Craig

Public Works Department
Preventive Maintenance Shutdown
April 22 & 23
Schedule activities so electrical power will not be needed.

Education

continued from pg. 1

or complete advanced degrees. However, the needs of the technical population at the Patuxent River Naval Air Station will be at the forefront of the curriculum planners.

The region is currently planning for expansion at the Patuxent River Naval Air Station resulting from the Base Realignment and Closure Acts of 1991 and 1993 which will relocate workers from New Jersey and Pennsylvania to the base. This growth, consisting of a concentration of scientists and engineers, will underscore the long recognized need for graduate level technical education. By developing an educational infrastructure leading to the growth of the region's business base, the Southern Maryland region will ensure growth and prosperity during the era of defense cutbacks.

An action team from the St. Mary's Technology Council was tasked with developing an action plan to the establish an educational institution in St. Mary' County. This institution would be one that could grant degrees in Aeronautical, Mechanical, Electronic and Computer Systems Engineering as well as Applied Physics and Applied Mathematics, Business Administration and Education. The Council hired MGT of America, Inc. of Tallahassee, Fla., to conduct a needs assessment. Their reports concluded that there is a strong and continuing demand for graduate level educational opportunities among resident engineers and scientists.

The Southern Maryland Higher Education Center will provide a location for different universities to conduct advanced degree course work in a cooperative environment. "Right now, the University of Maryland is very interested, along with George Washington University and Johns Hopkins University," Karol reported. "Each institution may offer a different course of study. For example, if George Washington University offers electrical engineering, University of Maryland would not. There will be no duplication."

According to Karol, the SMHEC is unique and could revolutionize the entire approach to higher education in America. "Co-locating a consortium of higher education institutions under one roof offering the same classes and quality of instructors and curriculum as offered at the home campus is currently non-existent. This approach to higher education has not been done anywhere else in the country to our knowledge. We are offering

a viable option to what is currently offered. This may be the coming thing, the wave of the future," remarked Karol.

Courses offered leading to degrees will meet all requirements set forth by the Maryland Higher Education Commission, who will approve all programs. Karol is insistent that the classes offered at the SMHEC will be of the same caliber as those offered at the parent campus. "It will be the same course here as at that college. We will not be content with a watered down version-no video tape courses," he said. "There will be local staff from the universities, along with adjunct professors and interactive telecommunication courses offered."

The facility will consist of an initial building that will provide space for 14 classrooms, offices for faculty, administrators and staff; conference and seminar facilities; computer laboratories; a learning resource center; and related support and storage areas. "No question about it," Karol said, "It looks like we will have the place filled up and ready to build another right behind it. The land use will be dedicated to classroom space. No recreation facilities, sports fields, etc. will be needed," Karol relayed.

"Operational funding for the center will come, in part, from student tuition and fees, although this will not cover all expenses. Right now, SMHEC is operating on a grant from the Navy," Karol said, "but funding will have to come from other sources." Since the center will service the tri-county area, Karol plans to seek funding from each of the three counties. Operational funds will also be sought at the state level in addition to the \$262,500 appropriated by the state in 1992-93 for the planning and design of the facility. As the need dictates, other buildings (up to 5) will be constructed on the 25 acre site. An additional adjacent 25 acres is available for purchase should the need to expand further arise.

Karol feels that the SMHEC "will sweeten the pot for those considering moving to Southern Maryland from other military installations. It will definitely be attractive to those coming," he said. "The area is growing, we offer a good way of life, plus the opportunity for higher education."

The SMHEC will only offer courses leading to advanced degrees. No undergraduate courses or degrees will be offered.

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

Computer

continued from pg. 3

prevent a "downed PC " and save hard-to-replace information and software. And remember to log-off services when work is complete.

Passwords are the credit cards to computer systems. Few would leave credit cards unguarded or share credit card numbers and expiration date without care. Fewer would want various credit cards with identical access information. Likewise, PC

users should treat their data as valuables to be locked up when unattended. With a little effort, every organization can have better computer security

**NAWCADWAR
Public Affairs Office in
cooperation with 7.4 Security Competency**

\$64 million contract award for Pax River

Congressman Steny Hoyer (MD-5) proudly announced the awarding of a \$64 million Navy contract for the construction of the new Naval Air Systems Command Headquarters which is being relocated from Crystal City, Va. to Patuxent Naval Air Station in St. Mary's County, Md.

"The answer to today's '\$64 million question is: Pax Naval Air and the economy of St. Mary's County and the Tri-County area," said an elated Hoyer. "This contract award will be utilized for the construction of new facilities designed to accommodate more than 2,600 personnel for the Naval Air Systems Command move to Pax River from Crystal City as a result of the Base Realignment and Closure (BRAC) process of 1993.

The move is expected to bring more than 3,500 new jobs to

the military installation.

The facility when completed will include the construction of a five story 462,000 square-foot office building. It is expected that construction will be completed by February 1997.

My heartiest thanks to the Department of the Navy for moving so quickly to complete this move. This is what I believe to be, the first Navy military construction contract award as a result of the BRAC 93 process. This further underscores the Navy's commitment to establishing Pax River as a premier, full spectrum aviation acquisition center within the Department of Defense" concluded Hoyer.

Blue Angels headlines Air Expo 1995 at Pax

The Blue Angels, the Navy's Flight Demonstration Squadron, will headline Air Expo '95, scheduled for May 27, 1995 at the Patuxent River Naval Air Station.

This year's performance will be the Blues' fourth appearance at Pax River since they began flying the F-18 Hornet strike-fighters in 1986.

Air Expo '95 will commemorate the 50th anniversary of World War II. Special efforts on the part of the Air Expo planning

committee will be given to obtaining some of the best of the old and new from vintage WWII aircraft to the latest sleek fighters.

The show site also will include various military aircraft on static display. Vendors will provide refreshments and souvenirs. Entertainment will be provided throughout the morning until show time around noon.

Walking for a healthy heart

Every step you take can lead to a healthier heart. An everyday activity such as walking can help condition your heart and lungs if it is done briskly for 20 to 30 minutes at least three times a week. Conditioning increases the oxygen available to the body and enables the heart to use oxygen more efficiently.

Lack of exercise has not been clearly established as a risk factor for heart disease, but it can also lead to excess weight, which is a risk factor.

Vigorous exercise is not the miracle cure for heart disease. Major heart and blood vessel disease risk factors, such as high blood pressure, high blood cholesterol levels and cigarette smoking greatly reduce the benefits of exercise.

To lose weight, a person should consume the amount of calories needed to maintain a healthy desirable weight and exercise regularly. Check with your physician before beginning a vigorous regular walking program.

A mall, the countryside, a neighborhood street or a park are among the many settings you can choose to help walk your way to a healthier heart. Select a place where you can maintain your exercise program year-round. A course with a smooth, soft surface is suggested for outdoor walking.

Bad weather doesn't have to interfere with your walking routine. A mall or indoor track at a school or recreation center are alternatives.

You don't have to walk alone. A partner may make walking more enjoyable and help you stick to the program. Your partner should be able to keep the same schedule and walk at the same pace as you.

Selecting the right shoes and clothing is important. Shoes should have thick soles in the winter. Cotton, fleece-lined cotton, wool or breathable nylon are the best materials to wear. Don't forget to wear warm socks, a sweatshirt with a hood or a hat, gloves and a turtle neck to keep all areas body covered. In the summer, wear cotton or other materials that will allow sweat evaporate. When it's hot drink plenty of water before, during and after your walk.

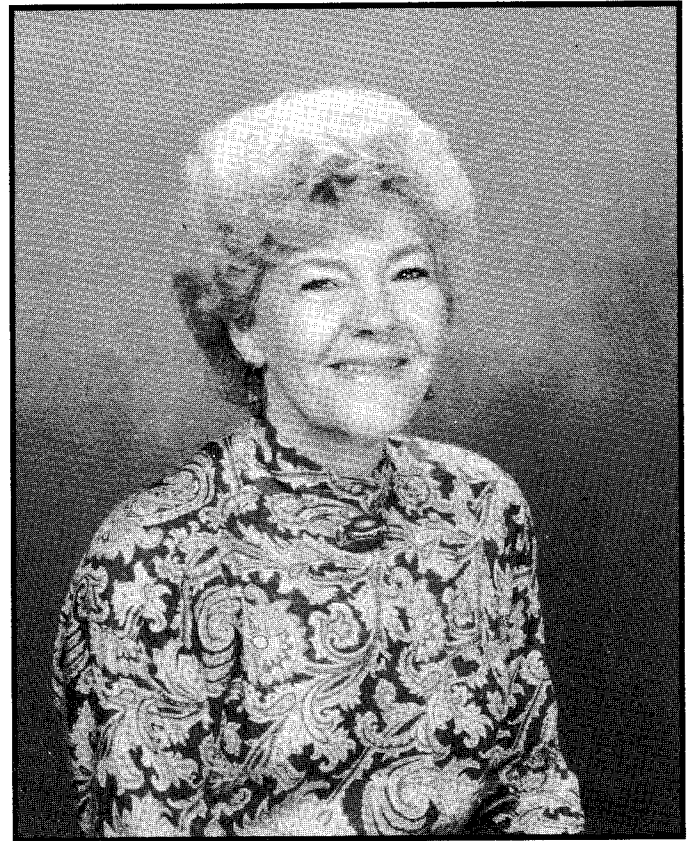
Set a pace for yourself and don't push yourself too hard when you start.

Once you get started, you'll be on the road to walking your way to a healthier heart.

**Courtesy of the American Heart Association
Dallas, Texas**

Meet Dolores K. Falco of Purchasing

Name: Dolores Falco
Hometown: Churchville, Pa.
Position: Purchasing Agent
Years of government service: 24
Previous assignment: Support Services Clerk
Last book read: *Scorpio*
Strongest attribute: Standing up for what I think is right
Worst flaw: Procrastinate sometimes
Work philosophy: Try to give my all & give my customers the best service I can
Favorite food: Just about anything, especially Italian
Unfulfilled dream: Which one?
Goal in life: To obtain my associates degree in marketing/management
How your tombstone should read: She had a contagious laugh and helped others laugh too
If stranded on a deserted island, other than the basics, what three things would you like to have: A good book, beautiful music and a comfortable beach chair



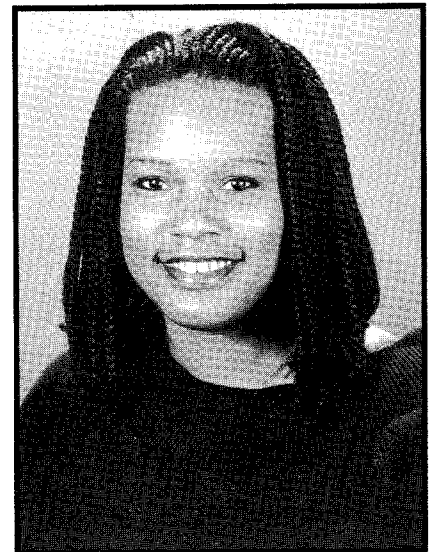
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 Graphics Design E. R. Locuniak
 Editor JO2 Terry S. Wingate



The Reflector is published for people like Leona Collick, Code 2.3.2



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

April 1995 • VOLUME 40 • NUMBER 3

Lewis selected as Sailor of the Year

ET1 Stephen F. Lewis has been selected as the Naval Air Warfare Center Aircraft Division, Warminster (NAWCADWAR) Sailor of the Year for 1994.

He has been described as dedicated and devoted and his infectious enthusiasm motivates and inspires his peers and subordinates. His sustained superior performance has been that of a "seasoned Chief Petty Officer."

Lewis is one of seven children born to Gordon and Mildred Lewis on May 23, 1961 in Milford, Conn. He graduated from Warren G. Harding High School in Bridgeport, Conn. in June of 1979.

He enlisted in the U. S. Navy in 1979, attending Boot Camp at the Recruit Training Center, Great Lakes, Ill. After basic training, he reported to Training Squadron VP-30, FRAMP, NAS Jacksonville, Fla. for Airman Technical Training. In September 1979 he reported for his first tour of duty at VP-26, NAS Brunswick, Maine. Assigned to the Line Division, his deployment during that tour of duty included Naval Air Facility (NAF) Kadena, Japan in 1980, NAF Lajes, Azores in 1981, NAF Rota, Spain in 1981 and NAS Keflavick in 1982.

In June of 1993, he transferred to the Shore Immediate Maintenance Activity (SIMA), Portsmouth Va. His hard work was rewarded by his advancement to ABH3

(continued on pg. 6)



NAWCAD Warminster On the Move

The Naval Air Warfare Center Aircraft Division Warminster (WAR) Transition Team (TT) continues to prepare for the approaching move to Patuxent River Md (PAX). At a recent Work Breakdown Structure meeting, members of the TT were briefed by Transition Manager Franz Bohn on various key issues.

Bohn told TT members the top two officials of the Naval Air Systems Command (NAVAIR), Rear Adm. John A. Lockard, who replaces Vice Adm. William C. Bowes as NAVAIR Commander, and Marine Brig. Gen. Joseph T. Anderson, NAVAIR Vice Commander, were impressed with the transition brief when they visited Warminster on Feb 14.

Major steps are being taken every day as the realignment occurs. The memorandum of understanding transferring enlisted and officer housing to Willow Grove Naval Air Station has been executed. FSEC, Inc., the moving contractor performing the massive relocation to Patuxent River, Md. (PAX) has a staff on-

site working daily to expedite the move. The new buildings at PAX are quickly nearing completion.

The Bucks County Economic Adjustment Committee (BCEAC) and the newly appointed Bucks County Federal Lands Reuse Authority are working toward viable reuse scenarios for the vacated facilities as part of Bucks County reuse plan. Northern Division is working with the Public Works Department to accommodate the BCEAC as plans proceed to expedite leases for the set-up of business incubators. Each entity must coordinate with the Base Transition Officer to serve NAWC and community needs.

Logistics of the actual move are being ironed out. Locations of labs and offices in the new buildings at PAX are being planned. Orders are being formulated for new furniture and phones. The Tri-County Council brought a Realty Fair to Warminster on

(continued on pg. 3)

Message from the Commander

Let me begin by saying how privileged I feel to have the opportunity to represent the talented and dedicated men and women of the Naval Aviation Systems Team. It is a great honor to assume command of an organization so ready to meet our future challenges. Vice Adm. William C. Bowes has provided the vision and direction for true cultural change, and has set us on the right path. I pledge to continue the journey. With your help, we will make the vision a reality.

To do this, we must acknowledge the needs and contributions of those who measure the quality of our support — our customers. Our Navy and Marine Corps Team demands the highest level of service to protect our national interests here and abroad. I see four primary areas by which we will be measured, and to which we will be expected to add value.

The first is our TEAM ability to support and enhance Navy and Marine Corps readiness. The BRAC process has resulted in a 50 percent drawdown of our depot capability. Uninterrupted service to the Fleet must be maintained throughout this time of transition. Working closely with the ASO and Type Commanders, our TEAM will continue to ensure readiness protected.

Second, our TEAM will be expected to support our Navy recapitalization effort. We are well on our way with the F/A-18 E/F, the Navy future front-line fighter, and the Marine Corps V-22. We will provide these mission essential platforms on time, on cost, and at the performance level our operators have asked for. There is no other alternative.

We will be judged by our ability to reduce infrastructure cost to the absolute minimum essential, demonstrating increased

dependence on other parts of the Navy (regional maintenance); our sister services (interservicing); and partnerships with industry where appropriate. We must make BRAC happen in an orderly way. By the end of my tour, we will have reduced from 47,000 people to 32,000; from 18 sites to 9; and one third of our people will be asked to relocate their homes. I have visited many of our sites, and am proud to say they are facing this difficult transition with a positive attitude.

The final area by which our TEAM will be measured is our ability to find the resources to modernize naval aviation — beyond the E/F and V-22, to include ASW, helicopters, and the remainder of tactical aviation and associated weapons. We will do this by knowing and controlling the total cost of operating and supporting our weapons systems. This is no easy task, but it is something we must get a firm handle on to reduce cost and invest in our future.

I can say with great confidence that we are ready to meet the challenges that lie ahead. Working together, our TEAM will provide Navy and Marine Corps aviation with the technology, machinery and tools it needs to fly into the 21st century.

We have an exciting and challenging future before us. If we take care of our customers, we will succeed in maintaining our reputation for leadership, innovation and superior service to our Nation. I am proud to be your leader, and I look forward to working with you over the next few years.

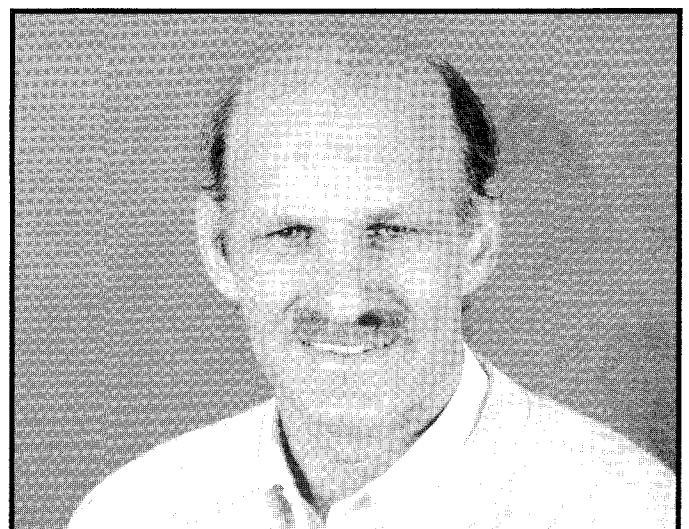
Vice Adm. John A. Lockard
Commander
Naval Air Systems Command

Piras received a Letter of Commendation

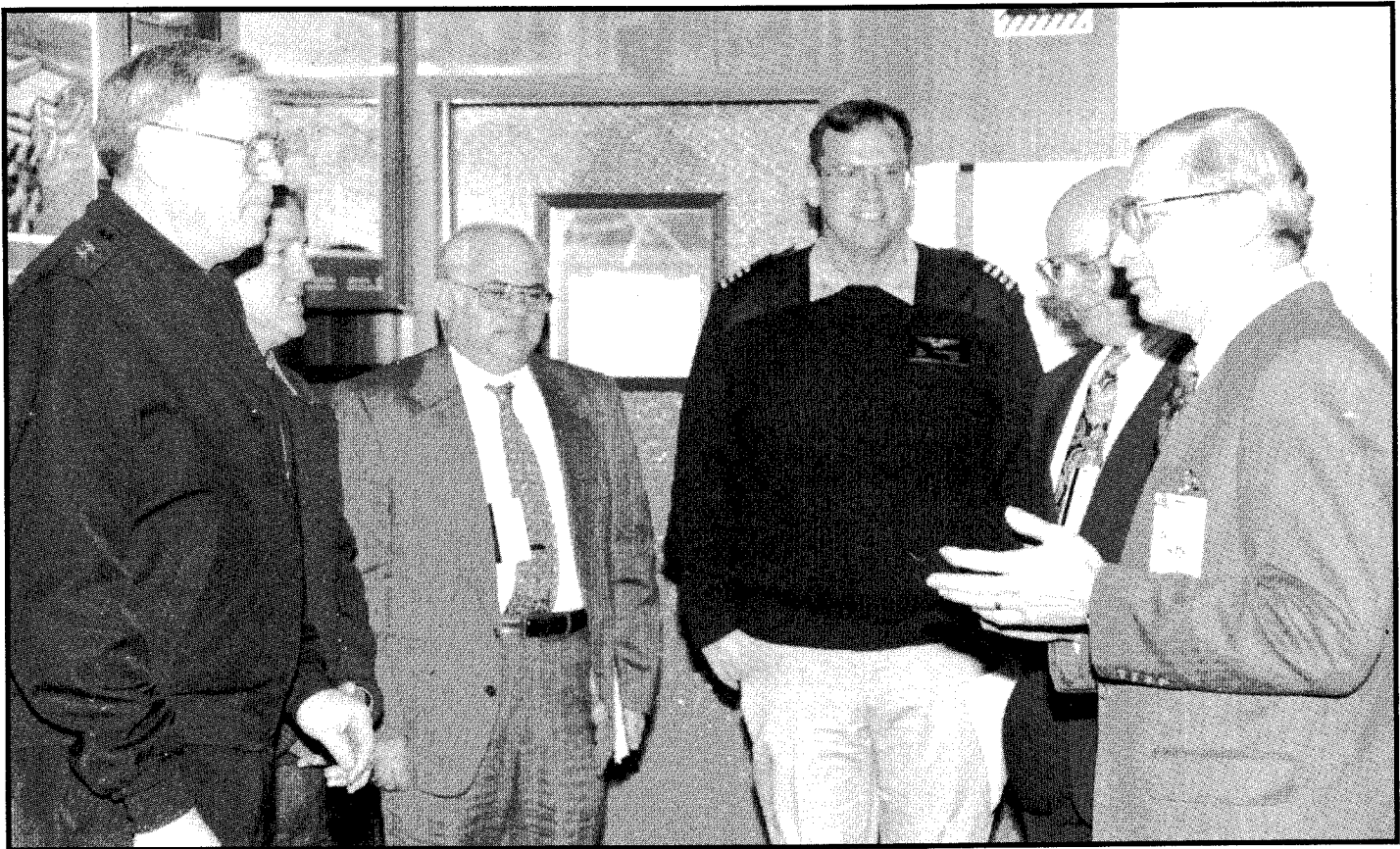
Robert A. Piras, electronics engineer here recently received a Letter of Commendation for his outstanding performance while serving as Foreign Military Sales Project Engineer for Japan.

Piras was cited as the lead engineer responsible for the Warminster in-house and contractors team supporting the Japanese-Maritime Self Defense Force P-3C Transition Program, displaying commendable effort and accomplishment above and beyond that normally expended. His dedication was clearly recognizable as he directed the team in providing accurate price, availability data and responding to a myriad of technical and programmatic questions. These efforts directly contributed to the timely initiation and rapid response implementation of the Foreign Military Sales case JA-P-LPO.

Piras efforts reflected great credit upon himself and were in keeping with the highest standards of the United States Naval Service.



NAVAIR Commander visits NAWCAD Warminster



Prospective NAVAIR Commander Vice Adm. John A. Lockhard and NAVAIR Vice Commander United States Marine Corps General Joseph T. Anderson, visited the Naval Air Warfare Center Aircraft Division Warminster in February to get an Center overview tour of the Center.

Move

(continued from pg. 1)

March 29 to help relocating employees learn about housing options in Maryland.

All in all, a huge amount of work has fallen on the transition team. Varied tasks, from scheduling departures from Warminster through arrival at PAX, have to be arranged. For many months, long hours of behind-the-scenes work and meetings have occurred in the transition trailer. An immense amount of time has been spent to ensure this move is well thought-out and carefully planned.

The 1995 moves, Air Vehicle Systems Engineering Division (4.3.1) and the Materials Division (4.3.4), will serve as boilerplates to help the massive 1996 moves go smoothly. The Materials Division will move in August 1995. The TT and FSEC interfaced to plan move schedules taking into account security, safety, hazmat handling, program windows of opportunity, new building availability, personnel transfer of function dates, union

requirements and other issues. They will coordinate equipment and manpower needs between WAR and PAX for each move group as their time approaches. Each competency has unique needs that present challenges. The TT is working to help everyone through the move with as little disruption for the customer or personnel as possible.

The Naval Air Warminster Aircraft Division Warminster is shifting from the planning stage to the action phase. As Spring approaches, the new buildings at PAX will be ready. Project management is proceeding forward with this transition. Are you?

Just as the transition team has carefully planned and executed its responsibilities, competencies or groups with fast-approaching move dates must prepare. Now is the time.

Joan Marie Brown
Public Affairs Office

Introduction to the Technical Library

As a visitor to the Technical Library, you have access to major research libraries in North America. This article provides a summary of the services that we offer.

How do I find books and magazines?

The library has open stacks which means you can go to the shelves to collect the books you want to review. To locate books, you will use the card catalog that lists the holdings of the library. The catalog allows you to search by Author, Title, or Subject. Once you have located the card, note the call number which gives the book's location on the shelf.

The Technical Library subscribes to hundreds of different periodicals, including popular magazines, scholarly journals and trade publications. To see if the Technical Library owns a particular magazine refer to the Index of Journals, Magazines and Periodicals which is located at the circulation desk. If you want to know if the library has received a particular issue, please check the reading room where the current periodicals are located or ask the friendly library staff.

You can also have the journals routed to your desk. Please ask that your name and mailstop be placed in the magazine database.

How do I find magazine articles or government reports on a specific subject?

To identify specific articles, we have a variety of tools that you can use: print indexes, CD-ROMs (computerized indexes) and online indexes. Instruction is available on how to use the CD-ROMs from the Reference Librarians. The CD ROMs currently available are: DTIC, NTIS, COMPUTER SELECT, WORLD ATLAS, US ATLAS, DICK'S Aircraft Database, and TECHNOLOGY TRANSFER.

What services are available in the Technical Library?

Information/Reference Services: A good place to start if you need assistance in using the library is the Information Desk. The Information Desk staff have been specially trained to respond to your needs and if necessary, to refer you to another service. Reference providers can assist you in locating appropriate collections and services within the Library. They use advanced tools such as the Internet's World Wide Web and Gophers to obtain information.

Interlibrary Loan: If the Technical Library does not have a book that you need, the library can ask to borrow the book from another library. The OCLC computer database gives us access to books from other libraries. All you need to do is fill out a loan request and the interlibrary loan technician will request the book for you. You must follow the guidelines of the borrowing library once you have obtained the book.

Photocopy Services: A photocopy machine is located in the Technical library. Microform (both Fiche and Film) copiers are also available in the Library with collections in micro formats. Patrons can make all of these copies are free of charge.

Where is the Technical Library?

The library is located in the basement of Building 2. The column number is 2M 13. (Down the ramp from the Hanger and to the right.)

The collection contains strong emphasis in the Physical Sciences and Technology (approx. 40,000 volumes) to support research. Of particular importance are optics, computer science, and materials science.

Help conserve Energy

Since 1970, the President and Congress have promoted energy efficiency in federal agencies. The major challenge facing energy management is the reduction of energy use and energy cost without jeopardizing the mission capabilities or reducing the quality of life for DoD personnel.

The Department of Defense spend about \$3 billion annually for facility energy; The Navy's annual cost is about \$800 million. The Energy Policy Act of 1992 and the executive order of March 1994 mandate a reduction in energy consumption at the end of year 2005 or 30 percent from the base year of 1985. The Navy's interim goal for the end of July 1994 was 10.8 percent reduction. The Center saved approximately \$133,943 in Spot Gas as a part of the energy conservation program here.

Your participation in the energy conservation program will make the difference in reaching or missing the goal.

JO2 Terry S. Wingate
Public Affairs Office

Reflector Deadline

Deadline for the Reflector is 3 p.m. on the 10th day of the prior month. Late submissions will be held until the next month. For more information contact the Public Affairs Office at ext. 3444.



Vice Adm. John. Lockard reports for duty as Commander, Naval Air Systems Command. Members of the official party included: From the right, Vice Adm. John A. Lockard, Commander, Naval Air Systems Command; Vice Adm. William C. Bowes, Principal Deputy, Assistant Secretary of the Navy (Research, Development and Acquisition); Adm. Jeremy M. Boorda, Chief of Naval Operations; and (not pictured) Rear Adm. Edward Moore Jr., Commandant, Naval District Washington and the Honorable Nora Slatkin, Assistant Secretary of the Navy, Research, Development and Acquisition. Ceremonies were held in early March at the historic Washington Navy Yard. Vice Adm. Lockard set a course for NAVAIR's future by outlining four areas by which our customers will measure us—our ability to support readiness, Navy recapitalization, force modernization and to reduce infrastructure to the minimum level required to meet our mission.

Retirement Dinner

In honor of Capt. Bill McCracken

Spring Mill Manor, Jacksonville Rd.

Thursday, May 25 —Reception 6:30 - 7:30 p.m. — Dinner 7:30 p.m.

For more information and reservations call Maureen at X3067, Mary X2235 or Carol X3479.

Price \$23 (includes gift) Reservations due no later than May 18.

Restored leave

On December 7, 1994 the Office of Personnel Management (OPM) issued interim regulations covering restored annual leave for employees working at Department of Defense (DoD) installations undergoing closure or realignment. The interim regulations allow full-time employees with annual leave balances of 416 hours or less to schedule and use their leave by the end of the leave year in progress 2 years after the date the employee is no longer employed by an activity affected by the Base Realignment and Closure (BRAC) Act of 1990.

The DoD identified problems facing employees of BRAC activities who transfer to an activity not facing closure or realignment. Under such circumstances, OPM agrees that annual leave should be considered for restoration. Normally an employee working at a non-BRAC activity would have to schedule use of

the leave before the start of the third biweekly pay period before the end of the leave year and also provide documentation that shows an exigency of the public business prevented the employee from using the scheduled leave. The interim regulations require that an employee transferring from a BRAC activity to a non-BRAC activity make a "reasonable" effort to comply with advance scheduling requirements. However, the non-BRAC activity the employee is transferring to may exempt the employees from such a requirement if the employee can demonstrate that he/she was employed by a BRAC activity and that circumstance beyond his/her control prevented compliance with the advance scheduling requirement. OPM stressed that there is no guarantee that excess leave will be restored.

If you have any questions, please call Mike Markle at ext. 3607.

Lewis

(continued from page 1)

on June 16, 1983 and then June 16, 1984. During his tour at SIMA, he attended night school at the Electronic Computer Programming Institute, Norfolk, Va. receiving certification in Computer Technology. After six years of faithful service, he was honorably discharged from the U.S. Navy.

In September of 1986 he re-entered activity military service and attended NAVET training in Great Lakes, Ill. The following November, he reported to the USS Independence (CV-62) at the Naval Shipyard in Philadelphia, Pa, which was undergoing a Service Life Extension Program, an extremely arduous overhaul period. His first year aboard ship, he was assigned to the Security Department where he rapidly advanced from Patrolman to Command Investigator.

After leaving the Security Department he reported to the Air Department and qualified as Work Center Supervisor and received the Navy Achievement Medal in February of 1990 for an outstanding 3-M inspection of his two work centers.

During his tour on the ship he deployed around "The Horn" in September 1988. During a homeport change in San Diego, Calif. and in June 1990, he deployed on a Western Pacific/North Arabian Sea Deployment, participating in Operation Desert Shield in the Gulf of Oman and the Persian Gulf. On December 16, 1990, he was advanced to ABH1.

He also transferred to Naval Training Center, Orlando, Fla. for technical training at Electronics Technician (ET) "A" School, Basic Electricity and Electronics distinguishing himself by earning a Certificate of Achievement for Excellence. In May 1991, he transferred to Naval Training Center, Great Lakes, Ill for

Advanced Technical Training at ET "A" School, Advanced Electronics, Communications and Radar.

In December 1991, he graduated ET "A" School and completed his SCORE conversion to ET1. In January 1992 he transferred to the Fleet Training Center, Norfolk, Va. for further Technical Training in ET "C" School, Calibration Repair. On May 22, 1992, he reported the NAWCADWAR assigned to the Biomedical Support Branch.

He has continued to distinguish himself by receiving a Flag Letter of Commendation and several Letters of Appreciation. He also was selected as Sailor of the Quarter for the Fourth Quarter 1993 and Third Quarter 1994 and selected Warminster Sailor of the Year for 1994 for his outstanding performance.

Captain William L. McCracken, commanding officer, stated in his nomination package for Lewis as 1995 Naval Shore Activities Sailor of the Year, "Without a doubt Lewis is our number one sailor. An exceptionally, outstanding Sailor in all respects. As NAWCADWAR Base Realignment and Closure date looms closer the number of military personnel has decreased steadily, while tasking has remained constant. Lewis is the Sailor who constantly steps forward and takes charge."

Lewis was married to Sue Ann Clements in 1982. They have two children, Amanda M., age 9 and Bryan C., age 7. He is a Boy Scout Master Troop 66 and Tiger Cub Coordinator Pack 133, Leadership participant in the Doylestown 4H club and Assistant coach of the Lenape Valley "Pee Wee" Baseball League.

JO2 Terry S. Wingate
Public Affairs Office

Ground broken for NAVAIR team site

Citing it as the biggest day in my career," Rear Admiral Barton S. Strong, Commander, Naval Air Warfare Center Aircraft Division led the groundbreaking ceremony at NAS Patuxent River on Feb. 17 for the first military construction project resulting from the 1993 Base Realignment and Closure Act (BRAC).

Upon completion, the Naval Air Systems Command (NAVAIR) Integrated Program Team (IPT) Facility will be a five story, 460,000 square foot building with an adjacent parking garage. The IPT Facility will support the functions relocating from the current headquarters facilities in Crystal City, Virginia to the Naval Air Station Patuxent River. This BRAC mandated relocation will transfer 2,700 employees from NAVAIR to NAS Patuxent River during 1997.

The \$64,490,150 construction contract for the facility was awarded to the Turner Construction Company in Alexandria, Virginia on January 25, 1995.

In opening remarks, Vice Admiral William C. Bowes, USN, Commander, Naval Air Systems Command, called Patuxent River the heart of Naval aviation in terms of acquisition, development and testing. "This is a great day for the nation, the Navy and Southern Maryland," he remarked.

Maryland governor, the Honorable Parris N. Glendening pledged his support to the military in Southern Maryland during his remarks at the ceremony. "The biggest economic development projects going on in the state are going on right here at Patuxent River," he said. This region is the center for state activity."

The Honorable Barbara A. Mikulski, United States senator, and the Honorable Steny H. Hoyer, U.S. representative for the Fifth District also participated in the ceremony.

Mikulski said she supported downsizing the military but not downgrading the military. "Patuxent River has the right stuff to

lead the way in aviation," she commented. Plus, we don't have earthquakes here!" Her remarks, referring to the speculation on the BRAC 1995 list to be released during the next two weeks and the California-Maryland battle," drew cheers from the crowd gathered in the Station Theater prior to the event.

Representative Hoyer also supported downsizing. He stressed that research, development, testing and evaluation become even more important in a downsized environment. "Patuxent River is a national asset that contributes to military and civilian aviation, he stated. What was said by Capt. McCain April 1, 1943 at the groundbreaking for NAS Patuxent River still holds true today, over 50 years later. This is still the most needed station in the Navy," he said, "and I will fight to keep it that way."

According to Vice Admiral Bowes, "Patuxent River is where the action is and will be in the future. This is a wonderful work environment. I can't imagine a better place to work if you love aviation," he commented.

The new Team complex will utilize 16.3 of the 27 acre site. It will be constructed on the site of the old hospital, which is the highest point on the base and has a commanding view of the river, bay, and runways. The building site is also convenient to both Gate 1, the new north gate, and Gate two, the main gate. The interior floor plan was designed with input from Admiral Bowes to maximize the internal efficiency and work space flexibility.

With the addition of the NAVAIR IPT Facility project to the existing construction currently on base, Pax River has over 200 million dollars worth of new construction underway, according to Steny Hoyer. "Patuxent River is the most vital Naval facility in the world. That is reflected by the quality of life, the work force and the mission performed here at PAX," he said.

Heather Hunter
Public Affairs Office
Patuxent River, Md.

Shopples gets top civilian award

Thomas J. Shopples, former financial manager here recently was presented the Navy Meritorious Civilian Service Award by Capt. William L. McCracken, commanding officer.

In a letter written to Shopples, it stated that, "He is the type of manager who deserves the Navy Meritorious Civilian Service Award." His administrative management contributions to the Navy mission have been both significant and outstanding. Significant because of the magnitude, outstanding because of his personal influence and guidance on how they will be accomplished.

Shopples began his government service in 1960 as a GS-7 Physicist working in the Submarine Warfare Laboratory, Equipment Development Branch. In July 1974 he was selected to attend the Naval War College for one year. The excellent educa-

tional experience in addition to his outstanding performance as Branch Head resulted in his promotion Manager of the Electro-Optical in the Aero-Electro-Optical Division in the Aero Electronic Technology Department in May 1975.

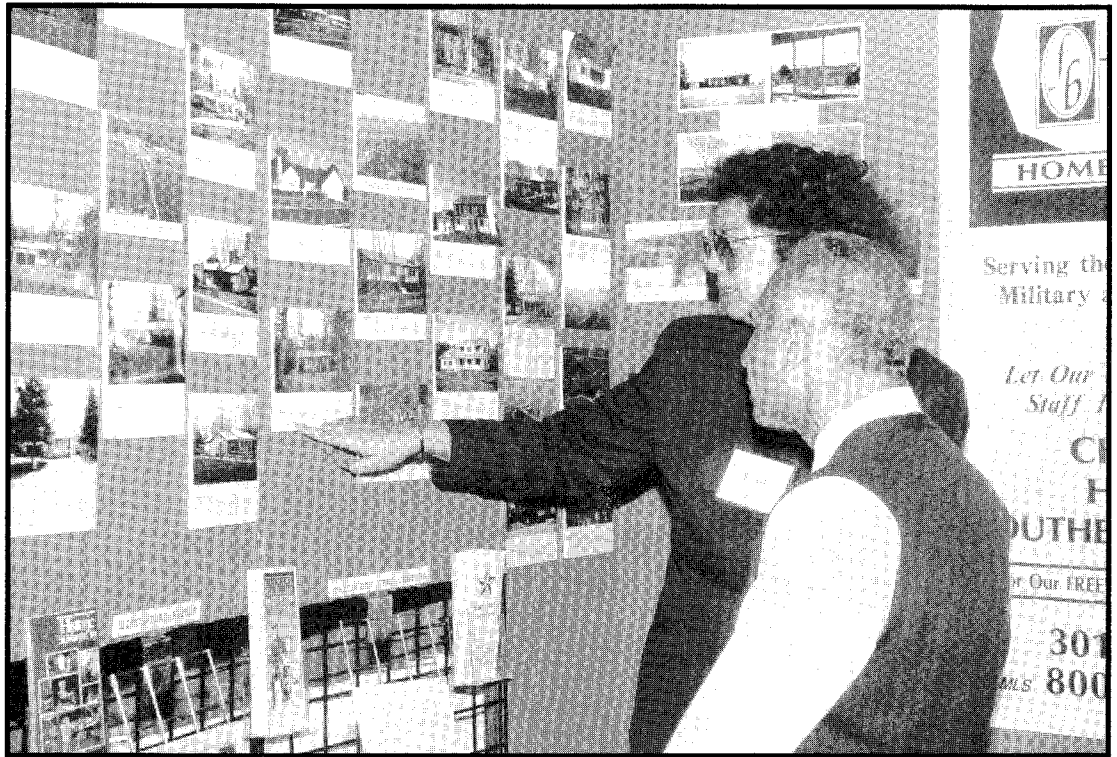
His managerial role increased even further in March 1980 when he became Comptroller of the Center. Since his appointment as Comptroller, the Center's annual funding grew from \$229 million to over \$400 million while external controls over such monies increased dramatically. He consistently directed command financial operations to meet all major goals in the areas of carryover funding, manage payroll, overhead expenditures and cost overruns.

He exemplifies the type of manager who deserves the recognition of the Navy Meritorious Civilian Service Award.

Southern Maryland Homes Expo held here

With the plan for the 1995/1996 move to Patuxent River, Md. fast approaching, The Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) and the Tri-County Council for Southern Maryland hosted a Southern Maryland Homes Expo in Hangar Bay 1. Approximately one hundred booths were displayed with various home builders, mortgage lenders, real estate brokers, title companies, apartment complexes, storage facilities, and other industry-related businesses.

The Expo was held from 8 a.m. until 5 p.m. Center employees (military and civilian), family



Photos by Drew Schmith



members, contractors and families and other government activities were invited to participate in this last major exhibition before closure of the NAWCADWAR in 1996. The flow of traffic was heavy and steady throughout the day. Many people walked through the hangar to visit various booths to gain more information about what might be the most important facet of their lives in next year if they decide to move to Patuxent River, Md.

Thanks to the Centers wonderful cooks

Special thanks to all of the cooks for their time, effort and money for supplying the delicious food in order to celebrate Dr. Martin Luther King Jr.'s birthday and Black History Month. Top Chef of the day was Charlie F. Belcher. The cooks and their dishes are listed. You may contact them for their recipes:

Elaine Johnson - angel food cake
 Terry Wingate - ham and cabbage
 Shirley Jones - pigsfeet
 Delores Campbell - smoked neckbones
 Debra Chaffin - chopped barbecue (North Carolina style)
 Marti Harazim - blackeye peas and smoked hamhocks
 Virginia Page - fried chicken
 Chief Don Meadows - crackling bread and cornbread
 David Morrison - cornbread
 Denise Burnett - rolls
 John Hester - pinto beans

Chef for the day, Charlie F. Belcher - fresh neckbones, fatback fried, barbeque turkey, collard greens and barbecue sauce

Grant Busting - collard greens
 Georgette Gaskin - rice
 Barbette Ivery - gumbo
 Jane Anderson - collard greens
 George Johnson - greens cooked in smoked turkey
 Audrey Dinkins - peach cobbler, ice cream, and potato salad
 Kathy Smith - fried chicken
 Josephine Reid - candied sweets
 Sabrina Fletcher - sweet potato pies
 Mayra Quinsness - cake
 Frances Johnson - bread pudding
 Shirley Scott - sweet potato pies
 Sheila Dorsey - barbecue chicken

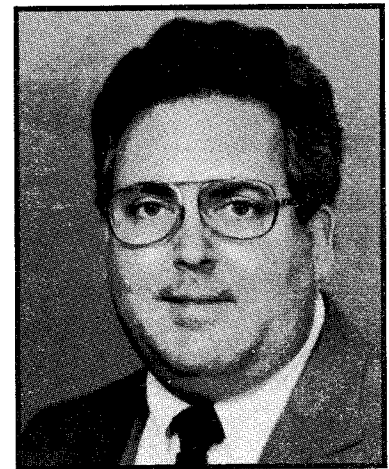
Many thanks to all you.

Charlie F. Belcher

Finkelman tapped for Navy's top civilian award

The Navy Meritorious Civilian Service Award was present to Robert A. Finkelman for his outstanding contributions to the management and administrative oversight of Information Management in the Aircraft Division.

"Your outstanding efforts are greatly appreciated. For many years, you helped preserve and enhance the image and reputation of this command. Your career has been truly exemplary. Please accept my grateful appreciation for a job well done," said Capt. William L. McCracken, commanding officer.



Spoonerisms

A spoonerism takes place when "A well-oiled bicycle" comes out of the mouth as "A well-boiled icicle." Observing the 150th anniversary of the birth of Rev. William Archibald Spooner, word freaks and other maniacs recalled a few of his famous mixed-ups. At a Naval review, he marveled at "this vast display of cattle ships and bruisers." (Battle ships and cruisers.) To a college secretary: "Is the bean dizzy?" (Dean busy.) At a friend's cottage: "You have a nosy little crook here." (Cozy little nook.)

No big paycheck, just lots of small rewards

You may be the wife of a servicemember or an employee and are invited to attend a great number of dinners, receptions and other events. You probably enjoy those dinners and spending time with people of various organizations.

I sometimes think it's funny that one of the most long-standing comments heard in the military service is "never volunteer." It's funny because the family life experience in the military could not exist without volunteers.

You come on base to take care of a few errands for your husband. As you leave, you decide to visit the base Recreation Office to pick up brochures on interesting places to take the kids over spring break. You were then shown an entire rack of brochures by the Recreations Office smiling assistant.

Sounds like part of a typical day? It makes you wonder how you find the time to do it all. Take a moment to think about it and you'll see that a volunteer made it possible. Lets face it. A good many programs just couldn't exist if it weren't for volunteers.

Basketball coaches, Big Brothers and Big Sisters of America

Inc, den mothers, Parent-Teacher Association members, chapel ushers, wives' clubs assistants, Red Cross and Family Services volunteers all have one thing in common-none of them are paid for their endeavors.

While none of these people receive financial compensation for their services, I'll bet most of them will tell you that volunteering is an enriching and rewarding experience. It may not take the place of a paycheck, but knowing they play a key role in supporting the Navy promise to "take care of it's own" is a very satisfying feeling for most volunteers.

If an organization could budget the money to pay all of the volunteer workers what they are worth, the sum would be astronomical! Enough cannot be said to encourage others to get involved. And to those of you who are volunteers, you are beautiful people.

JO2 Terry S. Wingate
Public Affairs Office

Donations collected for A Women's Place

Employees support A Woman's Place The Naval Air Warfare Center Aircraft Division Warminster's Federal Women's Program Committee (FWPC) is a point of light for some Bucks County families. The FWPC has held yearly household item collections for A Woman's Place, a local shelter for women and children in crisis, since 1991. This year's collection at NAWCADWAR exceeded \$500 value.

FWPC members Arlene Richman, Carole Preston, Sonal Desai, Nancy Heinzl and Ruth Pickering organized the collection. Items donated by employees included handiwipes, paper towels, other paper supplies, bleach, napkins, sponges, cleaning supplies, detergent, trash bags, light bulbs, batteries and other household necessities. Cash and some McDonald gift certificates were also received. Thanks to all those who helped, the families seeking shelter at A Woman's Place have their needs met. They also know the community cares.

The FWPC continues year-round collection of register tapes from the Genuardi supermarkets. A Woman's Place receives a one percent donation of the totals from Genuardi's. During the past three years, FWPC has collected over \$70,000 worth of register tapes for the shelter.



Thanks given for a job well done



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

Richard E. Adams (Concept Analysis, Evaluation and Plan Dept.): Letter of Commendation

for your outstanding support as Lead Evaluator for the Air Vehicle Segment of the Advanced Research Projects Agency High Altitude Endurance Unmanned Aerial Vehicle source selection.

AT1 Victor J. Mancini and AME2 Kelly B. Amogawin (Test and Evaluation Group): For your quick detection and timely effective response to a developing fire in the hangar bay door area prevented a potentially hazardous incident from occurring.

AD2 Brian J. Scharold (Test and Evaluation Group): For your quick thinking after noticing a small amount of smoke emitting from the auxiliary power unit (APU) compartment while performing a daily inspection on aircraft 152150.

Kenneth M. Prockup (Mission Avionics Technology Dept.): For the support you provided to the Sea-Based Anti-Submarine Warfare operations.

AS1 Timothy R. McCloud (NAWC Detachment Willow Grove): For your outstanding assistance in the effort to upgrade the furniture in the Command Administration and Military Administration Office.

Kevin McCarthy (Concept Analysis, Evaluation & Planning Dept.), **Kevin Kennedy** (Systems Engineering Dept.), **George Klima**, **Noreen Dugan** and **Robert Preedy** (Cost Analysis Dept.): For the outstanding support you provided to the Unmanned Aerial Vehicles (UAV) Joint Project.

Barbette Ivery (Software Development and Life Cycle Support Branch): For your noteworthy performance in support of the Universal Threat System for Simulators (UTSS) program.

Keith Young (Air Vehicle and Crew Systems Technology Dept.): For your contribution in completing the Power-Wire assessment. Your technical expertise and conscientious effort were largely responsible for the success of this important project.

James McPartland, Philip A. Richardson, In Seon Lim (Air Vehicle Engineering Dept.): For demonstrating fine technical skills while a member of the Vertical Launch and Recovery Evaluation Team.

Tom Michalski (Engineering Dept.): For the support you provided to the Advanced Strike Technology Program in completing the paperless proposal evaluation.

Donato Russo, Debra Gottemoller and Peter Verburgt (Avionics Dept.): For the highly successful Project BEARTRAP presentation you provided at the Technical Advisory Panel meeting at John Hopkins University.

Dr. James Sheehy (Crew Systems Dept.): For your exceptional performance as chairman of the Laser Protection Technologies Session at the 16th Annual Lasers on Modern Battlefield Conference.

Timothy Hediger (Avionics Dept.): For the outstanding support you provided to the Anti-Submarine Warfare Systems Program Office.

Fire Chief Donald Meadows, Deputy Fire Chief Vincent Crusco, Assistant Fire Chief William Adams, Fire Captain Joseph Perkins, John Dworsky, Calvin Harvey, and EMT Charles Steinbach (Air Operations): For the valuable service you rendered by your participation in the Hazardous Materials Training for the U.S. Coast Guard National Strike Force, Atlantic Strike Team, Reserve Detachment.

Marianne DeCicco (Employee Development): For your efforts and assistance in scheduling NAS JRB Willow Grove personnel to receive formal WordPerfect 6.0 and other valuable computer training courses.

Stephen Spadafora (Air Vehicle and Crew Systems Dept.): For your commendable efforts in providing a very informative display at the White House Conference on Environmental Technology in Washington D.C.

Dottie Kirkpatrick (Human Resources Office): For your willingness and cooperative attitude in handling the retirements questions of Patrick J. Harkin.

William Darmofal, William O. Nuss, and Theresa Kelly (Engineering Dept.): For the Software Flight Test of the VH-3D and VH-60N Executive Transport Helicopter avionics system.

Brian Bohmueller and James McElhenney (Crew Systems Dept.): For your leader and coordination of the Inflatable Body and Head Restraint System (IBAHRS) Dynamic Qualification Tests at the Horizontal Accelerator facility.

Martin Rapaport (Crew Systems Dept.): For your outstanding lecture on Restraint Systems at the recent Helicopter Survival Conference.

Meet Lori Wexler of Employee Development

Name: Lori Wexler
Hometown: Philadelphia, Pa.
Birthday: November 16
Position: Office Automation Assistant
Years of government service: Two months
Previous assignment: Conrad Management Associates
Last book read: *Butterfly*
Strongest attribute: I like talking and meeting new people
Worst flaw: Can't give advice in certain situations
Work philosophy: To get things done in a timely manner and to the best of my ability
Favorite food: Eggplant parmesan
Unfulfilled dream: To be a full-time ice skating instructor
Goal in life: To be happily married with two children and have a Mercedes Benz
If stranded on a deserted island, other than the basics, what three things would you like to have: My boy friend or best friend, good music and an Air Hockey machine



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Emergency Response Teams Shine at NAWCADWAR

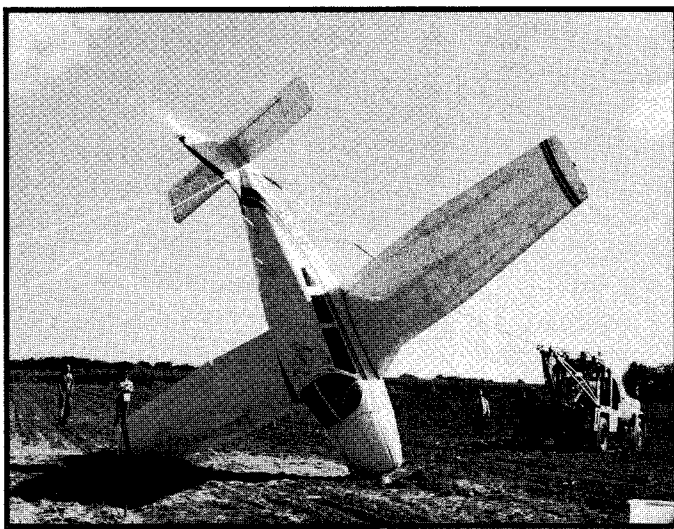


Recently, on several occasions, the Command's Emergency Response personnel have responded to emergency calls from the community and the command. We felt it appropriate, at this time, to highlight some of the things that most of us don't realize go on behind the scenes. Our Department of Defense (DOD) Police, Fire Department and Auxiliary Security Force (ASF) are on base or on call 24 hours a day, seven days a week. Because much of their work is unseen does not mean it is unappreciated. This article is a way of saying THANK YOU.

In mid-September the NAWCAD Warminster Fire Department was quick to respond, as always, and was first on the scene of a barn fire on Centennial Road, Warminster. They responded within five minutes of the call. Shortly after they arrived local fire companies joined to assist in the firefighting effort.

Our Fire Department was praised for helping to save Southampton Estates (a retirement community) when it was struck by lightning this past July. A picture appeared on the front page of the last month's *Reflector* highlighting their outstanding effort.

Most recently a light civil aircraft experienced engine failure approximately 500 yards short of our runway and



landed in a freshly plowed field at the corner of Bristol and Hatboro roads. Again, all emergency response personnel reacted immediately. Our DOD Police, along with the Fire Department and the Ambulance were on the scene within minutes. The DOD Police rerouted and directed traffic around the Hatboro Road area. Fortunately there were no serious injuries. There were three passengers and a pilot aboard the plane and all four walked away. One passenger was transported by our ambulance crew to Abington Hospital for minor injuries, and released.

Shortly after the mishap the Military ASF was called upon for assistance. The ASF are military members of the command who assist the DOD Police Force with any and all requests. The purpose of the ASF, on this evening, was for crash site security. The ASF and DOD Police stood guard at the scene until the next morning. They were responsible for securing the landing area to prevent anyone from disturbing the site pending further investigation.

Our emergency teams are such a big part of everyday life. We salute you one and all!

Maureen Talley
Public Affairs Office

Reuse of NAWCADWAR Top Priority in Bucks County

The Federal Land Reuse Authority of Bucks County (FLRA-BC) will oversee the reuse of the Navy facilities and real estate that will be left behind when the Naval Air Warfare Center Aircraft Division moves from Warminster to Patuxent River next summer. The FLRA-BC consists of Executive Director Steve Rockwell and a staff of specialists who work out of Building 35, the old Housing Office on Jacksonville Road. Sheila Bass, Administrator and Administrative Assistant Jeff Morlock complete the staff.

An 11 member board of volunteers has been appointed by the Bucks County Commissioners. They are: Harry Barford, Jr, Doylestown; Kathleen M. Belsky, Upper Southampton; Francis Branagan, Lower Makefield; Joseph Butch, Warminster; Robert Finley, Northampton; Robert Hasty, Bristol; Norman Kelly, Ivyland; Victor Lasher, Warminster; Dr. James Linksz, Doylestown; Anthony F. Visco, Warrington; and Martin Westermann, Warminster.

Reusing the 824 acre site and the 1.2 million square feet of office, lab and hangar space is a daunting but doable task. Abandoned military bases across the country are being reutilized by local communities in a variety of productive ways. Former Eaker Air Force Base now houses the world's largest transportation company FedEx. FedEx is leasing some land to train truck drivers. The Limestone Country Club lease of the Loring AFB golf course in Maine marks the first private reuse of this BRAC '91 facility. Fort Ord, California is being reused publicly by California State University. Approximately 600 students will occupy 1,340 acres with 40 faculty and 150 administrative person-

nel. About 500 dormitory rooms will be available.

Washington's Sand Point NAS Puget Sound hangars served as sound stages for segments of Sylvester Stallone's "The Assassins", as well as film sites for scenes from "Sleepless in Seattle" and the Fox network's recent comedy show "Medicine Ball". Astoria Metal Corporation is leasing dry-dock #4 at NAVBASE Hunter's Point Annex for shipbreaking and repair work.

Myrtle Beach AFB in South Carolina is becoming a reuse success story. Just two years after the base closed its gates in March 1993, nearly 82% of the 3,700 acres are under lease, deed or transferred to the state. They are well under way to replacing the 800 civilian employees and \$90 million annual payroll that fueled the local economy.

Reuse does not happen overnight. It is sometimes a tedious lengthy process. Bucks and Montgomery Counties are fortunate to have several groups of dedicated volunteers and professionals working to alleviate the impact of closure and transition on the local community.

The FLRA-BC, in cooperation with the Warminster Township Economic Development Commission, is pursuing many reuse options and inquiries. The public and employees are invited to attend the monthly meeting of the FLRA-BC which is held in the Center Conference Room of NAWCADWAR on the 2nd Wednesday of every month at 7:30 p.m. Come out and learn firsthand of the various efforts underway in our community. There is a segment provided for public comment. For information, call Sheila Bass at 215-957-2310.

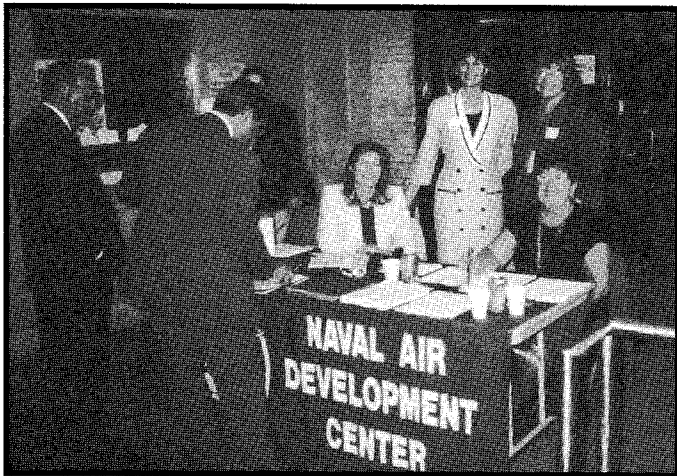


CAPT Cosgrove, LCDR Brown, Franz Bohn, LT Burkhardt, LT Benedict, CDR Trummer, Fire Chief Meadows, AC1 Demaray, Mr. B. Lancaster and Fire personnel, paint the first X on the runway.

The job hunt is on for Warminster employees

Successful job fair held in September

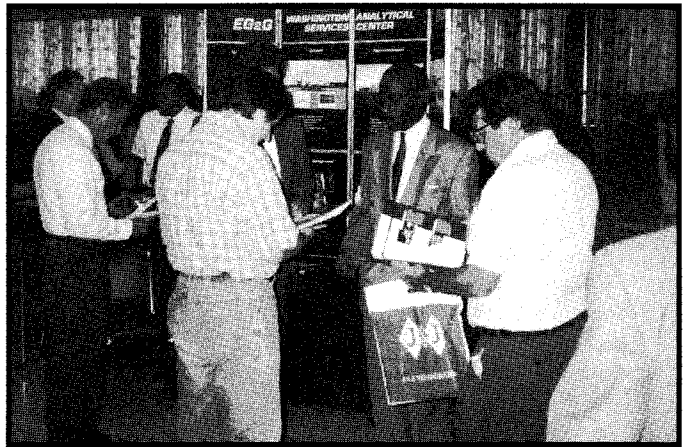
The Career Transition Program Office and Employee Assistance Center at the Naval Air Warfare Center Aircraft Division (NAWCAD) Warminster hosted a Job Fair for Warminster and Trenton employees on Thursday, September 21 in the Center cafeteria. More than 80 employers from the Delaware Valley were represented. Nearly 600 employees visited representatives at booths from: Lockheed Martin Corp., Greene, Tweed & Co., ADIA Technical Services, Precision Components Corp., Raytheon, Jade Corp. and a wide variety of others.



Due to 1991 Base Realignment and Closure legislation, the Center is relocating to Patuxent River, Maryland as of Fall, 1996. About 1,600 civilian jobs will transition from Warminster to Maryland and about another 124 positions from Trenton are also scheduled to be moved. Remaining employees will be looking for jobs in other government agencies or the private sector.

The Career Transition Program Office is funded by a DoD grant that is administered by the Bucks County Office of Employment Training. Director Deborah Marron, Assistant Director Al Tarquinio and the staff of counselors from Bucks County Community College who work in the office are pleased with the response from the business community. "Employers recognize the wealth of qualified personnel at NAWC who will soon be available," Marron reported.

NAWC employees who will be searching for employment run the gamut from aeronautic scientists and engineers with masters' degrees and doctorates to computer professionals, clerical, secretarial and administrative services technicians, accountants, systems analysts and many other fields. The R&D mission at the Center requires a highly skilled and trained workforce. The local business

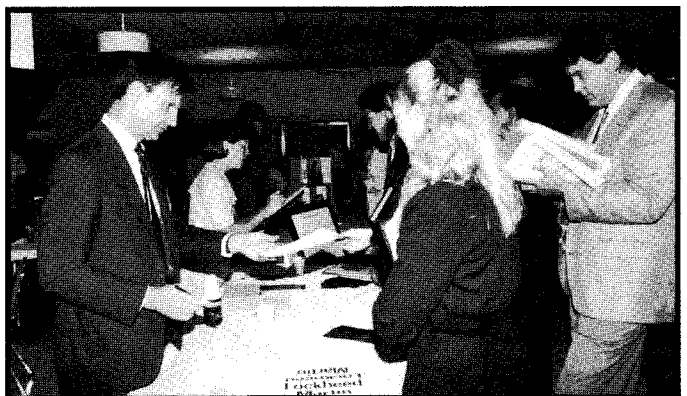


community will benefit as many of these workers are actively seeking employment outside the government. Others are retraining to enter different fields.

A large number of NAWCAD people who helped win the Cold War filed through the Job Fair with resumes in hand, eager to move ahead with future plans. The Lockheed Martin display attracted a large crowd who stood in line for the opportunity to network with personnel representatives. Several employment and personnel service booths were present. Many high-tech head hunters attended, as well as well known area corporations looking for quality employees. All took large piles of NAWCAD resumes back to their own corporate offices. Hopefully, many will receive interviews from these initial contacts.

The Career Transition Office will be distributing the Resume Book, compiled from employee resumes submitted during September, to any and all employers who come to NAWCADWAR seeking employees. For information about the job fair, or the Career Transition Center, call 215-441-2198 or 215-956-4219. Dial X4219 on site.

Look for job fair success stories in next month's *Reflector*.



Marathon Broadcast Marks Radio Club Anniversary

Among the many unique activities indigenous to the Naval Air Warfare Center Aircraft Division Warminster over the past 50 years was the operation of the Amateur Radio Club. Station K3NAL will be moving to Patuxent River, Md. (PAX) along with the rest of the Center in the coming year. To commemorate 50 years of amateur radio operation on site in Warminster, club members conducted two final days of radio transmission on 15, 16 September 1995. In an effort to communicate with as many stations as possible located in the United States and abroad during the 2-day marathon broadcast, radio club members manned the airwaves. Club Trustee Doug Crompton, and members Steve Larson, Dan Flynn, Marti Squicciarini, Dave SeEVERS, John Gambale, Joe Bagnick, Fred Stowell, Marty Leblang, Dean Nathans, Dave Daugherty, Jim Peron contacted over 400 amateur radio stations.

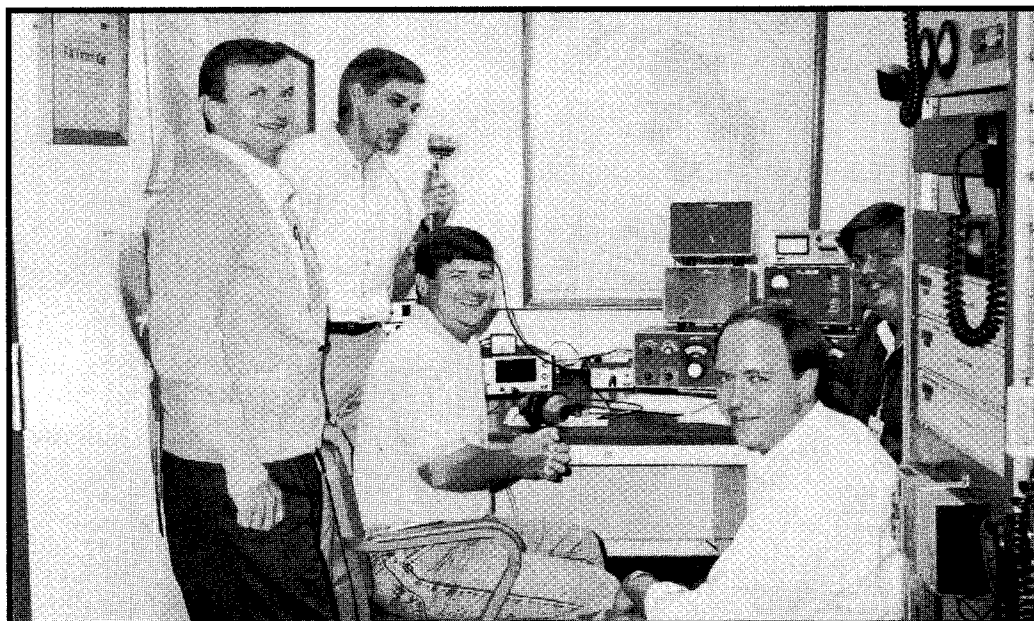
The NAWC radio antenna has offered Civil Defense availability over the years, as well as local and distant emergency transmissions, public relations, and internal communications. K3NAL has often been called upon to transmit personal messages from personnel in the field.

In 1955, the NAWC Radio Club, in conjunction with the Bucks County Radio Amateur Civil Emergency Service, dispatched helicopters to flood victims along the Delaware. During the Vietnam War, area families were able to contact their servicemen. More recently, earthquake survivors in Mexico City and California were contacted by relatives who work here.

Each year the radio club sponsored a field day near the runway. This is a simulated emergency transmitted with battery and generator power that tests the capability of local hams to respond to a large disaster. During the 1940's and 50s, base engineers and other personnel, numbering over 100, were very active in the club whose center was located in a bunker under the loading dock. The radio room was later moved to a Penthouse atop Building #1.

Now some of the equipment and some of the members will be moving to PAX. Pete Butt, Team Leader for Research and Engineering 4.11.6, will be the point of

contact in Maryland. PAX already has a very active HAM station that also participated during the marathon broadcast from Warminster. Trustee Doug Crompton said contacts were made as far as Guantanamo Bay, Cuba, Mexico, Texas, Missouri, Chicago, Florida, and Wisconsin. Members spoke to the Ford Museum in Dearborn, Michigan and the Pavek Museum of Broadcasting in Davenport, Iowa. Local stations participated also including one in Schwenksville, Pa. Several former NAWC employees were contacted including retirees Leon Grobman, Harry



NAWCAD, Warminster Amateur Radio Club members at marathon, final broadcast.

Grider and former K3NAL Trustee Dick Schubert. Some NAWC personnel will remain in Bucks County after the base relocates and will stay active in the Warminster Amateur Radio Club which meets at the Ben Wilson Senior Center. But for K3NAL, this marathon broadcast celebrated a great tradition and for now it's, "Over and out."

Joan Marie Brown
Public Affairs Office



Update - Environmental

Navy Commitment to Cleanup

Environmental work is proceeding at the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR) as the facility begins to move to Maryland and the Federal Lands Reuse Authority of Bucks County pursues viable reuse options.

Over a decade ago, the U. S. Navy began a nationwide unilateral program, the Installation Restoration (IR) program, to address environmental cleanup at Naval installations. Since 1980, the Navy, with the oversight of the Environmental Protection Agency (EPA) and Pennsylvania Department of Environmental Resources (PADER) has conducted investigations to identify, evaluate and control potential pollution at the NAWCADWAR. According to Warminster Base Realignment and Closure (BRAC) Environmental Coordinator, Tom Ames, the Navy will continue to be responsible for environmental cleanup activities at the base even after the reuse plan is implemented. Future tenants at the base will not be responsible for the Navy's cleanup activities.

The Navy is complying with DoD guidance on implementing fast track cleanup initiatives at the Warminster facility. A list of compliance projects is available at the Public Affairs Office. In addition:

- More than 150 wells have been installed on base to monitor groundwater quality.
- More than 450 samples have been collected from off-base to evaluate any impact to nearby groundwater users.
- Some disposal trenches have been excavated to determine their contents.
- Surface water and sediment, surface and subsurface soils, and air quality samples have been studied

A pump and treat system is under construction to remove pollutants from groundwater. Forty township residences have been connected to public water by the Navy despite a lack of conclusive evidence that the Navy was responsible for elevated contaminant levels in their private wells.

The Department of the Navy issues quarterly environmental fact sheets. These publications contain information regarding cleanup issues. Copies may be obtained by calling the Public Affairs Office.

The Restoration Advisory Board monthly meeting, held on base at the Lady Luck Club, is open to the public. Current cleanup status is discussed with community volunteer members, and representatives of the Navy, federal and state agencies and others.



Trench for piping of groundwater to pump and treat facility.

The NAWCADWAR has developed a BRAC Cleanup Plan that addresses all other environmental concerns that are not being evaluated by the IR Program. This plan has identified other areas requiring investigation and has outlined a schedule and a testing matrix to accomplish cleanup. All in all, the Navy is trying to be a very good neighbor to the communities in which it operates and to the communities from which it is moving.

Navy proposes removal action

The Navy has announced a proposed plan to address a former waste disposal area located at the Naval Air Warfare Center Aircraft Division (NAWCAD) Warminster, PA. Site #4 is the largest known waste disposal area at NAWCAD Warminster. It is located in a grassy area adjacent to the midpoint of the runway in the northeastern portion of the base. The Navy used this area in the late 1960s, according to acceptable waste disposal practices at the time, to dispose of general refuse (paper, plastic products, glass bottles, styrofoam and cardboard), construction and demolition debris. The Navy's proposed action is to excavate the buried refuse and adjacent soil from the trenches, load these materials onto licensed/permitted trucks and transport them to an approved landfill. The area excavated would be backfilled with clean soil and re-seeded. The work should be complete within the next 12 months. This proposed action, as well as other alternatives evaluated by the Navy, are described in detail in an Engineering Evaluation/Cost Analysis (EE/CA) Report for Site #4. This report is available for review at the Bucks County Library, Doylestown, PA, or in the NAWC Public Works/Environmental Program Office from Frank Kurdziel.

“Test Your Detector - It's Sound Advice”

If you were asleep when a fire broke out in your home, do you think the smoke would awake you? If you think so, **YOUR DEAD WRONG.**

Smoke will actually put you into a deeper sleep and not waken you. That's why having properly operating smoke detectors in your home is so important. They provide an early audible warning of a fire, and provide extra time to escape safely.

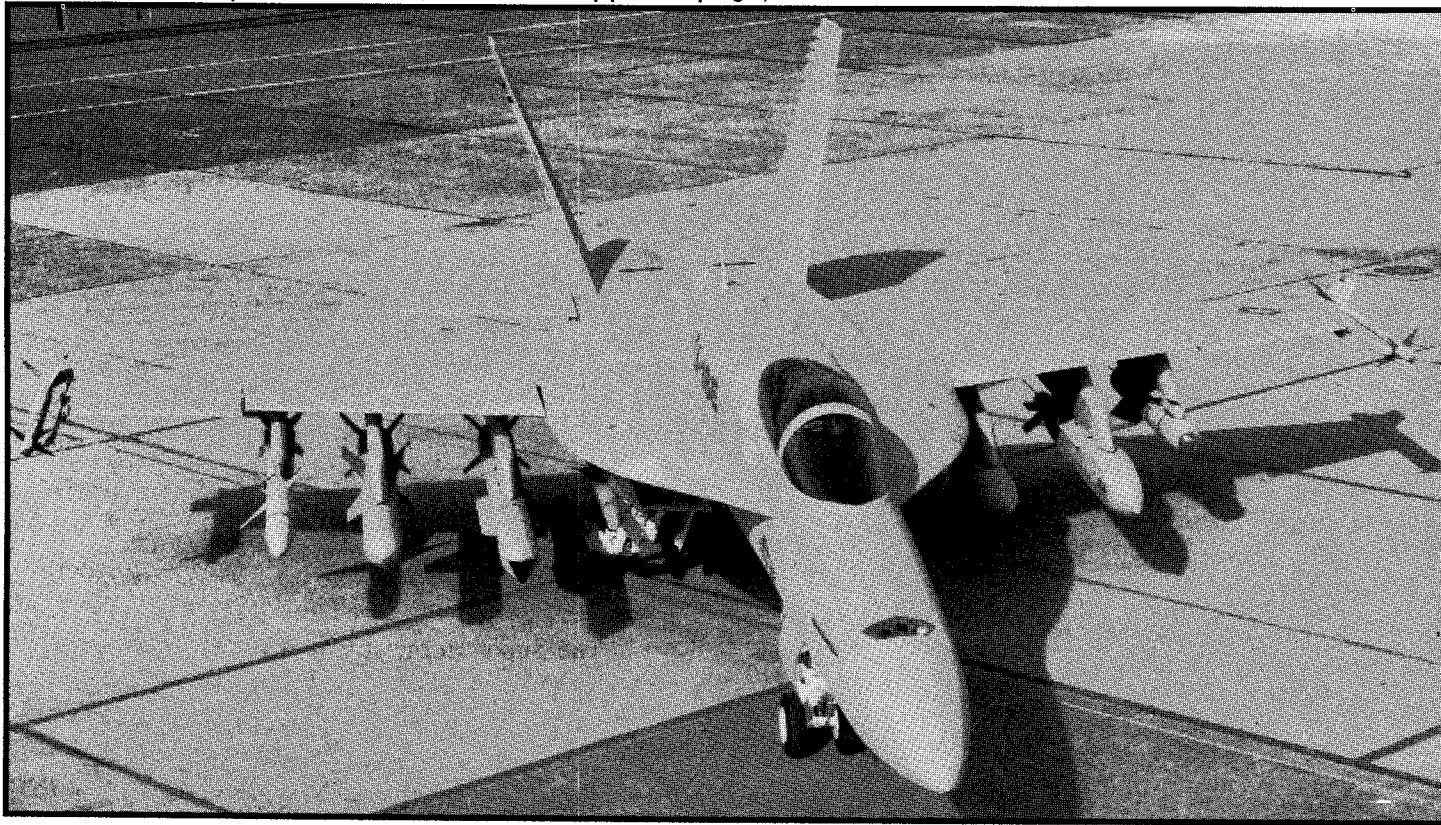
This year's Fire Prevention Week theme is, “Test Your Detector - It's Sound Advice”.

The greatest number of fatal home fires occur between the hours of midnight and 4:00 a.m., when most of are asleep. Even though this time frame is when fires are least likely to occur, those that do occur are most deadly because they can go undetected. Nearly 3,500 people died in home fires in this country last year.

Having adequate smoke detector protection in your home is absolutely key to fire survival. There should be a detector on each level of your home, including the basement, and there should be detector outside each sleeping area. Test your detectors weekly and replace the battery at least once a year.

The testing of and replacing the battery is crucial because surveys show that nearly 80% of all homes are equipped with smoke detectors but one-half of them fail to work because of dead or missing batteries, vandalism, or defects. Installing and maintaining smoke detectors is only one step in making your home fire safe. For further information on fire prevention please contact the NAWCAD Warminster Fire Inspector at X3060. Remember: You **CAN** take steps to protect you and your family from a home fire.

F/A-18E/F Super Hornet (See article-opposite page)



New strike fighter 'Super Hornet' Bigger & tougher, leaner & meaner

NAS PATUXENT RIVER, Md. — What aircraft, compared with its predecessor, is 25 percent bigger, possesses 33 percent greater fuel capacity, 30 percent fewer parts, provides more payload-carrying ability, longer range, more powerful engines, enhanced survivability, and is designed to accept future growth and improvements?

There is only one answer: The U.S. Navy's brand new Super Hornet!

The new F/A-18E/F Super Hornet was rolled out at the huge McDonnell Douglas facility in St. Louis, Missouri, last Monday, Sept. 18, before an assemblage of 1,500 industry and U.S. Navy VIPs and team members.

Chief of Naval Operations, Admiral Jeremy Boorda, announced during the rollout ceremony that the F/A-18E/F Hornet would have a new name: Super Hornet!

And a Super Hornet it is!

"The debut of the F/A-18E/F marks the start of a new chapter in U.S. naval aviation history," said John P. Capellupo, president of McDonnell Douglas Aerospace. Capellupo said the Super Hornet is more difficult to detect, more difficult to target and, even if hit, more likely to return safely to the carrier.

Michael Sears, vice president and general manager of the company's F/A-18 Hornet program, told reporters at a press conference just before the rollout that the E/F carries on the same tradition of the earlier Hornet's, while balancing supportability, affordability and survivability. "It will provide the warfighting capability the Navy needs," Sears said.

Notables present for the occasion included Congressman Richard Gephardt; Secretary of the Navy John Dalton; Chief of Naval Operations, Admiral Boorda; and numerous aviation industry executives. Also present were many U.S. Navy VIPs, including Vice Admiral John A. Lockard, Commander Naval Air Systems Command; Vice Admiral William Bowes; Acting Assistant Secretary of the Navy for Research, Development and Acquisition; Rear Admiral William Newman, Commander, Naval Air Warfare Center; and Captain Joe Dyer, the Navy's F/A-18 Program Manager.

The strike fighter meets or exceeds all of its performance requirements. As Congressman James Talent of Missouri said, "It's an upgrade, but what an upgrade!"

The Super Hornet currently weighs 1,000 pounds less than the maximum weight specified by contract, and its

twin GE F414 afterburning turbofan engines possess more thrust. The combination results in a speed-generating thrust - to - weight ratio.

With two additional weapon stations, it will carry more firepower. The aircraft can carry all of the air-to-air and air-to-ground weapons that are employed on the F/A-18C/D and will carry numerous "smart," precision-guided weapons currently in development. Moreover, it boasts more ordnance bringback capability. It carries 20 percent more payload. Payloads include weapons, sensors and fuel tanks. It carries more fuel — 33 percent more — and can fly farther, offering longer range and greater endurance.

An indication of the total quality precepts applied to the Super Hornet's development is that it has 30 percent fewer parts — a fact that will pay off in reliability and reduced maintenance costs throughout the life of the aircraft.

The wings are 25 percent larger. It has 90 percent common F/A-18C/D avionics and offers improved cockpit displays. And, what is perhaps most important to the men and women who will fly them, the Super Hornets boast improved survivability.

Sum all that up and you've got to say, it's awesome!

The Super Hornet was designed to extend the Hornet's long-term viability for U.S. Navy aircraft carrier operations.

The F/A-18E/F flight test program will be a three-year integrated test team effort at NAS Pax River. The new aircraft's first flight is scheduled for December 1995, with the first of seven Super Hornets that will be at Pax to arrive early next year. Of the seven flight test Super Hornets, five will be F/A-18Es (single seat) and two F/A-18Fs (two-seat).

Flight testing to be conducted at NAS Patuxent River will include envelope expansion to test flying qualities; propulsion performance testing; carrier suitability testing, with sea trials to begin in January 1997; loads testing; high angle - of - attack testing; and weapons systems testing.

The Super Hornet flight test program team will be comprised of 420 people from McDonnell Douglas, Northrop-Grumman, General Electric, Hughes, and the U.S. Navy.

Frank Montarelli
Public Affairs Specialist
Patuxent River

Are you still here?

Often nowadays we'll be walking the hallways of the once bustling NAWCADWAR and hear a familiar voice ask, Oh, are you still here? Well, of course we are! Many of us are still here.

Although the mission and projects are scheduled to move to Patuxent River permanently next summer, the work at Warminster continues for many months.

The Transition Team may be working on the largest project on Center, but other teams of Warminster employees are busy on a variety of other vital and important projects for the Navy and DoD.

NAWCADWAR will continue to play a major role in Crew Systems Development Programs as we plan our move to PAX. According to Project Coordinator Sam Delserro, Crew Systems impacts every aspect of aircrew performance. During FY-96, NAWCADWAR employees will be leading and supporting our Team in the following areas: Helmet Systems Improvements including in-service support of our newly transitioned TACAIR and Helo helmets; and joint participation with the Air Force in the newly established advanced helmet mounted cueing system development program.

Our co-workers will be introducing Life Support Gear including anti-exposure survival coveralls and life preservers for passengers aboard fixed wing aircraft. In the area of Threat Protection Systems, we are providing advanced anti-G protection for our jet aircraft pilots and performance upgrades to the current Chemical-Biological aircrew protective suit systems. NAWCADWAR efforts will help provide the Fleet with state-of-the-art survival equipment such as a survival radio with a Global Positioning System upgrade and a new extreme cold weather land survival kit.

Center employees are involved in efforts to accommodate the entire population (small and large) of aircrews in all Navy aircraft. As always, a significant portion of our effort is the continued support of our gear once it has been placed in the field.

NAWCADWAR employees on the Crew System Team and throughout the Center are not only being asked to ensure program milestones, but to also very carefully plan these milestones within the context of the move.

Code 4.10 (Concept Analysis Evaluation and Planning Department) has been supporting the Joint Project Office of the JAST (Joint Advanced Strike Technology) program since its inception. JAST's goal is to develop the next generation strike-fighter aircraft which will meet the future needs of the services.

The TACAIR Analysis Division, under Division Manager Mike Kuszewski, is conducting campaign, mission and engagement level analyses in conjunction with their joint service counterparts.

The Aircraft Conceptual Design Division (Code 4.10.4) under Division Manager John Eney is providing Navy aircraft design and performance tradeoffs and evaluation support. These products are used by the JAST Program Office to develop operational requirements and to identify key technologies and tradeoffs. Employees in Code 4.10.1 provided expertise to acquire several unmanned air vehicles (UAV), at least one of which, the Tier II Predator System, has found early deployment to Eastern Europe war zones. The support provided ranges from design evaluation to flight test analysis and recommendations for technical improvements.

Vital projects in several other areas at NAWCADWAR will be highlighted in future *Reflectors*.

The stress and anxiety levels are rising as remaining employees absorb more and more work from those who transfer, retire or change jobs. Yet, as Captain Cosgrove notes, employees are weathering the transition well and continuing to perform duties and responsibilities admirably. The CO says, "Congratulations to all employees for your cooperation and hard work. The first part of the move went really well and I expect the same performance next summer when we move the rest."

As some departments become busier during transition, let us remember to support one another with a helping hand and a smile. Warminster employees are famous for their care and congeniality toward each other. That is one tradition we should practice until the last one out turns out the lights!

Joan Marie Brown
Public Affairs Office

Annual College Fair Draws Record Crowd

NAS PATUXENT RIVER, MD — For the fourth year in a row, record numbers of students and parents packed the Hollywood Community Center for the Southern Maryland College Fair, one of the most popular and highly attended events within the tri-county region. This year, more than 3,000 students and their families met with 133 school representatives from 22 states, including states as far away as Maine and Hawaii. For a regional college fair, these numbers are impressive. But more impressive is what these numbers represent—an ever-increasing level of enthusiasm and interest on the part of Southern Maryland families in pursuing higher education opportunities for their children. Many of those attending included military and civil service families from Patuxent River Naval Air Station. “To have so many students and their families attend the college fair represents an outstanding and unparalleled opportunity in Maryland,” said Dr. Joan Kozlovsky, Superintendent of St. Mary’s County Public Schools (SMCPS). “I applaud the work and ongoing commitment of our school counselors, local community, and tri-county planning committee in helping our students achieve their highest academic potential.” Four years ago when the first regional college fair was being planned, organizers were confident of the need for such a fair but apprehensive as to whether there would be sufficient community support. Despite their concerns, organizers proceeded with plans for a college fair by inviting 75 schools to attend—the number needed to cover the costs of renting a facility. Once the schools accepted the invitation, organizers were fully committed to going ahead with their test-case. After much planning and preparation, the night of the fair finally arrived, bringing with it one of the worst thunderstorms ever to hit the area. The torrential downpour only heightened organizers’ concerns about attendance, and they were afraid they might be playing to an “empty house.” To everyone’s surprise, an immense traffic jam developed on Route 5 as thousands of parents braved a cold and rainy night to explore higher education opportunities with their children. Volunteer firemen donned raincoats and helped to direct traffic as it poured into the parking lot. What began as a rather tentative experiment became an overwhelming success. “The fair has helped to open up unbelievable doors to the people of St. Mary’s County,” reports Dr. Lorraine Fulton, chair of the fair’s planning committee and director of student services for SMCPS. “The greatest benefit of the fair is awakening the community to the possibilities of personal and professional growth through advanced training and higher education.” The continuing popularity of the event is not surprising. For

parents who are helping children make decisions about their educational future, the fair provides a vast amount of information on higher education opportunities in one setting. In addition to this one-stop educational shopping, the fair also gives parents and students the chance to speak directly with school representatives about tuition, admission requirements, and financial aid. Only fully accredited institutions are invited to the fair, including technical schools, two-year community colleges, four-year public colleges, military academies, and private institutions. The fair’s planning committee, made up of school and community representatives from St. Mary’s, Calvert, and Charles counties, determines all final selections. From the broad range of institutions represented, parents can help their children choose the school best-suited to their educational and career goals and to the family’s financial abilities. The fair also offers financial aid workshops for parents because many parents are concerned about how they are going to finance their child’s education. George Bachman, director of financial aid at St. Mary’s College and a veteran in the field, led the workshops at this year’s fair. He gave parents information to help them explore financial aid options such as grants, loans, and scholarships to supplement personal funds. These financial aid workshops have paid off quite well, according to Dr. Fulton, who reports that SMCPS students received approximately \$4 million in college scholarships last year. This amounts to almost one-half of the scholarship monies applied for and represents the highest figure received by county students to date. “The college fair has helped county youth and their families become aware of the full-range of continuing education opportunities and financial resources available to them,” she said. “It has also helped students envision and embark upon a path to personal success.”

By Norine Rowe



ID the Unidentified NAWC photo contest

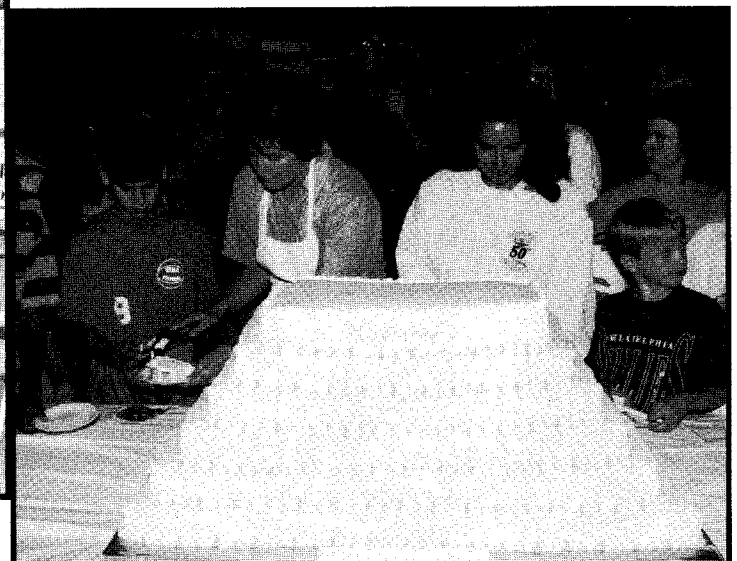
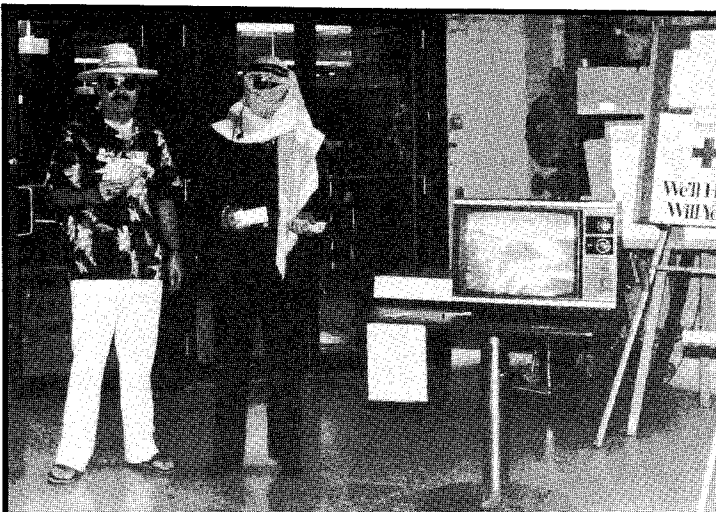
No, there isn't any prize. Just have some fun reminiscing with us.



1995-1996 Bucks County Combined Federal Campaign
GOAL: \$65,000
October 3 -- November 10
Thank You!



It was just a year ago at the 50th Anniversary Celebration picnic everyone enjoyed Marie McPartland's culinary ability



Write your own caption and call the Public Affairs Office if you can ID the personnel in any of these photos. Thanks!

Lots of action at the Dynamic Flight Simulator

Human Centrifuge crew keeps busy schedule

For the fourth time in a year, several NAWCADWAR employees have gone Hollywood. Actually, Hollywood has come here to them.

Filmmakers are attracted by activities surrounding the Centrifuge (Dynamic Flight Simulator or DFS). The most recent entourage of film directors, photography directors, lighting crews and script writers was the Paramount Pictures program, "Sightings", dealing with unusual phenomena and the parapsychological. Produced by Henry Winkler (of Fonzie fame), "Sightings" follows visits by crews from CBS "Beyond Belief", The Discovery Channel and The Learning Channel. The centrifuge environment has gained international audiences as Principal Film Co. from London also filmed footage of the DFS.

"Sightings" Director Steve Abramson became interested in activities at NAWC while filming paranormal experiences described by accident victims. "We've done stories on the mystical out-of-body experiences of some people who had near-death experiences," he explained. "What we have at the DFS is simulated out-of-body experiences." Victims of accidents describe vivid dreams, visits with dead relatives and heightened intellectual problem solving capability that they bring back from their near-death moments.

"The pilots who train at NAWC described mini-dreams and very intense, vivid, sensuous experiences in which they had heightened senses," he said. One enjoyed an imaginary trip to an amusement park, including the real aroma of cotton candy. Another subject described his trip to a disco club, complete with colored lighting and music, according to Abramson. He continued, "Our program will highlight a different aspect of the out-of-body experiences - the simulated ones - against the backdrop of the more mystical ones remembered by accident victims."

The "Sightings" crew traveled to Texas to interview Dr. James Whinnery, former Chief Aeromedical Scientist, for this program segment. Whinnery has documented extensive work on near-death experiences relating to the GLOC (G-induced loss of consciousness) that fighter jet pilots can experience when executing maneuvers. Today's sophisticated aircraft push pilots to the limits and beyond the limits of human endurance with exposures to 10 G's, or ten times normal gravity. Being subjected to extreme G-force causes blood to drain from the brain and blackouts to occur. When the pilot regains consciousness, he must regain control of the multi-million dollar aircraft that at times is plummeting toward the earth. The unique human

centrifuge operating at NAWCADWAR has been used to train pilots from all services to withstand the G-force.

Dr. Whinnery has flown the most experimental G-flights in the DFS. Second in flight time is the NAWCADWAR G-Loc "king," Steve Cloak, Systems Engineer, Navy Combat Edge Integrated Program. Cloak has taken 76 DFS rides of up to 11 G's at Warminster in a variety of projects. He describes the videotapes made of his flights as akin to "America's Funniest Home Videos" where he resembles an Og cartoon character with facial features contorted by the excessive gravity. I look inebriated, yet I rarely lose consciousness. I sometimes experience a severe loss of vision and sustained darkness. By using the "Hook" maneuver I maintain consciousness. It works, since I haven't officially G-LOC'd yet! Pilots doing aerial maneuvers benefit from our experience and training."

Cloak, Steve Wormser, IPT Leader, Navy Combat Edge, and Lt. Dylan Schmorrow, Aerospace Experimental Psychologist, have worked extensively at Warminster on the new high positive pressure G-suit, a joint Air Force/Navy product designed to assist pilots to withstand high Gs. With the worker bees at the DFS, Project Engineer Peggy Heffner, Facility Engineer Gail Hunn, Centrifuge Operator J. J. Armstrong, DFS Computer Operator Joe Cutuli, Mechanical Engineer John Yannacone, HM1 Beverly Pitcock and HM1 Dave Moyer, Aerospace Physiologist Technicians and many others, vital projects have delivered aviation products to the military over several decades.

The professional staff of the DFS does not usually occupy themselves with Hollywood-type activities. Some of their recent projects include: G-Tolerance Improvement Program - Training fleet tactical pilots on the Hook Maneuver (designed to force blood back up into the brain); Performance Metrics Study - Tail chasing an MIG-29 through a series of evasive maneuvers that hit the 10G limit using male and female subjects; Gender-Neutral Study - Congressionally mandated study looking at smaller subjects (5' 2", 120 lbs.); Positive Pressure for G's - Looking at a more aggressive pressure breathing for Navy Combat Edge (NCE) Regulator; OPEVAL for Navy Combat Edge - VX-9 using Centrifuge in closed loop configuration to test NCE; Cognitive Effects of Gs - Looking at pilot task loading in high Gs environment. And while all these projects occur, the Facilities Group are developing a new Advanced Tactical Cockpit, which has been designed by Boeing Military Aircraft for use in the centrifuge.

Look for fellow employees on the program "Sightings" in November or December on WGBS, Philly 57.

Fair Winds and Following Seas

In the hallways of NAWCAD Warminster, many of you have already noticed the dwindling number of a once common sight -- the US Navy Sailor.

This now rare sight used to flourish among the concrete mazes of this huge aviation complex. Sailors could also be found in abundance on the airfield side of Jacksonville Road scrambling to attend to the great warbirds that once dotted our landscape.

I know of many civilian employees who took it upon yourselves to bring these sailors under your wings. NAWC civilians fed and nourished their desire to learn. You showed them how to make things work, taught them about new and exciting projects that they would oneday find integrated into their own aircraft.

I guarantee you that when these sailors encounter these NAWCADWAR projects in the fleet, memories of friends far away, long hours side-by-side with their mentors, frustration, disappointment and finally the pleasure of success will wash over them.

One memory will stand out above the others. That is the professional pride they will carry with them for being

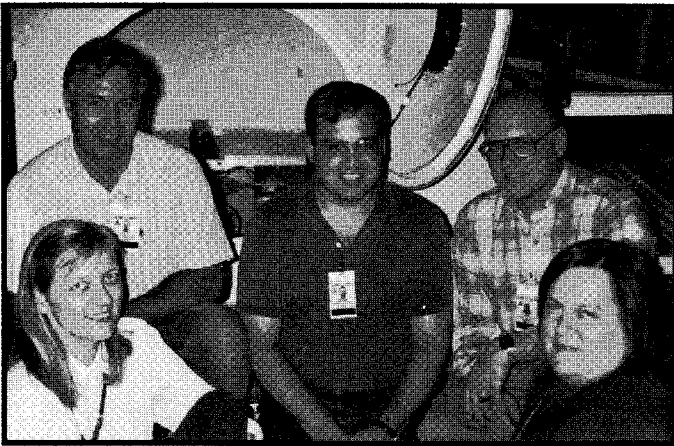
a part of the Naval Air Warfare Center Aircraft Division Warminster team.

As these sailors depart for new assignments, they will be sorely missed around here. With the ever-changing course of our Navy, we must do our duty as those who went ahead of us from Warminster have so honorably done. Recently the Aircraft Maintenance Division closed its book at Warminster as the airfield was recently closed and X'd out. The Anti-Submarine Warfare sailors are transitioning. The Biomedical sailors have less than a year left and they will do the same. We have drawn down from 159 sailors to 22 within one year!

We, the military contingent, would like to thank all of you at Warminster for your support, your guidance, for the donuts, cakes and pies, and good times on DET. Most of all, thank you for a strong, capable Navy that will help us deter war.

Fair Winds and Following Seas from and to our shipmates.

ATC Robert C. Flagg
Command Senior Chief



Crew readies for DFS flight.



A portion of the Dynamic Flight Simulator Staff.

New Squadron book in library

There is currently a new book located in the Technical Library reference section. "The Dictionary of American Naval Aviation Squadrons" provides a brief history, by community, of every squadron the Navy has established since the evolution of the squadron concept in the Post WWI era.

The dictionary states concise facts about each squadron and the contributions made by Naval aviation squadrons in service to their country. This book includes squadron insignia from various units and aircraft. The first volume in a series was written by Roy A. Grossnick who is currently a historian and head of the Naval Aviation History Office.

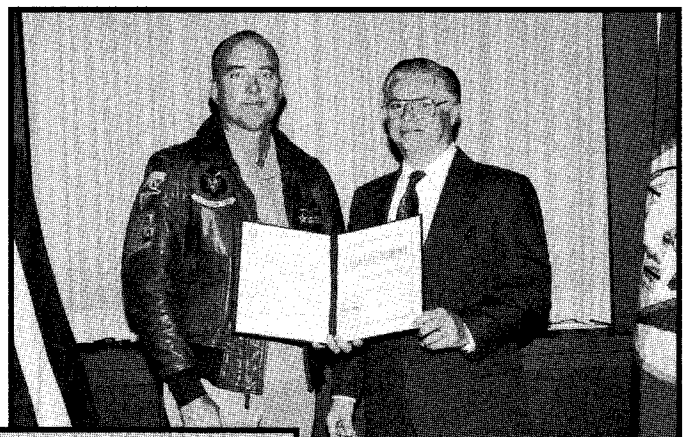
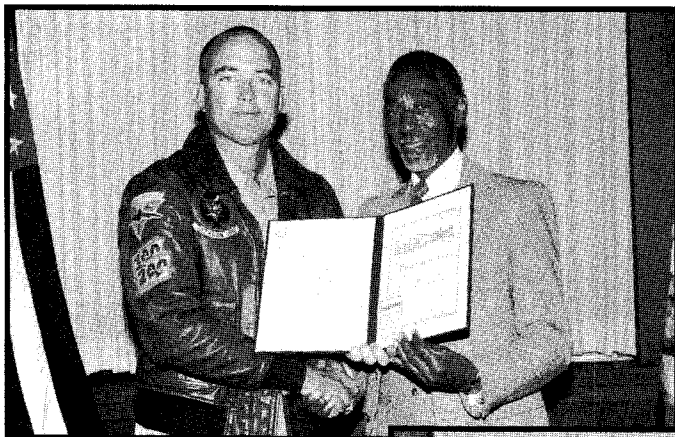
Patricia Miller
Technical Library

Reflector editor's new assignment

Congratulations to JO2 Terry Wingate, who served as Editor of the *Reflector* since August, 1993. Her professionalism and talent helped land a real plum assignment. Terry, as she is known to her friends, has been reassigned to the *Pacific Stars & Stripes*, Tokyo, Japan. She is currently completing some training at Fort Mead, Md. and will ship out to Japan in January.

All in the Public Affairs Office and across the base wish Terry the best of luck and success in her assignment. Thank you for a fine job!

Retirement Ceremonies - a familiar scene these days



Don't say "Goodbye" - Just say "Farewell"

What will we miss most when we leave the Naval Air Warfare Center Aircraft Division Warminster (NAWCADWAR)? For each of us, the list may differ a little. Yet it may be surprisingly similar: the worthwhile work, interesting challenges, so many friendly faces and the genuine concern many employees have for each other. Long before the team concept became popular, Warminster employees were part of a caring team. They care for each other.

The atmosphere of care and acceptance was evident to me when I came on-board several years ago. I had previously worked in the private business sector (often referred to as the "real world" and the comparison was striking. Terms like "dog eat dog" and "glass ceiling" come to mind. One of the first things I noticed as a federal employee was the wonderful diversity. Such a wide variety of people from different nationalities and ethnic backgrounds, having different intellectual aptitudes, varied physical abilities, divergent political allegiance and personal interests. Yet most of these new acquaintances possessed an obvious attitude of concern and respect for one another.

I wondered if it was because the recent 1991 BRAC decision was hitting home and the employees were closing circle to protect each other. As I came to know people better, I learned of life-long friends who work together, hundreds of long-term friendships and the various organizations and clubs that brought and kept groups of friends together. I realized the circle was tight long before BRAC. It became clear, as many employees kept trying to tell me, that the people who worked at NADC / NAWCADWAR were special.

I learned in a thousand ways how special: as co-workers joked on the scorched parking lot selling flea market items to raise funds for the 50th Anniversary celebration; cajoled each other in the crowded, bouncing PAX shuttle; mourned together at the funeral of a family member; helped move others down the hallway or across the country; volunteered to bake or cook for a retirement party, teach a computer class, escort a tour, help with a change of command or VE Day ceremony. I've only enjoyed a few short years in this environment and I'm going to miss it. Those of you who have made a home here may really be homesick.

Granted, the site is not the same place it once was. Many good friends have retired, taken new jobs and moved on with their lives. Others have become so busy, working

to take up the slack created by vacancies, or planning their future that there is less time for friends. Yet, I see countless examples that the caring continues. I overheard a secretary counseling an employee from another competency about his job future. Another time an engineer introduced a co-worker to a job contact. A very busy supervisor who wears many hats took the time to pass along information about several job opportunities to worried co-workers who are non-transfer of function. People here still care deeply about their co-workers.

The Public Affairs staff wishes each employee the good luck to find employment with people as special as those here in Warminster. And don't forget to try and keep in touch.

Enter your name and address in the alumni book at the Public Affairs Office. I have a feeling the caring will continue long after the Warminster site changes from a Navy facility to private enterprise.

Joan Marie Brown
Public Affairs Office



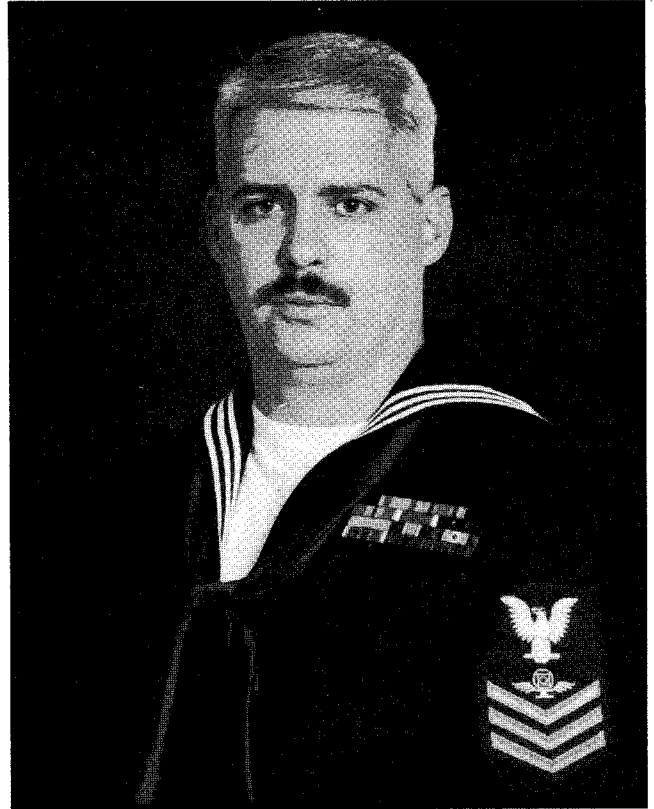
Enjoy the Thanksgiving Holiday Weekend

November 23 - 26

(Remember Nov. 24 is a forced leave day)

Meet AC1 Ron Demaray, Airfield Manager & Base Security

Name: AC1 Ron Demaray
Hometown: Walla Walla, Washington
Birthday: April 4, 1959
Position: Airfield Manager, Part Time Base Security
Future Plans: 20 year retirement October 96, then I'll find a new job
Years of government service: 19 years on Oct 16, 1995
Previous Assignment: Naval Air Station Sigonella, Sicily (4 years)
Last Book read: The Dolphins of Pern (Sci-fi)
Strongest attribute: Depends on who you ask!
Worst flaw: No tact in political situations.
Work philosophy: Mondat to Friday, 0800-1700, unless directed otherwise by higher authority.
Favorite food: Just about anything.
Unfulfilled dream: Reach national level as a competitive pistol shooter.
Goal in life: To leave this world a better place than when I got here.
If stranded on a desert island, other than basics, what three things would you like to have: My wife for companionship, my .45 and an unlimited supply of ammo and targets for practice.
How should your tombstone read: If I'm under it, I sure can't read it, so it doesn't really matter to me what it says.



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Commanding Officer.....CAPT Michael Cosgrove
 Deputy.....Franz Bonn
 Executive Officer.....LCDR J. R. Brown
 Public Affairs Officer.....David B. Polish
 Editor.....Joan Marie Brown



The Reflector is published for people like Sgt. Don Lawler, 8.7.4.1, Security.



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

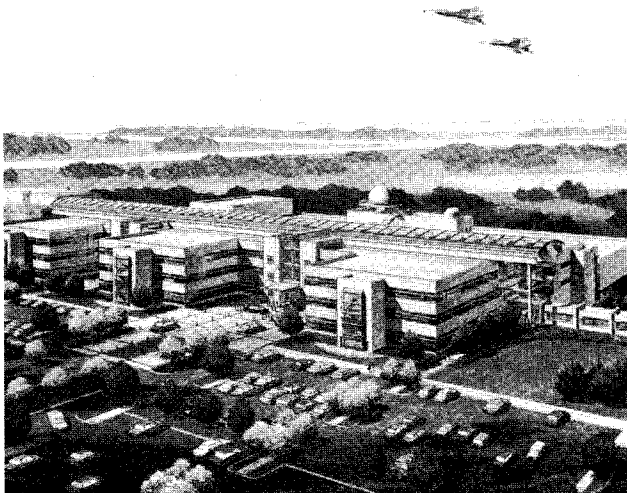
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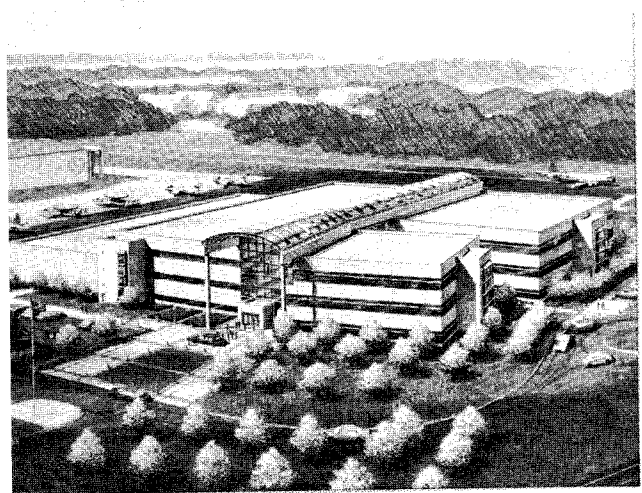
Number 6



Taking a step . . . into a new era. Employees will leave behind the Research & Development center in Warminster on September 30, 1996. New buildings and new assignments await NAWC employees soon to arrive at NAS Patuxent River



North Engineering Center



South Engineering Center

Salute to Excellence

Command Recognition

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

Richard Deitrich (Air Vehicle Engineering) For your outstanding work over the past year on the JAST Integrated Subsystem Technology (J/IST) project.

Ed Linke, Mike Bessler and Bob Reed (Public Works) For your assistance in making the transfer of equipment to San Diego a success. Thanks for a job "well done."

Richard Micklos, Frederick Kreuzberg, Michael Szot and John Daley (Air Vehicle Engineering) For your outstanding work on the Honolulu International Airport video landing parameter survey.

Dr. Alexis Cenko, Matthew Talbot and Philip Richardson (Air Vehicle Engineering) For your outstanding effort in solving the ITALD F/A-18 separation problem. Your constant support along with your work ethic were greatly appreciated.

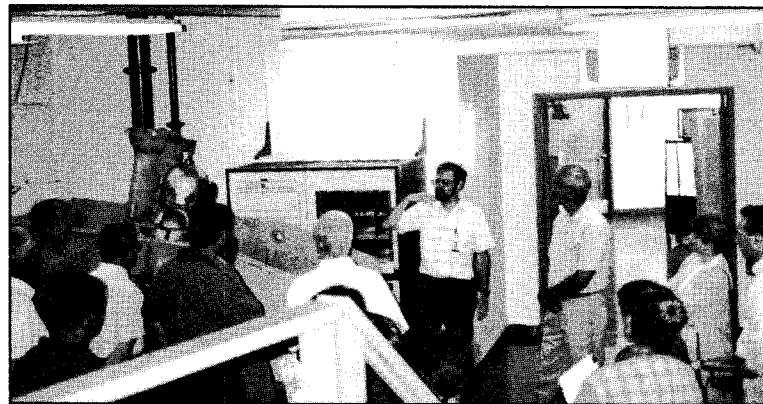
Major Darrell Marleau: For your superlative performance in support of NAVAIR Program Manager AIR 225 (PMA225) while performing your duties as exchange officer with NAWCADWAR, during the period January 1994 to May 1996.

Fred Paulachok, Robert Haines, Kenneth Nameck and William Rassier (Public Works) For all your recent efforts in completing the outfitting of the special spaces in Building 2185 at Pax with a sound masking system. Thanks for a job "well done."

Jorge Dominguez (Air Vehicle Engineering) For your outstanding contributions on the F/A-18E/F flight and ground test program. Your specific work on the airframe structural test program is a compliment to both your technical skills and to your work ethic.

A Special Thank You to all those who assisted the Public Affairs Office . . .

with the numerous tours and events held on center over the years. The Navy's community outreach and public relations programs were a large part of the Bucks County Community. Your willing cooperation and enthusiasm made our work in public affairs a pleasure.



Recently the Crew Systems and Dynamic Flight Simulator crews have hosted most of the tours. Special thanks to Mr. Dennis Kiefer, (center), HMI Joseph Bender (left), and HMI Dave Moyers (right), Peggy Heffner (not pictured) and the entire staffs.



Warminster employees earn aerodynamics awards

The Greater Philadelphia Section of the American Institute of Aeronautics and Astronautics recently held its annual awards banquet for significant achievements in the Aerospace field. Three of the five awards went to NAWC Warminster engineers.

Mr. Hugo Gonzalez received the Ground Testing Engineer of the Year Award based on his work on the AFX, F/A-18E/F and JAST (now JSF) aircraft. Recent achievements by Mr. Gonzalez that were considered by the awards committee include: participating member of the F/A-18E/F Integrated Wind Tunnel Test Team, the vigorous pursuit of better methods to correct data for wall and wake corrections which were utilized by both the F/A-18E/F and JSF programs and are potentially applicable to commercial application, and development of methods to correct for support system effects during powered lift testing. The results which have evolved from this effort helped the F/A-18E/F to achieve in flight its predicted performance, will aid the JSF in evaluating candidate aircraft for the demonstration phase and have encouraged tunnel operators to better provide accurate data for their customers. In addition to these efforts Mr. Gonzalez has pursued aerodynamic research optimizing Leading Edge Extension (LEX) vortex lift in cooperation with the National Aeronautics and Space Administration Langley Research Center.

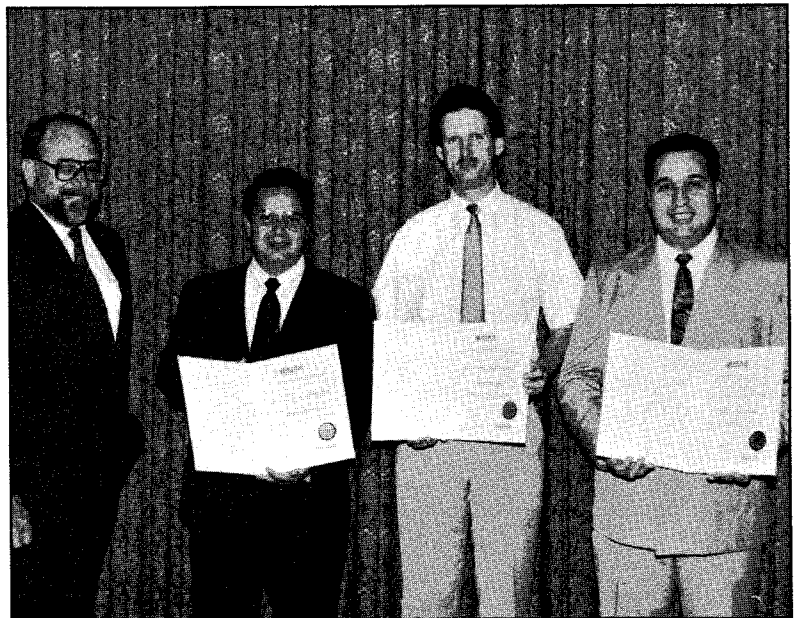
Mr. Christos Pandelaras received the Young Engineer Achievement Award for his work enhancing the Navy's dynamic modeling capabilities for aerial targets, and supporting the development of the F/A-18EF aircraft program in the area of flying qualities.

He has been responsible for developing dynamic models of various U.S. Navy aerial targets. These have included the BQM-74C/E, AQM-37, BQM-34, and BQM-145. He took aerodynamic, propulsion, control system, and mass/inertia data and developed complete flight dynamic models of these targets and subsequently validated them with available flight test data and/or contractor supplied information. Using these models he was able to provide effective and timely support to team leaders by analyzing flight test anomalies and identify their cause as well as to suggest potential solutions. As a result of this efforts, numerous expensive flight tests have been eliminated and available test assets have been preserved for the most critical conditions.

In support of the F/A-18E/F program, Mr. Pandelaras has participated in several manned flight simulation evaluations using U.S. Navy pilots to investigate its flying qualities characteristics. He participated in planning the test matrix, conducting the simulation, and analyzing the results after the simulation was completed.

Mr. James Wright was presented the Hilliard W. Page Lectureship Award for his leadership in encouraging high school students in the Delaware Valley to pursue careers in engineering and science and commitment to the development of young engineers.

Mr. Wright has been instrumental in leading the Philadelphia section efforts in educational outreach programs over the last several years. He has given the outreach presentation to a number of local schools, space camps, as well as teacher conferences. Additionally, he has helped to broaden the scope of the program to include retirees and other professional organizations. Over the last year he has been instrumental in rewriting the presentation to a more updated and workable format that is now being used by sections all over the country. He was also part of a national committee who helped to rewrite and redesign the handbook used to train future Young Member chair persons.



John Clark, Division Head Aeromechanics, congratulates Hugo Gonzalez, James Wright and Chris Pandelaras

NAWC Red Cross Blood Drive - a gift to the community

The men and women employed at the Naval Air Warfare Center Aircraft Division Warminster teamed with the American Red Cross decades ago to help others in serious physical need. The history of this partnership shows an impressive record of community service and concern on the part of NAWC employees. Recent records show that since 1985, NAWC can boast 9,000 blood donors. Considering that two or three people are helped with each unit of donor blood, the lives of tens of thousands have been touched.

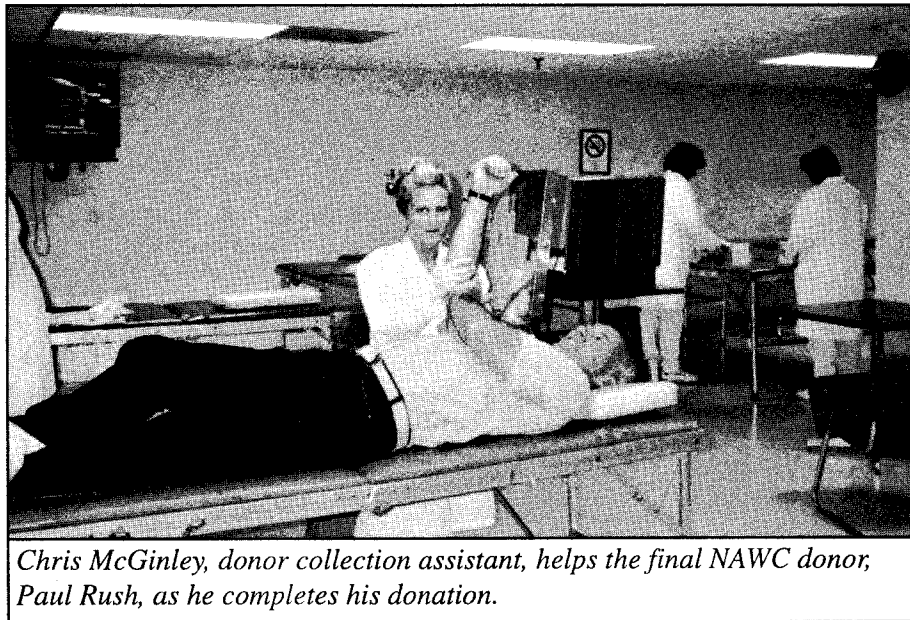
Red Cross Public Relations Manager Susan Snyder reported to the N A W C A D Warminster Public Affairs Office that 4,700 donor pints were collected since 1990, despite the drastic downsizing and transfer of personnel during the past few years. "Closure of the Warminster facility will certainly have an effect on our blood services in the S.E. Pennsylvania area," said Snyder.

The blood drive was routinely scheduled at NAWC three days every third month. The healthy and willing workforce would line up in the early hours and throughout the day in order to take advantage of the convenience of donating at work. The Red Cross sent on the average of six to ten staff members and three to four volunteers to handle the NAWC volume.

Donor Erv Rothermel holds the record, donating 110 pints of blood over his years of employment at NAWC. His impressive record puts him in the top percentage of donors. Erv has steadfastly sustained the blood drive at the Warminster center. He initially approached the Commanding Officer years ago for donor incentives in order to boost donations. NAWC donors receive a \$4 cafeteria coupon as a bonus for their generosity. With the help of Human Resource personnel Dottie Kirkpatrick and Joan Miller, posters announced each upcoming blood drive at NAWC. Meetings were held with department representatives to promote the bloodmobile within their

own departments. Long-term dedication of all NAWC volunteers ensured successful drives every quarter.

The Red Cross has expressed optimism that those who will lose their jobs when the NAWC closes in September 1996 will continue to visit donation centers on a regular basis to continue donating blood. The Willow Grove donor center on Fitzwatertown Road is not far from the Warminster site. Also the Warminster Ambulance Squad has a collection every February and July. Former donors will be contacted by the Red Cross with information on these sites.



Chris McGinley, donor collection assistant, helps the final NAWC donor, Paul Rush, as he completes his donation.

Rosanne Marks, District Director, Donor Resources Development of the Penn-Jersey Region stated, "I have worked with thousands of donor groups in Pennsylvania and New Jersey over 14 years.

NAWC has continuously demonstrated an unwavering loyalty, enthusiasm, and dedication to the Red Cross and area hospital patients. When we conduct signups outside the NAWC cafeteria, we

are so amazed by the number of donors that crowd the table to signup. The closing of the installation has not diminished this level of commitment. Rather than focus on the challenges they personally face, the donors have stood by the Red Cross to help save lives."

The last NAWC Red Cross Blood Drive was held on June 5 and 6. NAWC donors did not let area hospital patients down. The donation goal of 140 units was met and exceeded by the 146 NAWC donors who showed up for the last blood drive. As the last donor left the canteen and the nurses prepared to depart, NAWC public affairs personnel thanked the Red Cross for their final visit.

Along with a 50 year legacy of aircraft and aerospace research and development, the Naval Air Warfare Center Aircraft Division Warminster will leave a lasting gift to the community - the gift of life.

A time for thankyou, goodbye, and good luck

Dear Friends,

I wish I could be the first human to ever say THANK YOU --- so you would know how much I really mean it! You have all been the very best co-workers, teachers and friends that anyone could hope to have. I am truly honored that each of you let me be a part of your lives.

I am embarking on a new road filled with hope and apprehension. Your support and well wishes have given me strength to move forward. I only regret that I will not be there to offer each of you support when you make your individual choices. So, I am leaving you with the philosophy which shines a light on my path when it winds through darkened and uncertain terrain.

- I. Always maintain a purpose beyond immediate personal comfort.*
- II. Never stop working toward your purpose -- even though it sometimes appears obscure or unattainable. (note that breaks for fun are both allowed and encouraged!)*
- III. If I and II are followed, just give up your fears and trust that you will wind up where you need to be.*

I am not speaking as a wise man -- just an average guy who has observed after many mistakes that this formula works. May each of you receive what you need (which may not be what you think you want right now). Be well and do good in all things,

Pete Santi

Pete Santi, formerly an Engineer at NAWC, is now teaching junior high school in the Poconos. His parting thoughts, written in this note to those still in Warminster, echo the sentiments being expressed across the center.

Dislocated Worker Human Services Day

The Dislocated Workers Unit of NAWC and NRaD will hold a Human Services Day to acquaint employees about to be unemployed with the service agencies that will be available to help after 30 September 96.

Human Services Day is planned for 7 August 96, from 1000 - 1400 in the Center Cafeteria - in the section toward the Credit Union entrance. Fifteen to twenty agencies will man tables during the day to dispense information and answer questions (ie. AARP, United Way, Consumer Credit counselors, IRS, COBRA health care, Dept. of Welfare, legal aide, and others.)

Dislocated Worker volunteers needed

The Dislocated Workers Unit at NAWC & NRaD request employee volunteers to join the unit. The next meeting is scheduled for Thursday, 11 July in NRaD Bldg. 138, Rm. 225. For information, contact Dick Hogg at X1479 or John Markow at X1026.

Lott family makes the most of Patuxent River

Nearly a year ago, Commander Dennis Lott, former 4.5B Military Deputy for Avionics Engineering at Warminster, moved his family to Patuxent River, Maryland. The June 6, 1996 issue of *The Tester* featured a story on Cassandra "Casey" Lott, daughter of Commander Dennis and Fran Lott. The Lotts are settled in Valley Lee, a lovely rural area of St. Mary's County where the Lotts' dreams of living on a farm are being realized.

While CDR Lott works as the P-3/EP-3 Platform Coordinator at PAX, Mrs. Lott tends to the project of making their new house a home, and Casey attends Leonardtown High School where she has just finished her sophomore year. She entered this year's St. Mary's County Science Fair and won the senior division grand prize for her project "Dissolving Struvite Stones." Casey's test subject was her family dog, Morgan. He recently had an operation to remove bladder stones. Casey's project demonstrated that a diet high in ascorbic acid (vitamin C) would help dissolve the recurring stones.

Casey also entered her project in the regional science fair in Prince George's County and won an honorable mention. She admits, however, to being "blown away" by the level of competition. "Some of the science projects were so good, so in-depth, and so methodical that it was frustrating to see," she said.

Casey realizes that many of the students who competed in the Prince George's Science Fair attended magnet schools in the Washington metropolitan areas where they work on their projects for months at a time. Despite this keen level of competition, Casey plans on entering the Prince George's Science Fair next year and hopes to make it to the next level of competition, the international science fair.

From a field of 120 in the St. Mary's science fair, Casey's grand prize surprised the student who considers history and English her best school subjects, . . . "although Biology and chemistry really fascinate me," she said. Casey offered some good advice for other students moving with their families to PAX:

As a student new to the St. Mary's County Public School system, Casey said that she has spent much

of her first year "getting my feet wet and getting to know my way around." Besides participating in the science fair and a leadership conference at the University of Maryland, Casey is a member of her school's Spanish Club. She also took part in the Model Congress program.

Next year, Casey plans on becoming much more involved in school activities. She wants to enroll in the Global Diplomacy Class at Leonardtown High School and participate in the Model United Nations Program. She also hopes to qualify for the National Honor Society and to join Varsity Chorus, Future Business Leaders of America and the Model General Assembly Organizational Committee.

To those students who will be transferring to the Patuxent River area, Casey offered a few words of advice on how to make a successful transition.

"You can't rely on the schools to provide everything. You've got to seek out opportunities for yourself." She added, I'm finding more and more opportunities, more than I thought were down here, but you've got to go out and find them."

The Science Fair was once a big annual event at NAWCAD Warminster. Year after year, dedicated NAWC volunteers built the Science and Engineering Fair at Warminster into a stellar event. From the involvement demonstrated by NAWC personnel at PAX, it appears that the tradition will continue for those who are moving to Patuxent River. For information on next year's St. Mary's Science Fair contact: Dr. Al Hooland at St. Mary's College.

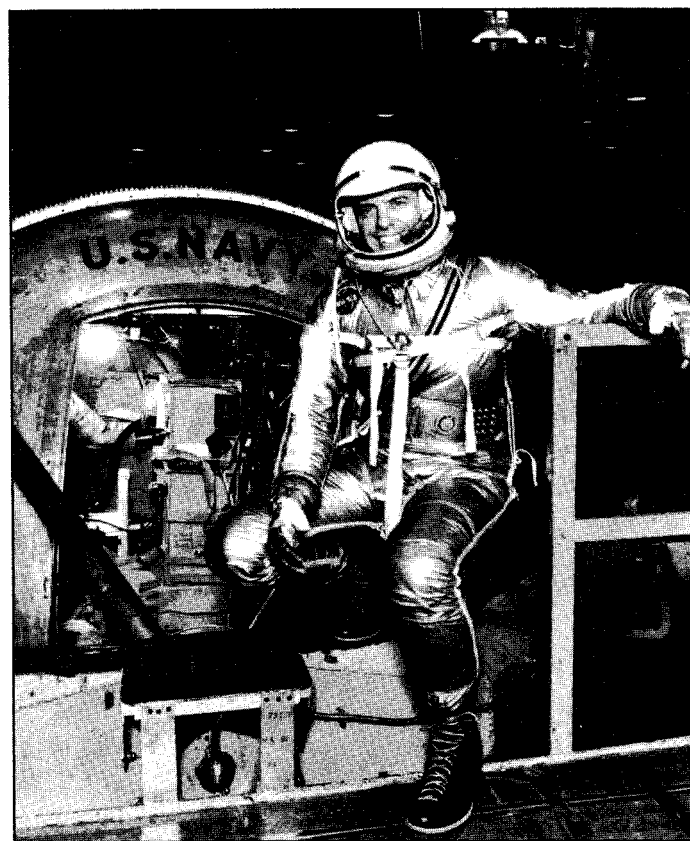
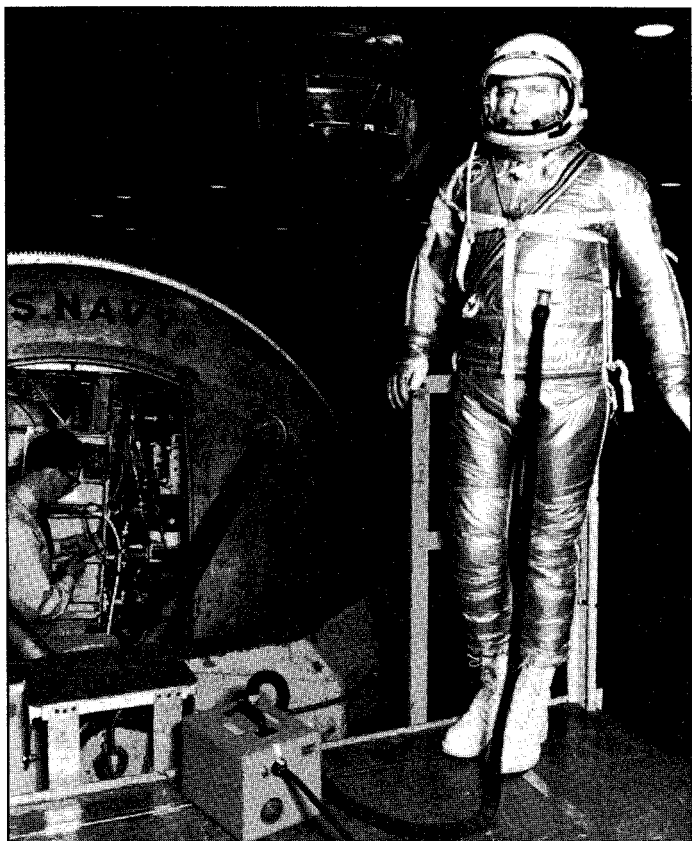


Retiring?

Because of the extraordinary number of expected September retirements that will need to be processed, employees are strongly encouraged to inform the Human Resources Office as soon as possible, but no later than 26 August 1996, of their intentions to retire. Failure to inform the HRO in a timely manner may result in delay of retirement processing, and a delay in receipt of annuity checks.

Name the NAWC astronauts . . .

Do you recognize some of the men who participated in America's space program during the 1960's and visited NADC to train? Those with "the right stuff" included: Project Mercury - John Glenn, L. Gordon Cooper, Alan Sheppard, Scott Carpenter, Virgil Grissom, Deke Slayton; Project Gemini - John Young, Neil Armstrong; Project Apollo - David Scott



New workload planning systems builds Competency Aligned Organization

The Common Workload Planning System (CWPS)

The single NAWCAD information system for workload planning by which we begin to build business practices for the Competency Aligned Organization is here. This newest corporate system is on the street and is now in the deployment phase. Look for it soon in your neighborhood!

NAWCAD has always had workload planning, but never a system that was common across all sites. Workload planning at NAWCAD differs from site to site with each having their own specific planning systems like BIS, CWDB, IFMIS and WDS. A year and a half ago, an Interim Planning System was established to collect workload data from the various sites and to serve as a repository of information. The Interim Planning System became the single source of cross-site planned vs. actual data for the NAWCAD. Although the Interim system provided cross-site data, provided reports, and was linked to financial systems for reporting purposes, there were many shortcomings to the system. The Common Workload Planning System (CWPS) came about following the standup of the Competency Aligned Organization (CAO) when the NAWCAD Business Executive Leadership Team recognized the need for a system common to all sites. A team, led by Christopher Kirk and Donna Moore, was chartered to develop the system which we now know as the CWPS.

The objective of the CWPS is to provide NAWCAD management, program coordinators, team leaders, project sponsors, competency managers and analysts an efficient process and system for workload planning and resource assignment. With this in mind, the team began the long process of developing a new system. The team process was lengthy and began with a visit to all sites to document current processes. Strawman requirements for a common system were established and rated by a team representing not only corporate interests but those of the team and competencies as well. A working group attended demonstrations of five different systems, Lakehurst BIS, PRIMAVERA, Strike/Ordnance, Airtask System, Semcor DPM System, Orlando JAMS, and rated each for satisfaction of the requirements de-

veloped by the teams, competencies, and corporate functions. Only two of the systems achieved 55-60% functionality rating (Lakehurst BIS, Orlando JAMS) but unfortunately neither could be adopted as configured. The agreed upon approach was a cross platform system with access by both MAC and IBM users. Also included in their plan was a Graphic User Interface (GUI) front end which would allow the new system to be user friendly. The Lakehurst BIS database portion was modified to include additional data elements for the NAWCAD TWP and was rebuilt in ORACLE. Lastly, they provided for a personnel resource allocation module to facilitate the assignment of individuals to teams, and to alleviate the burden of maintaining the employment plan.

What does the CWPS do for NAWCAD? Actually, it does quite a lot! First, it standardizes the workload planning process; all NAWCAD sites will now use the same workload planning process. The CWPS provides for historical dialogue by electronically documenting the handshake between demand (IPT's, ED's, PST's, ET's) and supply (competencies). It provides FY97 monthly time-phased planning information and supports workload planning life cycle from initial planning estimates through to project completion. It is a single, reliable, and accurate source of corporate workload planning information. Its user-friendly graphical access allows users to access corporate business systems such as the Common Financial System and the Personnel Locator Database. Lastly, it reduces cost associated with gathering and maintaining workload planning information.

With all of the ground work finished and the introduction underway, personnel from 7.6 and 7.2 have developed a plan to deploy the both workload planning process and the use of the CWPS tool at the same time. This large task is being phased in via many resources including: training classes, the use of change agents, CWPS Resource Centers, IMD Help Desk/Operations Center and a Web Page.

Training classes are being given by 7.6 and 7.2

personnel with some contractor support. The scope and length of the training depends on the audience. Project Coordinators and Level 1 and 2 Competency Managers have received an Executive Overview which lasts almost three hours. Team Leaders, Team members, Level 3 and 4 Competency Managers and analysts have received a three hour Overview of the Planning Process which is followed by a 1- day Planning Workshop, and later a 1- day Business Objects class. Another resource is that of the change agents. These are personnel from 7.6.4 Corporate Planning, 7.6.3 Business and Financial Management, and 7.2 Information Management who are thoroughly trained and proficient on the planning process and the CWPS tool. The Change Agents are available to answer questions and assist you with inputting FY97 and outyear planning information. Resource Centers at each site and St. Ingoes are open so that users can get comfortable with the new process and system before it is actually installed on their desktops. Change Agents are present at the Resource Centers to assist users as they learn to input real information in the CWPS. As in most NAWCAD computer systems, the IMD Help Desk is available for technical and functional support. Finally, the CWPS has its very own Web page! Here's the address:

<http://www.nawcad.navy.mil/cwps/>

While on this web page, users have access to the Virtual Help Desk Web Page and the Frequently Asked Questions Web Page (maybe you will find one of your own questions here).

There are already plans for enhancements to the CWPS in the future. These include: Microsoft Project Interface; pro-rating fiscal year totals across monthly plans; and contracting data connectivity. CWPS will continue to improve its process and tool to meet customer demands and to ensure linkage to the TEAM TWP. Hats off to the hard working team who brought the CWPS to the AD! Core team members include: Diane Wheeler, Nancy Jackson, Gary Potter, Richard Stoltz, Luanne Raley, Holly Gordon, Eva Corson and Jerry Ljung. If you need more information, please contact Chris Kirk at DSN 441-1092 or Donna Moore at DSN 342-4896, or the functional sponsor, Susan Palmer at DSN 342-1650.

**Sue Evans
Public Affairs Office
Patuxent River, MD**

Keep in touch in the future with the Alumni Club

Warminster employees who would like to keep in touch with each other after the relocation to PAX are invited to stop by the Public Affairs Office and enter their names and addresses in the Alumni Club book. The entries will be saved in a database and transferred to the PAX Public Affairs Office in September. When someone wants to contact a former co-worker, whether they relocated to PAX or work elsewhere, they will be able to call the PAX PAO and re-establish a friendship, send a Christmas card, network for a different job or just say Hello. You can update your entry anytime before closure at the PAO in Warminster and after closure by calling the PAX PAO at 301-342-7512.

Training during Transition

In order to take advantage of the downtime during the moves, the Employee Development Office will conduct three and one-half hour training sessions covering the mandatory topics that will be required once employees arrive at PAX. These topics will include Ethics, Safety, Security Training, as well as Managing Change and an overview of Patuxent River. The sessions will be conducted on Thursday mornings from 0830 to 1200 in the Center Training Rooms. Supervisors are requested to notify John Markow by close of business on the Tuesday of the week that your TOF people will attend the training. Report the number of participants. John can be reached at X1026.

Naval Aviation Museum Moves Brewster Aircraft

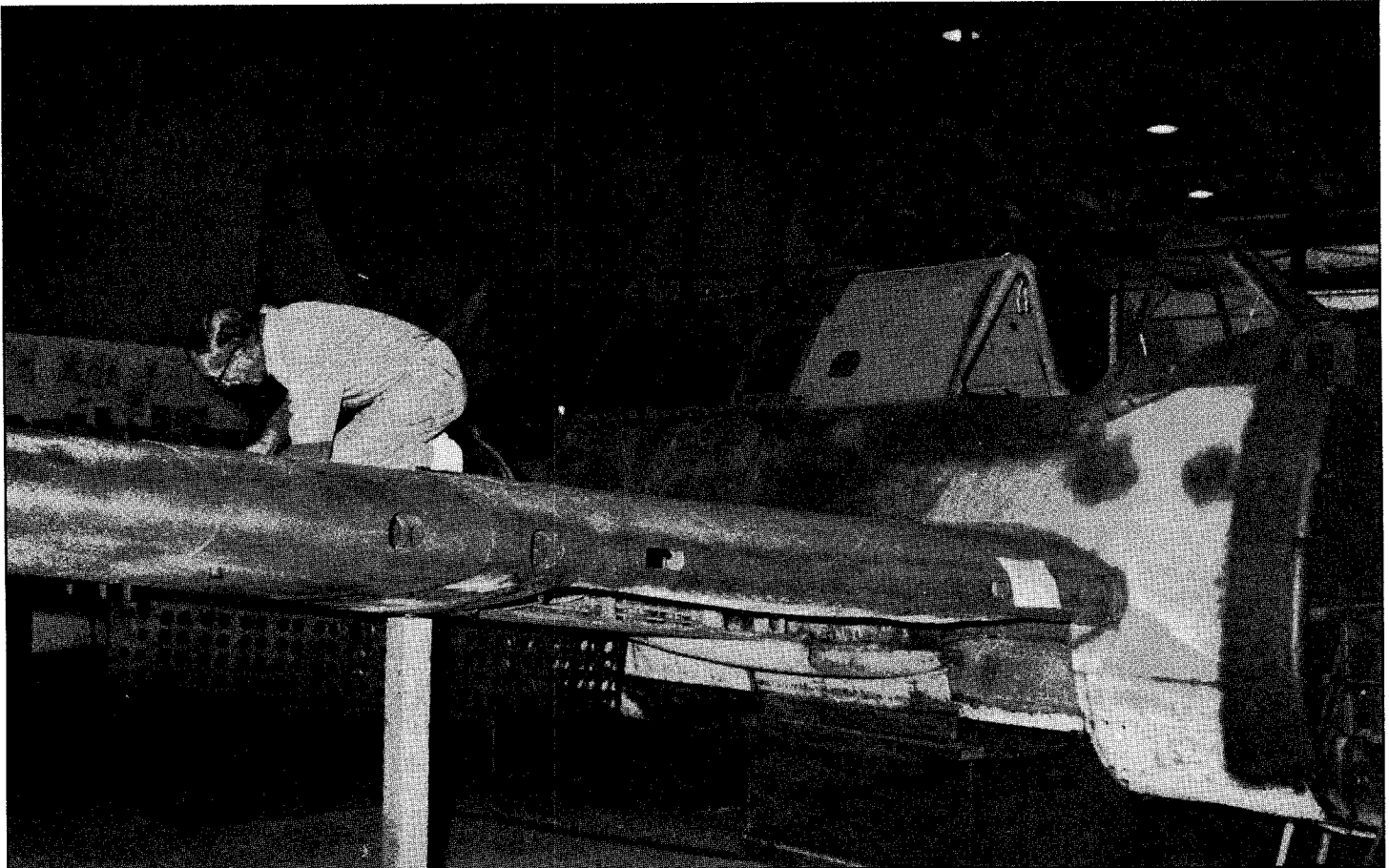
On July 8th 1996, a team of technicians from the Naval Aviation Museum, Pensacola, Florida began preparing a World War II vintage Brewster Bermuda dive bomber for shipment to the museum. This has been the focus of a restoration project at the Naval Air Warfare Center Aircraft Division Warminster for the past 18 years. A dedicated team of volunteers, headed by Nick D'Apuzzo, worked hundreds of hours to bring the old Brewster airplane back to looking like new.

The Brewster Bermuda was originally manufactured at the Brewster Aeronautical Corporation's Warminster factory (the same facility that later was taken over by the Navy and eventually became NAWCAD Warminster) during World War II. Although it never was a successful combat aircraft, it did see limited use as a trainer. This particular airplane was one of two that ended their careers at the edge of an Army Air Corps flying field in Tullahoma, Tennessee. They lay there deteriorating until being rescued by Mr. David Tallichet owner of a company called Yesterday's Air Force. His company restores vintage aircraft and leases them for movie productions. When it was learned that Mr. Tallichet had these

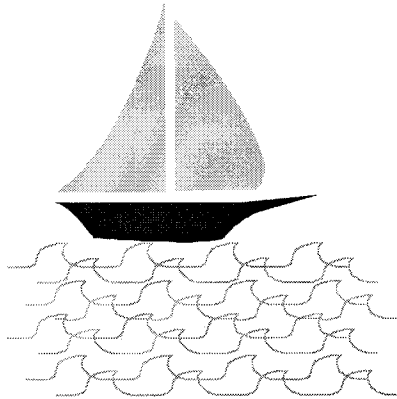
Brewster, the Command at NAWCAD Warminster contacted him to see if the plane could be brought to Warminster for restoration and display. Mr. Tallichet agreed to let the Navy have one in return for restoring the other to flying condition. Once they arrived at Warminster, it was determined that neither plane could be brought to flying status and that there were only enough parts to restore one to display condition.

Over the years, the restoration project slowly resurrected the Brewster. Mr. D'Apuzzo and his team, some of whom actually worked at the Brewster plant, lovingly crafted many parts from scratch and by hand. With the announcement of the realignment of NAWCAD Warminster in 1991, and the closure of the base in 1996, it was determined that the project had to be moved. After months of negotiations, Mr. Tallichet, who still owns the airplane, agreed to loan the plane to the museum for display.

While it will not be shown in Warminster, the Brewster will be part of the largest naval aviation Museum in the world. The team who worked on the plane can be proud that they contributed their skills and time to a worthwhile cause, restoring the only Brewster Bermuda dive bomber in existence.



Brewster restoration team members worked, as a labor of love, on the aircraft for many years in Warminster



Join the fun at annual Dorney Park picnic

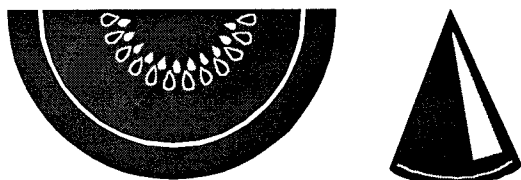
Mark your calendars - for the NAWC Dorney Park annual picnic and day at the park:

Saturday, July 13, 1996 !

Join fellow employees, friends you have made at work over the years, retirees and those who have moved to other locations -- everyone is invited to have a great time at the annual picnic.

The \$20 adult ticket includes all day park admission, all rides and water activities, plus a catered buffet from 1 pm to 7 pm. Enjoy chicken, hamburgers, hot dogs, salads, soda and ice cream in NAWC's reserved picnic grove. Your ticket entitles you to the prize drawings worth \$2,000.

Pass the word to fellow employees, former employees, friends who moved to PAX or took jobs in other locations. All are welcome. Children age 4, 5 and 6 cost \$15. Babies are free! And seniors over 61 years of age also cost \$15 for the entire day at Dorney. Buy tickets in the W&R store. For information call X3132.



One stop check-in at PAX

Good news for folks relocating from Warminster. The Warminster Transition Team has established a "One Stop Check-In" process for employees relocating to Pax. Newly arrived employees will visit with representatives from HRO, Public Safety, Security, IMD, Customer Service Teams and Occupational Health, all without leaving the building! Starting in mid-June, the "One Stop Check-In" will be located in Building 2189 (Frank Knox Building) each Monday until all of the relocations are processed. Come early - before 1100 - to take advantage of everything being in one place.

Retiring?

Because of the extraordinary number of expected September retirements that will need to be processed, employees are strongly encouraged to inform the Human Resources Office, as soon as possible but no later than 26 August 1996, of their intentions to retire. Failure to inform the HRO in a timely manner may result in delay of retirement processing and a delay in receipt of annuity checks.

Employees who have made the decision to retire and who have supplied the Human Resources Office with the effective date of their retirement are reminded that much paperwork is generated based on the retirement date that the employee has selected. Much unnecessary double-work is created when employees repeatedly change their retirement dates. Employees are encouraged to seriously consider the effective date of their retirement before contacting the HRO.

Time to CLEAN OUT

Now is the time for all good men, and women, to come to their local tri-wall or dumpster or recycle location.

Your office space must be clean and your supervisor sign-off on your check-out form prior to coming to check-out. Because your supervisor assumes responsibility for your workspace, they will inspect the space personally. Now is the time to start. Clean-up means the desk is empty, void of any paper or office supplies. The area around desks must be free of paper, boxes and trash.

The clean-up policy applies to everyone: those transferring, retiring and terminating employment.

Hatch Act Amendments Don't Apply to All Federal Workers

American Forces Press Service

WASHINGTON — Recent amendments on political activities under the Hatch Act exclude selected federal workers in addition to U.S. military personnel.

The Hatch Act reforms, in effect since Feb. 3, 1994, allow most federal employees to participate in political activities away from work. Although many restrictions still apply, most federal employees may now actively campaign for or against candidates in partisan elections.

A memorandum from DoD's Office of Special Counsel said DoD workers may manage political campaigns, make speeches in favor of or against candidates and hold office in a partisan political club or party.

However, career Senior Executive Service members, administrative law judges and contract appeals board members are excluded from participation in partisan political activities. In addition, employees of the National Security Agency and Defense Intelligence Agency are also prohibited from partisan political activities. Selected personnel in other government agencies are also affected. These agencies include the FBI, CIA, Federal Election Commission, Secret Service and divisions of the Internal Revenue Service and Department of Justice.

U.S. armed forces must follow their service regulations on political activities, DoD lawyers said. The military services build their political regulations on DoD Directive 1344.10. Those rules have not changed.

Federal workers and service members with questions on political activities may call their local staff judge advocate or call the DoD Office of Special Counsel at (800) 854-2824.

Under the amended guidelines, federal civilian employees may:

- Be candidates for public office in nonpartisan elections;
- Register and vote as they choose;
- Assist in voter registration drives;

- Express opinions about candidates and issues;
- Contribute money to political campaigns;
- Attend political fund-raising functions;
- Join and be an active member of a political party or club;
- Sign nominating petitions;
- Campaign for or against referendum questions, constitutional amendments and municipal ordinances;
- Campaign for or against candidates in partisan elections;
- Make campaign speeches for candidates in partisan elections;
- Distribute campaign literature in partisan elections; and
- Hold office in political clubs or parties.

Even with the amendments, federal workers may not:

- Use their official authority or influence to interfere with an election;
- Collect political contributions unless both individuals are members of the federal labor organization or employee organization and the one solicited is not a subordinate employee;
- Knowingly solicit or discourage the political activity of any person who has business before the agency;
- Engage in political activity while working;
- Engage in political activity in any government office;
- Engage in political activity while wearing an official uniform;
- Engage in political activity while using a government vehicle;
- Solicit political contributions from the general public;
- Be candidates for public office in partisan elections; or
- Wear political buttons while working.

Gaining independence through work at the base

Recently, the local newspaper carried an article on NAWCADWAR secretary Sonal Desi and her upcoming move to Maryland. Sonal is looking forward to the independence and responsibility of living on her own. She has been living with her parents during the seven years she worked on Center. During that time she took advantage of various training opportunities and hopes to finish a degree in computer science in Maryland.

Sonal has loved her job in Warminster from her first day in 1989. She is among several dozen who requested a management directed reassignment to Patuxent River. "I was scared, worried and I thought (after the base closes) I would not find a job like I have here," she said. "I don't want to end up back in a sewing factory."

Those sentiments could describe the thoughts of many NAWC employees about to become unemployed. As we face the closure of this facility, many look toward September with sadness.

A few years ago I was hired as a temporary employee for a position in the technical library. At that time I was searching for a position that would be better than delivering pizza to earn a living. In my position in the technical library I have learned many new skills, gained confidence, met many interesting people and learned much about the history of the Warminster area and the base. As a long-term temporary employee I cannot transfer to a position in Maryland. I would definitely be interested if one was offered.

My experience is similar to Sonal's. Working at the base has helped me gain valuable career skills. I look forward to gaining independence and facing the responsibilities of living on my own. I will attempt to take my newly gained skills and experience and apply them to a new position for which I currently search. Various courses I have completed at Bucks County Community College have improved my chances of avoiding the "sewing factory."

At this time of transition, everyone must remember the advice of strong friends and family, the words we've heard at commencement addresses, encouragement from the Employee Assistance Center, the courage we can draw from celebrating Independence Day and try to make the best decisions for our futures.

Patricia Miller
Technical Library

7. Guess Who's Coming to Dinner? 8. Thomas Jefferson 9. The Supremes 10. True (104)
11. Monday, September 30, 1996 12. That's anyone's guess!!!



NAWC - NAWC

Who's there?



A little R & R with a few general trivia questions:

- 1) What is the most common first name for a United States President?
- 2) Name two T.V. crime fighters whose first names were never revealed.
- 3) Who was the youngest Navy pilot at age 18 in WW II?
- 4) What steely-eyed western star made his screen debut in 1955's "Revenge of the Creature?"
- 5) What was Howdy Doody's sister's first name?
- 6) What was Chuck Berry's only number one hit record?

- 7) What was Spencer Tracy's last film?
- 8) What President invented the first hide-away bed?
- 9) "Baby Love" was a number one hit for which Motown group?
- 10) True or False: Elvis had over 100 top Forty Hits.
- 11) On what day of the week will the decommissioning ceremony for NAWCADWAR take place?
- 12) Who will win the presidential election in November 1996?

1. James 2. Lt. Columbo & Quincy 3. George Bush 4. Clint Eastwood 5. Heidi Doody
6. My ding-a-ling

DoD Civilians: Partners in America's Defense

By Gerry J. Gilmore
Special to American Forces Press Service

WASHINGTON — DoD civilians perform important work worldwide with active duty and reserve component military members to protect the United States and its interests, and the department plans to highlight those contributions throughout the year.

Edwin Dorn, undersecretary of defense for personnel and readiness, noted DoD's more than 800,000 civilians include scientists, engineers, logisticians, accountants, computer specialists and many other specialists. Civilian employees comprise a quarter of the total force, which also includes 900,000 members of the reserve components and 1.5 million active duty service members.

"I think we sometimes forget how important our civilians are," Dorn said. "DoD's civilian employees are partners in our national defense. They develop and maintain sophisticated systems, manage complex programs, handle the day-to-day business of feeding, housing and paying personnel, and sometimes go into harm's way to support our military forces."

He said civilian employees are integral to the success of DoD military operations, citing, for instance, the 700 deployed in Bosnia in Operation Joint Endeavor. During Desert Shield and Desert Storm, he added, about 4,500 DoD civilians deployed to the Mideast.

While many DoD civilians deploy with military members, others remain behind to perform other important work, said Diane M. Disney, assistant secretary of defense for civilian personnel policy.

"Civilians provide stability in the organization," Disney said. "Military people rotate between assignments every three years or so. DoD civilians are necessary to provide vital

support that allows our warfighters to perform their missions."

DoD civilians make up roughly half of the federal civilian work force, Disney said. However, unlike other federal civilian employees, DoD civilians support a special mission.


"It's as if DoD civilians live two lives. We live the life of a civil servant and the life of a defense employee," Disney said. "We are like other civil servants in that we fall under the same statutory authority, but we're also like the military in that we're dedicated to support the defense mission."

"I have found the civilians who work for DoD to be absolutely extraordinary. We have bright, hard-working people who are committed to working for something bigger than themselves," she added.

Dorn said DoD civilian employees are high quality, bringing stability, diversity and a professional work ethic into a work force that provides opportunities without regard to race or gender. DoD is the nation's largest employer of women and minorities. Thirty-seven percent of DoD civilian employees are women.

Defense civilians have developed technologies that have defense and commercial applications, Dorn said, such as the Internet, the Global Positioning System and the malaria vaccine lasers.

Dorn said he is impressed with DoD's civilian work force and wants to ensure the quality remains.

"It's important for us to ensure we recruit and retain the highest-quality civilians, just as it is for us to recruit the best-quality people to wear the uniforms of our military services," he concluded. 

Civilian Cuts Challenge Work Force Quality

By Douglas J. Gillert
American Forces Press Service

WASHINGTON — Deep cuts in the number of new hires each year are creating an older DoD civilian work force and could impact force quality down the road, officials said.

Before the civilian drawdown began in fiscal 1989, DoD hired more than 77,000 new employees each year. Today, that number has dropped dramatically to under 20,000. As a result, the work force is getting older. By the turn of the century, some 40 percent of the work force will be 45 to 55 years old, said Diane Disney, deputy assistant secretary of defense for civilian personnel policy.

To meet drawdown requirements, DoD froze civilian hiring from January 1990 until April 1991. Except under special circumstances, no civilians newly entered the DoD work force. Following a thaw during which agencies could hire two new employees for every five positions eliminated, DoD ended the freeze in late November 1994. By then, however, the number of workers under age 30 had dropped from 150,000 to 50,000 and the number of workers 30 to 40 years old also had declined.

"The bulk of our departures have been people with fewer than 11 years' experience with DoD," Disney said. "Not bringing them in holds our numbers down, but what's going to happen 15 to 25 years from now when [today's] 30- to 40-year-olds are ready to retire? Will we have employees with the range of skills, talent and experience to move up? If we don't have mechanisms to bring new people in, we may create a knowledge gap."

The potential gap in employees qualified for managerial positions worries supervisors across the service components, Disney said. "We've been able to maintain work force diversity and good labor-management rela-

tions, and we've minimized reductions in force," she said. "But we need to take a look at where we're going to be if we don't make some changes."


Every three to six months, Disney's office compiles new personnel statistics. The services use the information to tailor work force reduction initiatives such as lump sum severances, she said.

"That's what we call a 'work force shaping effort' — inducing people to step up to the plate and say, 'I'm ready, now. Give me my severance pay, and I'm gone.'" she said. "Every year, we try to provide a few more incentives for people who may elect to retire early or leave DoD to try something different."

Nudging older employees out of the work force opens positions to bring in new — and younger — hires, she said. Younger employees cost less, she added, and restock the dwindling pool of future managers.

National Performance Review recommendations that managers re-engineer and restructure organizations also affect hiring practices, Disney said.

"Managers view vacancies as opportunities to re-engineer positions — move parts of the job to somebody else and determine what it really is they want this person to do," she said. "They then tend to fill vacancies at a lower grade, which often translates to youth. That keeps the flow of young people coming in."

Disney said she doesn't see a further decline in annual new hires. "We still have to eliminate almost 100,000 positions by the end of 2001, but to a great extent that will be driven by base closures," she said. "We have no plans for instituting another hiring freeze." 

Career Transition Program Office staff members,

Staff of CTP office is ready, willing and able to assist dislocated workers: (Left, standing) Andy Keyso, Anne Edwards, Al Tarquinio, (seated) D. A. Korczynski, Deborah Marron. Pat Kilgannon and Carol Poulin, not in photo.



NAWCADWAR has been notified by the Bucks County Office of Employment and Training that our request for a new grant has been approved for \$2.4 million.

If you are interested in Career Counseling, Training, or Job-Search assistance, please contact the Career Transition Program (CTP) Office at 956-4219. When you register for the grant, you must bring the following:

Proof of citizenship (birth, or naturalization certificate or DD214 Form)

Proof of residency (driver's license, copy of latest pay stub, or utility bill)

Social Security number (SS card, bank statement or pay stub)

You should register for the grant before you leave NAWC. You may not wish to take advantage of the grant now, but in the future, should you change your mind, this will make it possible for you to apply for training, job-search assistance or other services offered by the Career Transition Program.

The duration of the new grant runs until June 1998. That means any retraining program must be completed by that timeframe in order to qualify for dislocated workers funds. If you have already registered with the CTP office, there is no need to re-register. You may be eligible for additional services; however, those who have not received services will be given priority.

The Career Transition Program office will continue to operate on behalf of NAWC dislocated workers beyond September 30, 1996. Their office is currently located in Building 3, first floor.

Temple University will conduct the Small Business/Entrepreneurship workshop on center one more time. An orientation is scheduled for September 5, 1996, in the Center Conference Room. To register, contact X4219.

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