



Reflector

NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA
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Public Works averts water emergency

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

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

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

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

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

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

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

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

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

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

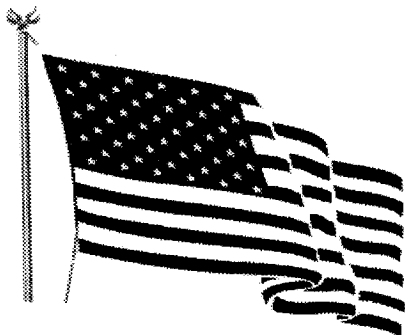
Little did Warminster personnel realize, as they left work, there had been a problem. The public works shops again demonstrated their "6P rule" according to Tom Ames, deputy public works officer. *Prior Proper Planning Prevents Poor Performance*. Even though two things failed at once, prior planning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

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

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

By Larry Lyford
Public Affairs Office

Colors



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

Training and development key to transition



Capt. William L. McCracken
Commanding Officer

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

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

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

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

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

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

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

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

Special PAT streamlined checkout process

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

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

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

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

The new check-out procedure has only 13 stops, four of which are mandatory: Vehicle Pass and I.D., Dispensary, Security and Human Resources. There are nine other stops that may be required prior to leaving the center. When an employee decides to depart and gives notice, the department's administrative office will contact all 13 checkout stops via the E-mail system to determine if the employee must check out at that stop.

Dr. Tseng recommended that a two-week notice be given before starting the check-out procedure. She also emphasized that if you are leaving the center for 30 days or more please checkout.

"This new procedure went into effect in early September in anticipation of the massive checkout of employees. It saved a lot of time and energy, which in-turn reduced cost," said Dr. Tseng.

CMC conferences stress "downsizing"

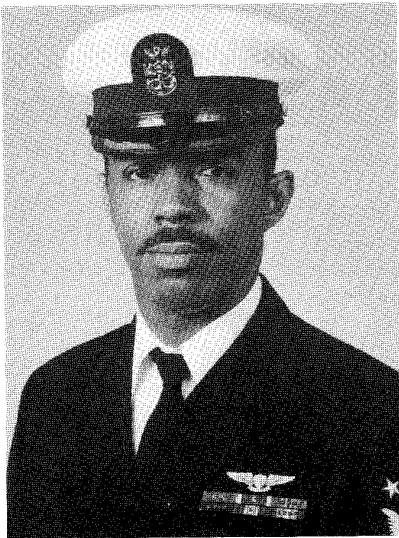


Photo by Jason Craig
CMC James A. Robinson

After attending two Command Master Chief Conferences it is quite evident that the words "downsizing" or "right-sizing," are going to be part of our lives for some time. Today, increased productivity must be the driving force of all our organizational planning. Just as increased skills must be the same driving force behind our career planning.

This new productivity emphasis

has sent shock waves throughout the nation and the Department of Defense as the country's largest employer. We, who have met the national defense mission or supported those who have, are now part of a great personnel reduction. The Navy's strength mission is to reduce. Waste and, especially, redundancy must be reduced. The military dollar must not be squandered in these austere times.

Our technical age has placed more than half of our old jobs on the scrap heap while creating newer, more productive ones for fewer, well prepared workers. Simply put, in industry there is a race to put employable people out of work. Why? New ideas and ways to do things reduce the number of people required to complete necessary tasks.

In the Navy, we don't use technology to make more personnel reductions possible but new technology means we need better trained people. The Navy pays Naval Air Warfare Center Aircraft Division's cost because we are in the business of developing new ideas. We are a think tank for military improvements. We seek to improve systems already in use or develop new ones. We help our military work smarter not harder. Some of the finest minds on this Earth are at work at Warminster ensuring the best possible product is on-hand for use in the fleet.

Yet, changes we produce still send shock waves through to real fleet sailors. Why? We bring both new products and new ideas to the fleet. These make turbulence for sailors. They must relearn what they already do just to keep up. For example, a metal aircraft communications cable becomes a fiber-optic one. As a result, it can't be tested or replaced in the same way. The job is the same but doing it is more difficult.

The more we do here, the more the fleet sailors need additional training. They'll tell you, they need an engineer on their shoulders whispering answers when systems don't work because something somewhere went wrong.

Though often, they don't appreciate how new technology has changed the way the fleet operates, they know improved equipment means they, too, have to improve.

Uniformed people are trained to serve and protect. Yet to survive we must be open to new ideas. Back here, where much of this change is conceived, we can set the example. It's sad, but we can make a fine contribution here and yet put off our own training. We can be key players here and fall by the wayside in the future because we neglected our personal training opportunities.

Our Navy will be much smaller so it must be its best in all areas, not for us but for our country. Individually, we must be strong and ready for the future through performance and preparation. There is a lot to be learned as times change. Let's do it together.

GET OUT!
STAY OUT!
OUT!

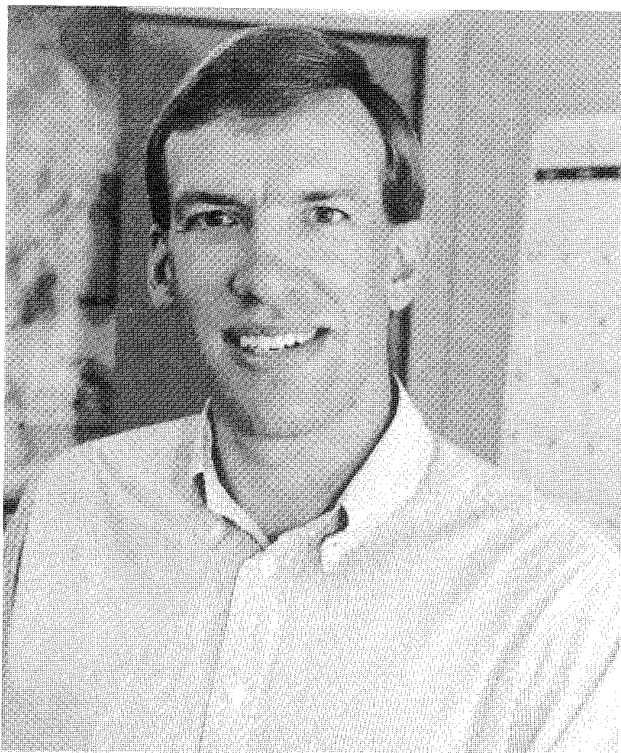
YOUR

FIRE SAFE RESPONSE

FIRE PREVENTION WEEK

OCTOBER 3-9, 1993

Meet Peter R. Ulrich, Hydromechanical Branch



Name: Peter R. Ulrich
Hometown: Bedminster, Pa.
Birthday: March 25
Position: Mechanical Engineer
Organization Memberships: Sonobuoy collectors club of America.
Years of government service: 8
Preferred entertainment: Floating in Hanauma Bay (Oahu) on a weekday or skiing into a far-off snowy canyon & soaking in a hot tub afterwards.
Last book read: "What To Say When You Talk To Yourself" by Shad Helmstetler.
Strongest attribute: The ability to eat cafeteria food.
Worst Flaw: I keep hurting myself on government machinery.
Favorite food: Anything containing peanut butter.
Unfulfilled Dream: To expand my side business nationwide.
Goal in life: To help several other people become wealthy.
If stranded on a deserted island, other than the basics, what three things would you like to have: My wife, my dog, and my cellular phone.
How should your tombstone read: He did the best he could to help others while he had a chance.



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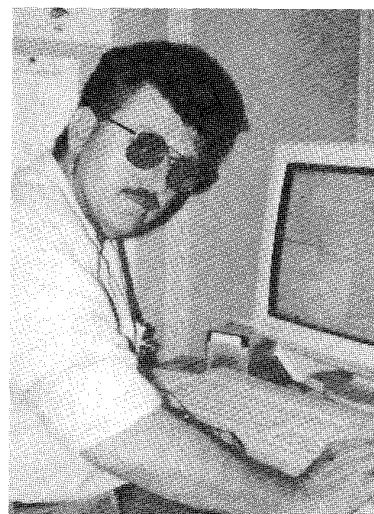
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