J. BARTON 5021

Reflector
NAVAL AIR WARFARE CENTER • AIRCRAFT DIVISION • WARMINSTER, PA

# Civilian personnel departments reorganize

The Civilian Personnel Department (CPD) at the Naval Air Warfare Center Aircraft Division Warminster, along with all other CPDs in the Naval Air Warfare Center Aircraft Division, have been reorganized into the Human Resources Office (HRO). The resulting division is a combination of the CPD functions and the Equal Employment Opportunity Services Division (EEO).

CPD was the first support group to be centralized NAWCAD-wide in an ongoing effort to operate as one activity as opposed to five separate sites. This change was also initiated in response to a Navy-wide effort to combine the two functions to implement a leaner, more efficient organization. According to Ron Young, associate director of the NAWCADWAR HRO, "We were the first support group to be realigned to the aircraft division headquarters. However, it is my understnading this will eventually happen."

As a result of this change, there is now one HRO for the aircraft division serving employees and managers at Patuxent River, Warminster, Trenton, Lakehurst and Indianapolis. Bill Wagoner is the Director of Human Resources and the Deputy EEO for the aircraft division, located at Patuxent River. Associate HRO directors at each site are tasked with providing local services and information.

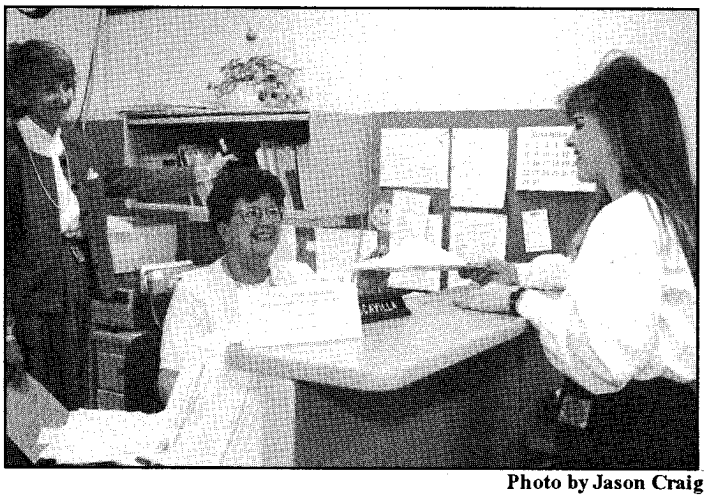


Photo by Jason Craig

**The name has changed but the people, such as (from left) Eileen Craig, Helen Scavilla and Tracey Kopper, remain the same.**

Under the new structure, the NAWCADWAR HRO (new Code AD051) consists of two service teams and a Site Wide Action Team (SWAT). The first Service team handles the duties previously assigned to the Employment and Class Division (old Code 033). The second service team equates to the Personnel Services Division (old Code 034). The functional division, SWAT, is divided into three areas: Employee and Labor Management Relations (old Code 031), Employee Development (old Code 032) and the EEO office (old Code 03E). Young stressed that while the codes may have changed, the people and their services remain the same. "Warminster employees will still go to the same people for assistance and services. That has not changed." he said.

**"...Warminster employees will still go to the same people for assistance and services. That has not changed."**

In addition to the organization being realigned, all NAWC HROs are using standard NAWCAD Patuxent River systems. "Payroll for the HRO office at Warminster is now done at Pax," Young explained. " A major part of our budget has been centralized there as well. We are also using their travel, training, plant/property inventory and material aquisition system via a modem."

As time goes on and NAWCAD-wide personnel policies, practices and procedures are put in place, changes will have to be made, as much a result of the consolidation as the Navy-wide downsizing effort. This realignment is just the first in an effort to develop policies that cut across the entire aircraft division to begin working on common goals while allowing for site variations.

"We're not tenants," Young stated emphatically, "We're a part of the NAWCADWAR team even though we no longer, organizationally, belong to this specific site. We're all a part of the larger aircraft division with larger more unified goals and objectives."

**Heather Myllenbeck**
**Public Affairs Office**

# All Hands meeting provides info on change

**Capt. William L. McCracken**
**Commanding Officer**

As I explained in my latest All Hands meeting, changes are in the air and people want to know how it's going to affect them.

The environment in the world has definitely changed over the past few years. That's not to say there isn't a threat. For years, we pointed at the Soviet Union as our major concern. That has changed and with that comes a need to do business differently in the Department of Defense.

One of the things being done is the Joint Chiefs of Staff roles and mission study. This is the first of its kind since WWII. They are getting together and looking at the roles of each service and how those roles will be changed to meet the requirements of the next half century.

Another concern that could have an impact on us is the fiscal year 1994 budget. We know there's going to be a drastic decline from what we are use to. Major cutbacks will be occurring that will require us to conduct our day-to-day business more efficiently. In an era of reduced defense funding, we must operate at peak efficiency if we are to be capable of meeting our nation's future contengencies.

A new administration will take over in January after 12 years of basically the same philosophy. There is an uncertainty about what the Navy will look like in the future, but the bottom line is there is a major role for naval aviation and we will lead in the research and development of our future naval aircraft and crew systems.

This leads us to the Secretary of the Navy's "...From the Sea". This is how the Navy will do business in the future. It shifts the focus from a global threat to a focus on regional challenges and opportunities and concentrates on warfare near land and meneuver from the sea.

The mission areas the Navy has focused on over the past ten or 20 years, such as antisubmarine warfare as an example, has also changed. Now its Joint Strike, Joint Littoral Warfare, Joint Theater Surveillance and Joint Space and Electronic Warfare/Command, Control, Communications, Computers, Intelligence, and Information.

This effects everybody including naval aviation. The Naval Aviation Systems Team (NAST) is currently at 4,653 military and 47,623 civilian personnel. Those numbers have to go down by at least 20 percent to meet with the drawdown requirements. We must get away from individual entities trying to work independently and become focused on a team concept throughout the NAST. The program managers (PMAs) will have "cradle-to-grave" responsibility for all aspects of their weapon systems.

A team is what we are here at Warminster. That was the concept behind our trip to Gettysburg. We wanted to go off-site and take a sould searching look at what we are doing here and how we are going to continue to be a viable organization for the next four years.

One of the ideas that came from this meeting, was to give the Center Advisory Board (CAB) more authority to make decisions. Mr. Dilworth and I will be away from here more and more to address the naval aviation research and development needs of the new Navy, NAST, NAWC, and aircraft division. I've empowered the CAB to deal with the operational and quality of life issues of the laboratory while we are away.

**"Any new information I get on anything that could have an impact on you, I will get to you as soon as possible."**

We have also set up study teams who will look at generating ideas and develop plans to be reported back to me by early December. People Team I will come up with ways of improving communications and help people prepare for the future. They will be your sounding board. People Team II will develop a work function/skill matrix which will identify skill shortfalls and develop a strategy to mitigate those shortfalls. The third team will develop corporate business goals for this laboratory and also develop a corporate business plan to reach those goals. The key is we will proactively manage the change. The people development plan will address the training required by each person to remain marketable. The work function/skill matrix plan will ensure we have the right5 skills critical to naval aviation and those skills and functions move intact with the realignment.

This leads us to the realignment to Patuxent River and the question of jobs for our employees. As of Nov. 1, 1992 we had 2,234 employees. We will be downsizing to 1,867 by fiscal year 1995. We believe we can downsize to this number through attrition. In fiscal year 1995, we will be looking at realigning 1,656 billets to Southern Maryland with 30 to remain to maintain with the centrifuge for a total of 1,686 positions. Our challenge is ensure the skills of those employees of the 1,867 who will be moving to Patuxent River fit the 1,686 billets that are available.

Any new information I get on anything that could have an impact on you, I will get to you as soon as possible.

Straight Talk

# Teamwork is key

Rear Adm. George Strohsahl
Commander, NAWC

Henry Ford said of Teamwork, "Coming together is a beginning; keeping together is progress; working together is success."

In the Naval Air Warfare Center we have had our beginning, we've made great progress, and we're striving for success. I'd like to talk about teamwork in a broader perspective than perhaps any of us have really thought about in the past. It is human nature to form teams with fellow workers. Much of the literature in the areas of management skills and leadership involves fostering these natural relationships in a way that is a positive contribution to the objectives of the work group. We are challenged in the Naval Aviation Systems team, of which the NAWC is a key member, to teams with other co-workers whom we seldom see, who work in remote geographical locations, and with whom you may have previously had a competitive, non-cooperative relationship.

The basic organization of the emerging work groups within the NAWC is around defined programs. It may be a giant program like the F/A-18 or a minor commodity program requiring only a part time effort by a handful of people. One of the four strategies of the Naval Aviations System team, recently published by NAVAIR, is Team Integration. This strategy calls for the establishment of effective teaming relationships between the program managers, the NAVAIR technical matrix, the NAWC and the Depot Corporation. To form effective teams many of our traditional and natural workplace alignments must be modified and reoriented in larger dimensions. I envision a NAWC where a small group of workers at a site will consider their larger work group to be a team of people at other sites of the NAWC and in NAVAIR. There are very natural affiliations with other workers at the same site (it's hard to have an after hours softball team or golf league with workers on the other side of the country). Deep pride in a location or base is as encouraged now as it ever was. But in the course of doing work the extended team takes on primary importance. This is a difficult concept for all of us and it will take time and patience to achieve. But we shall not waiver in our determination to make it work and achieve the success of which Henry Ford spoke. We won't ask what is good for Lakehurst or White Sands (for example), but what is good for the program which people at both locations serve.

To form highly effective teams between the NAVAIR program offices and the NAWC operating divisions at various sites is what the Naval Aviation Systems team strategy for team integration is all about. I'll discuss that in a lot more detail in the text installment of "Straight Talk".

NAWC News Briefs

# Command activities

*Editor's Note: The Naval Air Warfare Center is a Corporation comprised of 25,000 employees at 10 locations throughout the United States. Our mission is to be the Navy's full-spectrum research, development, test and evaluation; engineering-support; and fleet-support center for air platforms, autonomous air vehicles, missiles and missile subsystems, weapon systems associated with air warfare, and sensor systems used to conduct antisubmarine warfare from air platforms. Our people are the most important asset of the corporation. In an effort to keep you informed of corporate happenings selected news briefs from throughout the command will be published regularly in the Reflector.*

## Tomcat upgrade on horizon

Patuxent River, Md. ---A digital flight control system may be in sight for the F-14 Tomcat. That's the word from the Flight Test and Engineering Group's Strike Aircraft Test Directorate at Patuxent River, Md.

The project, to provide the fighter with a digital, state-of-the-art flight control computer, is a foreign cooperative technology program, funded largely through the Nunn-Quayle initiative. The joint effort, spearheaded by Strike, with support from two other FTEG directorates, Systems Engineering Test and Range. The NAWCAD Warminster, Grumman Aircraft Corporation, NASA Langley, Va. and General Electric Corporation (UK) also are involved in the project.

Technology for the upgraded flight control systems comes from the European fighter aircraft program. Control law validation has begun in the aircraft division's Manned flight Simulator. Laboratory and ground testing will follow. The digital flight control computer could be flight tested as early as 1994.

The digital flight control computer will be installed in all F-14's for "improved reliability, increased departure resistance and better power approach handling qualities."

## Ground breaking at China Lake

China Lake, Calif.---Two major military construction projects broke ground early this month at the China Lake site of the Naval Air Warfare Center Weapons Division; the Missile Engagement Simulation Arena and the Integrated Navy Air Defense System facility.

John S. Unpingco, deputy counsel for the NAWCWPNS, was appointed a federal district court judge for the Territory of Guam by President Bush and confirmed by the U.S. Senate.

(continued on page 4)

# Engagement and Rehearsal Aids assist Navy

Five years ago, the Naval Air Systems Command (NAVAIR) approached Tactical Air Systems Department's ( TASD) Integration, Simulation and Demonstration Branch with an opportunity to enhance the Navy and Marine Corps training for the laser guided version of the Maverick missile by developing a computer based training aid.

With the growing sophistication and expense of air-launched weaponry, live firing opportunities were becoming rare. In addition, classroom training provided the necessary knowledge but degraded quickly with the passage of time. The Naval Air Warfare Center Aircraft Division Warminster, with relevant experience in the Integrated Tactical Decision Aids (ITDA) program, possessed the know how in developing related tactical training tools.

NAWCADWAR, under the sponsorship of NAVAIR PMA 205, has been developing training devices for air-launched weapons since 1987. The principal NAVAIR goal is to provide an affordable means of training aircrews, instructors, and civilian technical specialists with the skills and knowledge to understand the factors affecting the weapon, thus leading to improved weapon employment skills.

Known as Engagement and Rehearsal Aids (E&RA), the project has two main training thrusts: desktop trainers (DDT) and part task trainers (PTT). The desktop trainers are PC based systems designed to provide weapon engagement training and augmentation of skills in tactical employment of the Harpoon (AGM-84) and Maverick (AGM-65) missiles. The fielded versions of the Harpoon Engagement Training Aid (HETA) and Maverick Engagement Training Aid (META) are being used to extend traditional classroom training of air-launched weapon employment skills.

The dynamic graphics and engagement replay features have been particularly valuable to the fleet because of their ability to give a pictorially and mathematically correct representation of the combined effects of all engagement variables, including environmental effects. A timing program supplied with the DTT computers has been used to track fleet utilization of these training programs, and the average usage has been several hundred hours per computer. Beth Goldberg , of the Integration , Simulation and Demonstration Branch, has directed the development of four versions of the HETA program and has delivered turnover training at numerous fleet installation sites.

The PTT is a deployable weapon procedures trainer which stresses the motor and cognitive skills required to successfully utilize smart weapons in a specific cockpit environment. NAWCADWAR has just awarded a large contract to CAE-Link Corporation to produce the A-6 Block 1A Part Task Trainer, which introduces new cockpit features such as a Heads Up Display, B/N Multifunction Display, and at least one new missile. This device will be used both on land and on carrier for dual weapon procedures training by A-6 pilots and bombardier/navigators. NAWCADWAR has established the functional requirements for this device, and is leading the development effort, with Gino Lostracco at the helm. E&RA has also been selected by NAVAIR to lead the upgrade of the existing A-6E SWIP Part Task Trainer to be concurrent with the E-260 Operational Flight Program software.

The E&RA has grown from a single task to a multi-million dollar program, and allows NAWCADWAR to share an important role in Naval aviation training

**Elliot Sidewater**
**E&RA project engineer**
**Tactical Air Systems Dept.**

# NAWC News Briefs

**(continued from page 3)**

**Ahead of schedule, under budget**

Indianapolis, Ind.---A transition-to-industry contract for the Marine corps' Tactical remote Sensor System (TRSS) was placed for $3.9 million, nearly $1.5 million under the projected budget. The base year contract, won by Sechan Electronics, Lititz, Pa., was awarded ahead of the program's targeted milestone. TRSS, developed at Indianapolis, employs a system of seismic, infrared, magnetic and video sensors to track the movement of enemy troops and equipment.

**Finalist in quality competition**

Lakehurst, N.J.---The Naval Air Warfare Center Aircraft Division Lakehurst is one of seven government-wide finalists under consideration for the prestigious annual Quality Improvement Prototype (QIP) Award.

The QIP Award recognizes federal organizations that successfully adopt TQM principles and thereby improve quality, timeliness and efficiency of their operations. Organizations selected for the award provide models for the rest of the government, demonstrating that a commitment to quality leads to better service and products and more satisfied customers.

NAWCAD Lakehurst was selected as Navy finalist by a Navy panel of quality experts in Washington, D.C. Then, the Office of the Secretary of Defense endorsed Lakehurst's nomination to the Federal Quality Institute. After on-site visits from public and private representatives who will verify the accomplishments listed in the submission, a panel of judges will make the final selections.

**NTSC joins NAWC team**

Orlando, Fla.---The Naval Training Systems Center (NTSC), Orlando, Fla., joined the NAWC team effective Oct. 1, at least temporarily. A Quality Management Board at NAVAIR is studying where best to align NTSC and is expected to make its recommendations in early 1993.

NTSC is the Navy's principle center for the development and acquisition of training and simulation systems for the Navy and Marine Corps. The center works closely with the Army and Air Force to share expertise to avoid costly duplication.

# Center engineers contribute to AX program

The AX Program will develop the Navy's next new carrier-based, tactical aircraft. It will replace the A-6E as the Navy's all-weather medium attack platform and will be designed with superior range and survivability. The AX will be capable of conducting missions in a number of other naval warfare mission areas, including antisurface warfare, anti-air warfare, amphibious warfare and mine warfare, mobility and reconnaissance.

The AX Program is completing the concept exploration and definition (CE&D) acquisition phase. Five industry teams are under contract to the Navy to explore concepts suitable for performing the strike mission; to perform trade studies to quantify the sensitivity of weight, performance, cost, and other parameters to changes in the tentative operational requirements; to perform an operational utility analysis with the team's preferred aircraft system concept; and to perform initial risk reduction efforts in preparation for the demonstration and validation (D&V) program phase.

The Navy has prepared a draft request for proposals (RFP) and statement of work for the D&V phase. In this phase, the contractor team(s) will design, fabricate, and flight test two prototype air vehicles to demonstrate flying qualities; will perform risk reduction efforts to prepare for an orderly transition to the engineering and manufacturing development phase; and will develop, in conjunction with the Navy, operational system design specifications. The D&V RFP will be released in early to mid 1993, depending upon the resolution of direction from Congress for competition during the D&V phase.

In support of the AX PMA and Class Desk, the Naval Air Warfare Center Aircraft Division Warminster has assembled a full spectrum engineering team under the leadership of Moise DeVillier of the Tactical Air System Department (TASD). This team consists of personnel from two of the warfare department, TASD and Warfare Systems Analysis, and all three of the technology departments: Mission and Avionics Technology; Air Vehicle and Crew Systems; and Systems and Software. With an actual budget of $6,355,500 in fiscal year 1993, the team has been and will continue making substantial technical contributions to the program.

Since the program is in the CE&D phase, the team has been active in reviewing and assessing system and subsystem conceptual designs, trade study analysis, and risk reduction efforts from each of the contractor teams. In addition, the team has been pursuing independent, in-house activities.

The Aircraft Conceptual Design Branch with the assistance from several other on-center groups, has been performing trade studies with Navy generated conceptual designs and has been evaluating the contractor's designs. Because of the importance of materials' design and producibility characteristics, the Aerospace Materials Division has been generating Navy estimates of these properties for a variety of critical metallics, composites, and films, this data base will be used during source selection and during the D&V phase itself.

With a variety of sensors onboard, processor performance is of significant importance. The Signal Processor/Computer Systems Technology Branch has initiated the development of a simulation of advanced processors, using a Hughes breadboard common integrated processor as the starting point. This simulation will be used to investigate the performance of the processor, as well as its suitability to handling certain types of algorithms unique to Navy applications.

Another in-house effort addresses the performance of UHF/VHF antennae. Conventional blade antennae are not compatible with highly survivable aircraft; this effort will develop cavity antenna designs which will provide the same range performance as a blade antenna but with much greater aircraft survivability. In late fiscal year 1992, the Electro-Optics Development Division initiated an assessment of technologies for electro-optical systems. They will be addressing the availability of technology in signal processing, infrared windows, E-O arrays, and non-imaging concepts for target recognition.

**Moise DeVillier**
**Bob Skalamara**
**Tactical Air Systems Dept.**

# Neighborhoods of Excellence raises standards

The Navy is introducing a new initiative called "Neighborhoods of Excellence" to help raise the standard of housing and related services.

Part of an intensive "get well" program to increase the quality of life for Navy personnel and their families, this latest housing initiative follows recent decisions to increase funding for housing acquisition, renovation and maintenance, and to revise policies to assign Navy family housing more equitably.

"The Navy must better recognize and articulate the relationship between quality housing, quality of life and operational readiness," said Adm. Frank B. Kelso, II, Chief of Naval Operations, in a recent message on the subject. "Senior Navy leadership is committed to making Navy family housing a positive quality of life and retention decision factor. Navy 'Neighborhoods of Excellence' is a concept which constitutes our vision of quality family housing."

Sharing this vision throughout the Navy, a new "Commanding Officer's Visual Guide to Quality Navy Family Housing" is being distributed to Navy shore stations this fall. The comprehensive guide illustrates the standards for neighborhoods and homes, and visually describes standards for customer services.

In a preface, Kelso wrote, "This commanding officer's guide both describes and depicts quality standards for Navy housing facilities and neighborhoods as well as the supportive customer services that our families deserve. It also provides practical guidelines on how to achieve these standards."

Other initiatives in the "Neighborhoods of Excellence" program include comprehensive information and referral services to incoming and departing service members and their families. Incoming personnel will have services to familiarize them with the local area and to assist them in locating living accommodations that fit their needs. Departing personnel will be offered personalized and detailed relocation counseling, enabling them to arrive at their new duty station with suitable and reliable information on housing.

**Navy News Service**

# Seminar action plans tackle problems

Thirty-two participants from the Naval Air Warfare Center Aircraft Division Warminster attended a three-day management seminar to establish a vision plan for the center's next four years.

As a result of reviewing data, three areas of concern were identified and committees established to tackle these problems. NAWCADWAR employees were informed about the results of this seminar in the Nov. issue of the Reflector. Since that time the committee members have met, identified their mission, and set a course of action. The following is an update of their progress.

## Business Planning Team

The critical need to insure a healthy business base was a major concern discussed at the seminar. As a result, a full time team was established to address key business issues. This business planning team, officially known as the "Program Development Team", seeks to retain and expand current efforts with major customers while also recommending new areas for business expansion. In doing so, the team will identify a corporate business strategy while still preserving the entrepreneurial spirit responsible for much of the current business.

**...seeks to retain and expand current efforts with major customers while also recommending new areas for business expansion.**

Chaired by Greg Catrambone and Mike Saitta, the team is made up of a diverse group of experienced senior managers who have a broad grasp of sponsorship, capabilities and strengths, and the projected business climate. Other team members are Cmdr. Joe Poole, Vince Sieracki, Al Hellman, and Al Kuhn.

The team is currently examining major Navy research and development programs with growth potential in regards to their attractiveness to our site, current market share, and competitive strength. Then marketing strategies will be recommended to pursue them. Additionally, the team will make business policy recommendations to help improve our potential to obtain, retain, and execute increased business in the future.

Using POM data, policy strategies and statements by the Department of Defense and the new administration, and projections and assessments by people at the NAWCADWAR currently executing major programs, the team hopes to identify and target areas for a corporate marketing effort. These efforts would strive to expand our funding and move us into a more key role in major, high visibility programs considered to be critical to naval aviation. A coordinated corporate strategy would focus our efforts instead of many different people approaching the same sponsor.

The team is expected to report its findings in Dec. followed by targeted marketing efforts, implementation of business policy and strategy recommendations.

## Functional Skills Team

The Functional/Resource Skill Matrix team has been tasked to develop one of the tools which will assist management in effectively solving the pre-transition, transition, and the post-transition position management issues.

This tool, a functional resource skill matrix information package, will enable NAWCADWAR management to make informed decisions for relocating this laboratory's naval aviation research and development function to the NAWCAD Patuxent River. The team's goals are to identify this laboratory's total work functions and resource skill base, including support functions; identify the possible skill shortfalls that currently exists and could occur in the upcoming years and during the transition; and to develop a strategy to mitigate against these shortfalls. The skill matrix information package is to be available for use by March 1993.

**...will assist management in effectively solving the pre-transition, transition, and the post-transition position management issues.**

The team, chaired by John Heap, includes Tony Mickus, Joe Laska, Sam Delserro, Marv Walters, Ken Clegg and Mike Kiernan.

## People Team

The People team consists of John Bowes, Robert Dolceamore, Lissette Fortuno, Vincent Morelli, Barbara Ward, and Sue Smith. They are looking at ways to improve communications up and down the line and address people issues, both pre and post transition.

The team recently attended a meeting with the Naval Air Warfare Center Aircraft Division Equal Opportunity program manager.

Additionally, the team has been meeting regularly with the commanding officer, keeping him abreast of their findings and progress.

*The Reflector will continue to keep center employees updated on the progress of these committees in each issue.*

# Research testing turns into rescue mission

During recent Navy testing in the Gulf of Mexico, members of the Acoustic Development Division encountered an unusual situation more likely to be seen in a television movie, than from the deck of a naval testing vessel. After all, rescuing stranded fisherman who had been adrift in a small boat for days, while fighting off sharks, was not on that day's testing agenda.

Three Navy research vessels were stationed approximately 150 miles north to northwest of Key West, Fla. During the morning of Aug. 21, a crew member spotted two occupants in a small wooden boat with no motor, sail or oar to propel it, adrift in the swift gulf currents.

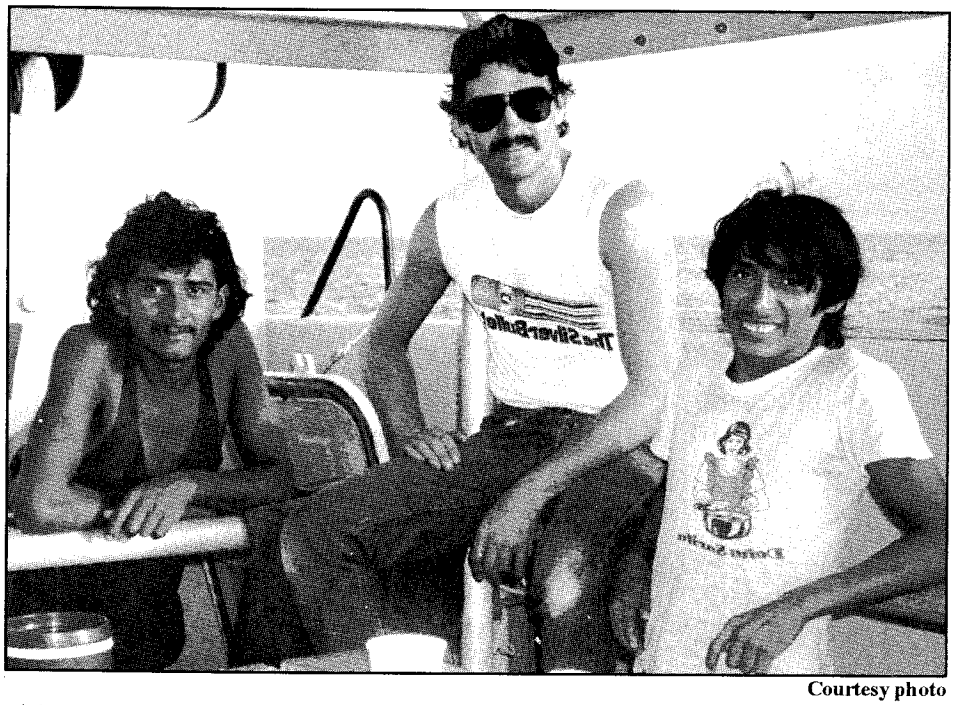
The Navy vessel approached the boat to welcome the sailors who were fishermen that spoke only Spanish. Fortunately crew members from a second Navy vessel understood Spanish and were able to communicate with the stranded men who explained their plight.

Two weeks earlier the men had been a part of a fishing fleet from a Yucatan Peninsula port. Nightly, many small boats would disperse from one larger boat for several days of fishing. One night, a severe storm separated these two fishermen from the main party. Initially, each man was in his own boat. But as time passed, both boats were attacked by sharks, severely damaging one vessel. The fishermen survived their 11-day ordeal by catching and eating raw fish and drinking rain water collected in a large plastic bag.

Their chance encounter and ensuing rescue took place several hundred miles from their home port. The men reported having seen a passing ship that offered them food, water and cigarettes, but not a rescue. They were thin and tired, but otherwise in good health. Later that day, the two men and their boat were turned over to the Coast Guard.

Ironically, only two days after the rescue, the eye of Hurricane Andrew passed through that very area.

**Ed Schmidt**
**Active Sensors Branch**



Courtesy photo

**A Navy crew member, flanked by the two rescued Mexican fishermen, encountered more than a routine testing mission in the gulf recently.**

**Just in time for the holidays**

# NEX announces new layaway program

Now you can take it with you, thanks to Home Layaway at Navy Exchanges (NEX). Home Layaway allows customers to take home major purchases today and pay for them over six months. By Nov. 15, Home Layaway will be available at NEXs across the country.

Home Layaway at stateside NEXs was established in time for the coming holiday season. This time payment plan should make holiday shopping easier for everyone. Home Layaway provides customers with the opportunity to select merchandise costing $200 or more per item or set of items; pay a minimum 10 percent down payment; pay a one time service fee of 3 percent on the remaining balance; spread payments over 180 days.

As a special introductory offer, NEX is waiving the 3 percent service fee from now until Jan. 2, 1993.

Dollar limitations by pay grade are generally as follows (check with your local NEX for details): E-1: $300; E-2: $500; E-3: $750; E-4 and E-5: $1000; E-6: $1500; above E-6: $2000.

**Navy Exchange Service Command**

# Leonard chosen as Bluejacket of the Quarter

Airman David Leonard, an aviation electronics technician, was selected as the Bluejacket of the Quarter for the third quarter of 1992. This honor is awarded to the outstanding sailor E-4 and below. Competition is always stiff and the sailor chosen must be a consistent standout performer in all phases of the military.

Leonard, a Lansing, Mich. native, originally joined the Navy as a means to an end. "I was working full time during the day and trying to go to school at night. I had to choose between the two; there was not enough time to do both. I had to work to pay for school, but if I worked, it was impossible to do well in school." Leonard explained. " The Navy was attractive to me because of the G. I. bill education benefits."

**"If you see something that needs to be done, go ahead and do it before someone asks you to do it--take initiative and deal with a problem before someone tasks you with it. "**

After going to boot camp at the Great Lakes Naval Training Center and "A" school in Memphis, Tenn., Leonard took extended training in Jacksonville, Fla., in the Weapons System Trainer Update III for P-3s (WST-Update III). He ended up with orders to the Naval Air Warfare Center Aircraft Divisiom Warminster and is very happy with the command. "This is my first 'real' command. It's hard to judge it against other naval installations, but I really like it here," he commented.

Leonard feels his military bearing was the number one thing that helped him to get the award. According to his section chief Aviation Electronics Technician Chief Mike O'Rourke, "Leonard is a consumate professional. He is talented, hard-charging and demonstrates exceptional initiative on a daily basis. He thinks ahead, anticipates problems and proposes solutions before a problem occurs." O'Rourke's comments sum up the work ethic Leonard follows. "If you see something that needs to be done, go ahead and do it before someone asks you to do it--take initiative and deal with a problem before someone tasks you with it," Leonard explained.

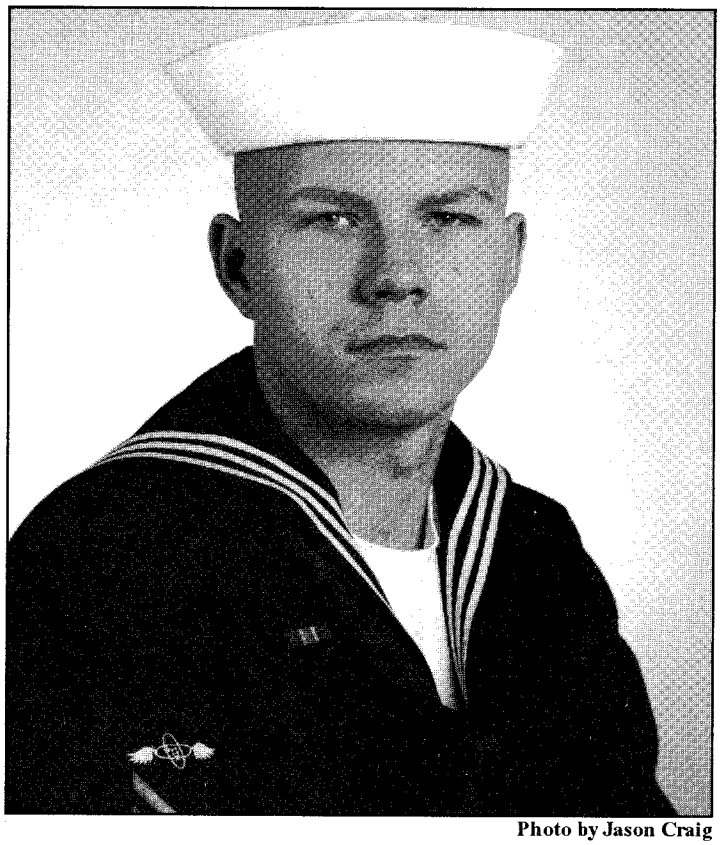


Photo by Jason Craig

**Airman David Leonard, Aviation Electronics Technician, was chosen as the Bluejacket of the Quarter for the third quarter**

With two years left on his initial enlistment, Leonard is weighing the pros and cons of staying in the military. If Aircraft Maintenance Division Cmdr. William Saye had his way, Leonard would stay in. "He is a super sharp young sailor. I could use several more airman like him," Cmdr. Saye commented.

**Heather Myllenbeck**
**Public Affairs Office**

# Morvin honored as Sailor of the Quarter

Photo by Jason Craig

**AMS2 Alan Morvin was selected as the Sailor of the Quarter for the third quarter of 1992.**

"Outstanding in every respect...a team player dedicated to division and command mission accomplishment. One of the finest sailors I have ever had work for me in the last 20 years," is how Aviation Structural Mechanic Hydraulics Chief (AMHC) John Swan describes Sailor of the Quarter Petty Officer 2nd Class Alan J. Morvin.

Morvin, a petty officer in the aviation structural mechanic structures (AMS) rate, had his start early in aircraft mechanics. He attended a one of a kind aviation high school in his hometown of Cleveland. "The school sat at the end of a runway and offered classes in aircraft mechanics, avionics and air traffic control skills," he explained. With this head start in the aircraft maintenance field, joining the Navy seemed a natural progression and a way to gain further experience.

Morvin reported to the Naval Air Warfare Center Aircraft Division Warminster a year and a half ago after having spent three years at Cecil Field in Jacksonville, Fla. Serving as the night duty inspector, he thrives on the atmosphere at NAWCADWAR.

"I like it here. It's a good shore duty command. There is no high pressure aircraft sorties--no real tight flight schedules. As long as the project mission gets out, everything is fine," he commented. Morvin is considered to be one of the technical experts in the airframes field at NAWCADWAR, making sure everything is correct and proper from tires, brakes and hydraulics, to structures throughout the entire aircraft.

**"My goals in the Navy? The most. That's my goal--the most...go as far as possible."**

Morvin considers his consistent performance and positive attitude as key factors in his selection as Sailor of the Quarter. "General performance gets you the first look. But there are a lot of good performers--you're still in a big crowd and that makes it easy to get overlooked," he said. "One of the things, on top of being a performer, is that I don't complain a lot," he continued. "If I don't have an idea or a solution, I don't bring it up. What sets me apart is keeping a positive attitude and not being a complainer."

Morvin has a definite future goal in mind when it comes to his Navy career. "My goals in the Navy? The most. That's my goal--the most," he remarked. "Get as much school and experience as possible, see as much as possible and go as far as possible," he said simply. Based on this command's input and observations, Petty Officer Morvin should attain those goals.

**Heather Myllenbeck**
**Public Affairs Office**

Photo by Jason Craig

**Petty Officer James St. Peter presented Capt. William McCracken with the trophy for the first place finish by the Naval Air Warfare Center Aircraft Division Warminster intramural softball team. The NAWCADWAR Yankees dominated the NAS Willow Grove intramural softball league with a 25-1 season record. The performance placed the NAWCADWAR command second in the overall Captain's Cup race for 1992.**

# Outstanding center employee efforts rewarded

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

**Alan Hellman (Air Vehicle and Crew Systems Technology Dept.):** For your outstanding Crew Systems presentation during the Warminster/Patuxent River Exchange. Your expertise and professionalism reflect creditably on yourself and certainly enhance our reputation.

**Susan Coar (Tactical Air Systems Dept.):** For the outstanding support you provided to the Chief of Naval Research as a project engineer on a classified project. Your contributions, technical expertise and enthusiasm have reflected the highest credit upon you and this site.

**Laura Huber (Antisubmarine Warfare Systems Dept.):** For your superb efforts in support of the LAMPS MK III Block II Upgrade. Your program management skills and technical expertise have contributed greatly to one of the Navy's most vital research and development programs.

**Dr. James Sheehy (Air Vehicle and Crew Systems Technology Dept.):** For your outstanding contributions during the Aerospace Medical Association. Your professionalism and participation in the panel "Lasers and Aviation" has heightened the creditably and reputation of both yourself and the center.

**Moise DeVillier (Tactical Air Systems Dept.):** For your presentation on the AX Program which contributed greatly to the success of the Warminster/Patuxent River Exchange. Your work to expedite the integration of Warminster and Patuxent River personnel was greatly appreciated.

**Kenneth H. Woodward (Tactical Air Systems Dept.):** For the outstanding performance and support you provided as a team leader to the Advanced Tactical Air Reconnaissance System Joint Program Office and to the Navy Deputy Assistant Program Manager for Logistics. Your dedication and your professional expertise have contributed to the accomplishments and success of these programs and have reflected the highest credit upon you and this site.

Photo by Jason Craig

**Rosanne Petro (Tactical Air Systems Dept.) was recognized for support provided to the AX and A-12 programs.**

**Rosanne Petro (Tactical Air Systems Dept.):** For the outstanding support you provided to the AX and A-12 programs over the past three years. Your professional expertise and skills were indispensable in preparing and implementing the necessary program plans and budget.

**Robert Fay and Lt. Cmdr. Mike Messick (Tactical Air Systems Dept.):** For the outstanding cooperation and hospitality you provided to the T-BIRD II team. Your contributions technical expertise and enthusiasm have reflected the highest credit upon you, our site and the Navy.

**Carol Taylor (Antisubmarine Warfare Systems Dept.):** For your outstanding support of the Great State of Maine Air Show which attests to your personal dedication on behalf of the Navy and this site. The team spirit and enthusiasm you exhibited during this volunteer effort are highly commendable and your endeavors greatly appreciated.

**Alan S. Victor (Warfare Systems Analysis Dept.):** For your outstanding work on the Tactical Development and Evaluation (TACD&E) project 91-32 in support of the fleet. Your professional capability and understanding of tactical issues resulted in an excellent product which can be immediately incorporated in fleet operations.

**John Ohlson (Materials Applications Branch):** For your special efforts in coordinating the Lessons Learned symposiums and for sponsoring the subsequent publication.

**AT1 David Bailie, AT1 Jeffrey Kuenn, AT2 William Coutu, AD2 Bryan Johnson:** For your outstanding support as volunteer members of the Naval Air Warfare Center Aircraft Division Warminster Color Guard at the Change of Command ceremony at the Naval Air Warfare Center Aircraft Division Trenton. You set aside personal plans to represent the command and the Navy, and your performance received many compliments.

**John Phillips, Alfred Gramp (Tactical Air Systems Dept.):** For your outstanding efforts in obtaining the AIM-9P-4 simulation for Korean ACMI. Your contributions, technical expertise and enthusiasm have reflected the highest credit upon you, this site and the Navy.

**Andy Hilbert (Mission Avionics Technology Dept.):** For your immediate response in repairing a tactical optical surveillance system at NAS Willow Grove. Your dedication and expertise reflect favorably on the capabilities of our personnel.

**Clyde Jackson (Systems and Software Technology Dept.):** For your outstanding contribution in support of the FMS Case AT-P-GUF. Your technical support of the RAAF P-3C Software Support Activity in Australia enhances our combined VP capability.

**AZ1 Magdalena Case, AE1 Dwayne Nelson, HM1 Beverly Pitcock, AZ3 Matthew Lesisko, AW2 Robert Schrupp, AO2 Michael Rutledge, AO3 Dana Yatta:** For your outstanding support at the Change of Command ceremony at the Naval Air Warfare Center Aircraft Division Trenton. You set aside personal plans to represent the command and the Navy, and your performance received many compliments.

# Mobile radar system to identify moving targets

An unparalleled radar system, with the technology to prevent "mistaken aircraft" tragedies such as the Iranian Airbus catastrophy in the early 1980's, was recently added to the government inventory. This was accomplished through the combined efforts of the Naval Air Warfare Center Aircraft Division Warminster Microwave Technology Division and Flam & Russell, Inc., of Horsham, Pa.

The Instrumentation Radar System (IRS) project was originally being built to measure glint and scintillation, an electromagnetic phenomena experienced by missile seekers when moving targets are viewed through the atmosphere and the resulting image is distorted. It was cancelled two to three years ago due to Department of Defense funding constraints. Recognizing the potential of the radar, Air to Air Warfare Weapons Systems (NAVAIR 540) approached NAWCADWAR to complete the hardware, find projects, and bring the system to full operational readiness. Frank Plonski, of Microwave Technology Division, was given this task.

"My responsibility was to bring the radar to full operational readiness through full-blown acceptance testing, which I did," said Plonski. "NAWCADWAR saved the radar from going to the scrap heap. The project was at a point where they had no more money. We picked up the reins and said we'd bring it to fruition and we did."

The state of the art IRS is the only existing mobile wideband coherent radar signature data collection system capable of making full polarimetric radar measurements, glint and scintillation measurements, radar signature modulation measurements on moving target. It provides calibrated and spectralized radar signature measurements such as high resolution imaging.

What impact will all this advanced capability make in the field? The radar will enhance the military's ability to determine if moving aircraft is friend or foe by utilizing the return radar signature, "fingerprinting" this return signal, entering it into a computer to be used in building a non-cooperative target recognition data bank. The missile guidance seeker groups will then be able to analyze system data and use it to upgrade and optimize missile seeker guidance heads. This much needed information, currently non-existent, will be shared by all the services. "We will utilize all of the salient features of the radar signatures that are available to identify that aircraft to avoid making a mistake--say it's 'enemy' when it's really an airbus," explained Plonski. "This will now make the present Radio Frequency (RF) system guidance missile work and perform much better," he continued.

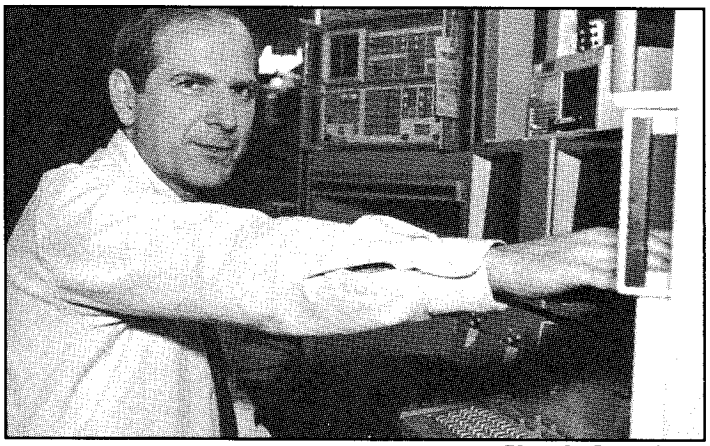
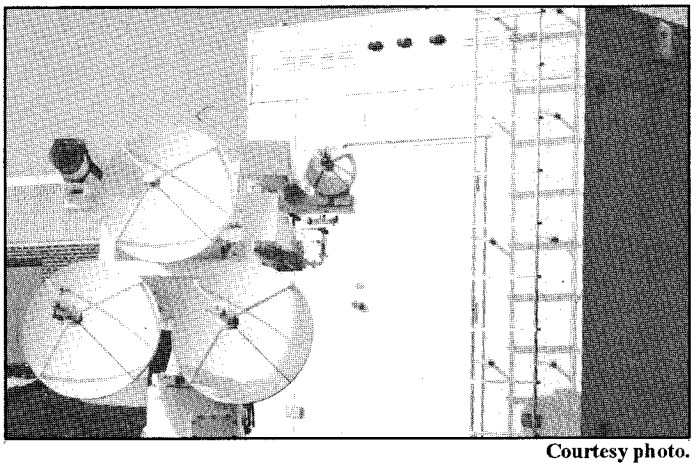


Photo by Jason Craig.

**Plonski brought the radar system to operational readiness.**

The system can also make "clutter" measurements. These unwanted signals generated by the ground, trees, the ocean, etc. can be utilized by radar designers at the Naval Research Lab in Washington, D.C. to develop new radars and optimize existing ones.

The capability to see small targets at far ranges up to 20 miles away will provide wide-spread civilain applications as well for the IRS including the Drug Enforcement Agency (DEA), and the Federal Aviation Administration (FAA). The United Kingdom Ministry of Defense (UK-MOD) has expressed a strong interest in utilizing the IRS at a future date. It is easy to operate, requiring only two people and has built-in safeguards to prevent operator errors. A self-calibrating system provides continual self-testing preventing erroneous data.



Courtesy photo.

**The IRS system is mounted on a flatbed truck for mobility.**

Fully operational, the IRS was given to Dave Davis, part of the non-cooperative target recognition group. Initial calibration will be done in-house to standardize the measurements for accuracy. Davis and his team of operators will begin the testing at NAWCADWAR to familiarize themselves with the equipment and targets. "The system will then be transported to other sites to take advantage of existing overhead air traffic to gather data on radar returns to identify the aircraft," Davis explained. "We are looking towards a possible NATO-sponsored exercise in Europe to gather data and share existing data with other systems to build a data-base. However, this has yet to be funded."

The system, installed on a flatbed trailer, can be towed on commercial highways or transported by helicopter using built-in lift points. This mobility gives the IRS the capability to operate from a varierty of remote sites.

Application flexibility, unit mobility and ease of operation coupled with its ability to operate independently of other radar systems ensures widespread military and civilian applications for this dynamic data collection system.

**Heather Myllenbeck**
**Public Affairs Office**

# Supply urges storage space clean out

Employees at the Naval Air Warfare Center Aircraft Division Warminster should be looking to clean out their areas now and making tough but honest decisions as to what is going to move to Patuxent River. If it isn't going, then dispose of it now. According to Cmdr. Wendell Gift, NAWCADWAR supply officer, the center can anticipate quite a lot of materials, equipment and supplies being hauled south. We can't wait until the last minute to identify excess items because there will just be too much stuff and not enough manpower to complete the move and conduct a disposal operation at the same time. "It's time to quit pidgeon holing all this junk," stated Gift.

Another reason to be cleaning storage space is a financial one. NAWCADWAR will not be renewing a contract for off-site storage which currently contains over 10,000 square feet of center property. When this contract expires in March these items must be stored here. Additionally, items that are turned in to disposal and then resold will put money into the center's overhead account.

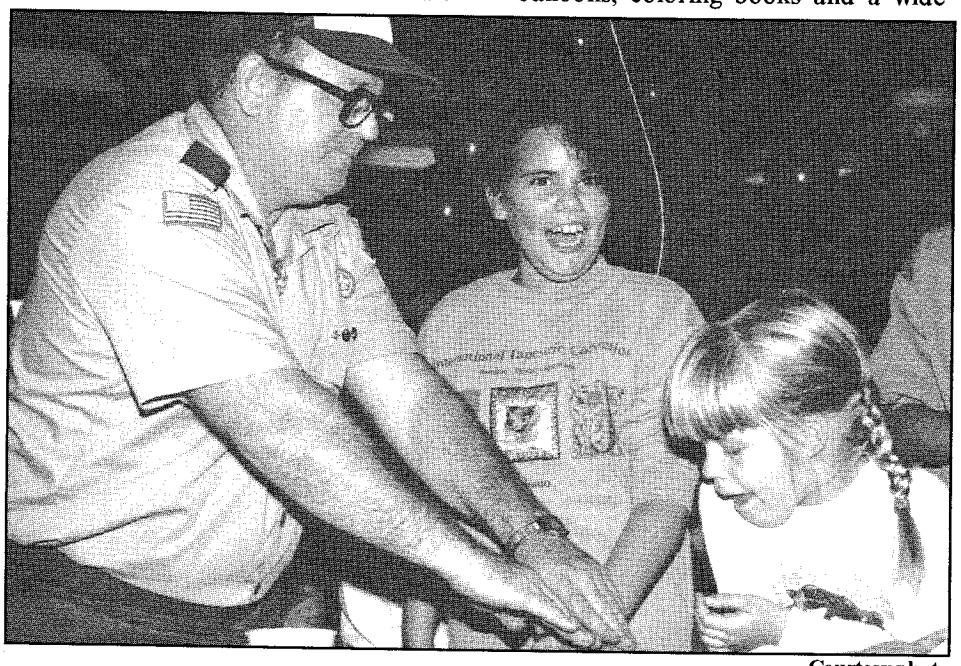
The Supply Department has provided guidance to make disposal as easy as possible by publishing Supply Grams. Most recently, Supply Gram 92-2 dealing with idle, obsolete and excess equipment, was put on center-wide distribution. Employees can call Bob Pullen at extension 2610 for disposal information and Jeff Wright at extension 2122 for disposal assistance.

**Heather Myllenbeck**
**Public Affairs Office**

# Boy Scouts fingerprint military children

Shenandoah Woods military housing complex hosted "McGruff the Crime Fighting Dog", (alias PRC Dave Kunkel), on Oct. 24 as part of the National Drug Free America Week celebration. This event kicked off the fourth annual "Say No to Drugs Day" at the Naval Air Warfare Center Aircraft Division Warminster.

With lights flashing and sirens screaming, the NAWCADWAR Fire Department wound their way through housing, ending the tour at the Youth Center. McGruff chatted with the children while photos were taken and gifts, balloons, coloring books and a wide variety of informational brochures, courtesy of the Bucks County Drug and Alcohol Commission, were distributed.



Courtesy photo

**Scout Leader and 1st Sgt. Howard Worley fingerprinted over 150 military children at the Shenandoah Woods Youth Center.**

Approximately 150 children were fingerprinted by Scout Leader and 1st Sgt. Howard Worley and Boy Scout J. R. Ruble, while Boy Scout Howard Worley, Jr. took their photographs. These photos along with the fingerprints were retained by the parents to be used by law enforcement agencies in the event the child becomes a victim of foul play.

This successful program was a coordinated effort between the NAWCADWAR command investigator Dave Ritho, Naval Air Station Willow Grove command investigator MA1 Guy Mervin, NASWG Command Drug and Alcohol Program Assistance representative AT1 D.J. Cassidy and Boy Scout Troop # 66.

**Dave Ritho**
**Security Division**

# New initiatives to counter sexual harassment

Acting Secretary of the Navy Sean O'Keefe has directed his standing committee on women in the Naval service to evaluate several new initiatives to combat sexual harassment. The Secretary had asked that the committee make their recommendations to him no later than Sept. 30 on the following new measures to change the culture, environment and attitudes that have previously allowed sexual harassment to occur.

- Identifying opportunities to expand involvement of women in fleet and fleet marine forces' training exercises and joint training exercises.
- Developing a Department-wide reporting and tracking system with an integrated data base to track formal sexual harassment complaints and reported incidents of sexual assaults and rape to provide the Navy with a comprehensive, accurate yardstick of its progress in eliminating these types of unacceptable behavior.
- Establishing a toll free advice/counseling telephone line to provide information and advice to all members involved in an incident of sexual harassment regarding their rights and responsibilities; to provide a viable alternative to facilitate informal resolution of sexual harassment complaints at the lowest appropriate level; and to identify other resources available to the caller.
- Assessing the impact of personnel and force structure reductions on opportunities for women, and development of a plan for ensuring women are not disproportionately affected as a result of drawdown decisions.
- Developing and conducting a culture and climate assessment survey of Navy and Marine Corps service members and civilian personnel to assess the effectiveness of sexual harassment training programs and to provide a baseline to evaluate changes in attitudes over time.
- Assessing the adequacy of training and education programs that specifically address core values, standards of conduct and appropriate behavior, prevention of sexual harassment, and command/supervisor/leadership responsibilities in creating a positive command climate and promoting team work.
- Reviewing the status of recommendations contained in the 1990 Updated Report on the Progress of Women in the Navy and the 1988 Report on the Progress of Women in the Marine Corps.
- Assessing the impact of changing demographics of the U.S. labor force and the resultant recruiting pool on recruiting priorities, retention, and personnel assignment and utilization policies.

As part of the lasting leadership commitment necessary to eradicate sexual harassment, the Secretary of the Navy formed the Standing Committee on Military and Civilian Women in the Department of the Navy in July. The committee is charged with advising the Secretary of the Navy on ways to enhance the professional opportunities for women, and will seek to eliminate demeaning behavior and attitudes towards women by promoting mutual respect among men and women.

"We have a duty to the American public and an obligation to those who serve to create a climate conducive to effective integration of all members of the Navy and Marine Corps team," said O'Keefe.

The Department of the Navy is taking a systematic approach to deal effectively with sexual harassment and gender discrimination. These steps are consistent with the three-phase pattern for achieving cultural change identified by Representatives Aspin and Byron, and discussed in the subcommittee report entitled "Women in the Military".

The standing committee will also develop a plan for reviewing the findings, conclusions and recommendations of the president's commission on women in the armed forces. The plan will address evaluating the Navy and Marine Corps plan of actions and milestones to implement approved commission recommendations as directed by the Secretary of Defense. Additionally, the standing committee will be responsible for overseeing implementation actions and assessing implementation results.

**Naval Air Systems Command**

# Navy convenes selective retirement boards

The Navy is notifying 720 senior enlisted personnel that they were selected for early retirement in 1993 to help the services meet congressionally-mandated ceilings on percentages of senior enlisted personnel as the Navy reduces in size.

Two selective early retirement (SER) boards met in September for the difficult task of evaluating the records of nearly 6,500 retirement-eligible chief petty officers, senior chiefs and master chiefs, and selecting 720 to retire by next summer. Previously, the Navy convened SER boards in 1990 and 1991 only to consider retirement-eligible officers in the ranks of commander and captain.

This year, the Navy's reduction requirements, along with fewer than expected voluntary retirements, led to a decision that enlisted SER boards were the only way to avoid a freeze on CPO advancements or reductions in force (RIFs) of senior enlisted personnel not eligible to retire. Still, the decision was difficult. "All wish that it were possible to retain every qualified sailor who wants to remain on active duty," said Vice Adm. R. J. Zlatoper, Chief of Naval Personnel.

**"SER boards were the only way to avoid a freeze on CPO advancements or reductions in force."**

"SER boards were not created to shed low quality individuals," Zlatoper added. "They are necessary to meet imposed end strength limits during downsizing while maintaining our committment to provide a full career, including retirement eligibility to other sailors. We must retire some good people earlier than they might personally desire."

(continued on page 14)

# Senior enlisted SER boards meet

(continued from page 13)

The master chief SER board commenced work Aug. 31 and considered the records of 2,238 master chief petty officers, finally identifying 160 for early retirement. A second board to consider senior chief petty officers and chief petty officers followed, recommending 360 E-8s (out of 1,926) and 200 E-7s (out of 2,249) for retirement.

After a review of board results and approval by the chief of Naval Personnel, the Bureau of Personnel (BUPERS) began a notification process with special emphasis on confidentiality and concern for those affected. In the first step, BUPERS sent special, limited-distribution messages to commanding officers, directing them to personally and privately inform those selected for early retirement. These messages have been sent to the commanding officers of everyone selected by the E-7, E-8 and E-9 boards.

As soon as BUPERS is informed that individuals have been notified, a second communication goes out -- this time, a letter from the chief of Naval Personnel to individuals selected. In it, Zlatoper explains that selections were "a result of long hours of deliberation, with direct fleet input." He acknowledges that "this is a difficult letter to receive after your many years of dedicated and honorable service to your nation, the Navy, and your shipmates," and he pledges the Navy's full support in helping the individuals transition to new careers.

Individuals selected for early retirement are given until June 30, 1993 to retire or transfer to the fleet reserve, providing at least eight full months to take advantage of transition assistance programs and make plans to leave active service. The letter from Zlatoper includes a checklist of information and points of contact to help begin transition planning.

Transition assistance management programs (TAMP) are now offered to single and married service members and their spouses through Navy Family Service Centers worldwide, supported with $10.9 million in funding and 268 civilian staff positions. New resources include 290 computers at TAMP sites to assist separating members and spouses with resume writing, automated employment assistance and other needs.

Zlatoper emphasized "there should be no stigma associated with those selected for early retirement. The SER boards have been forced to make extremely difficult decisions to select those who must retire from among a talented and dedicated population of senior officers and enlisted personnel who have succeeded in their profession."

**Navy News Service**

# Smoking...A dying habit

Unless you have been a recluse in the Himalayas or under heavy sedation for the past 25 years, you must not only be aware of the hazards of smoking but also of the dangers of passive or second-hand smoke.

Until now the center has attempted to protect the nonsmokers from this threat while accommodating the smokers by providing numerous smoking areas and relying upon their cooperation to make the system work. Unfortunately, a percentage of smokers have chosen to take advantage of this tolerant attitude, and feel they are entitled to light up wherever they please. The key issue to remember is that nonsmokers have the right to a smoke-free environment, and that this right exceeds a smoker's right to smoke.

In light of this, a new center smoking instruction will be published shortly that not only significantly reduces the number of areas in which smoking is permitted, but calls upon every supervisor and manager to ensure that these are the only locations where smoking occurs.

Essentially, smoking will be limited to a handful of well marked areas scattered throughout center buildings. If it isn't marked--don't smoke. Smoking is totally prohibited in every work area, restroom, hallway, corridor, eating facility, etc. While most of these restrictions are not new, the increased emphasis on enforcement will be.

So if you are a smoker, take the hint. Now is the time to quit. Your habit is not only getting more expensive, but will become considerably more inconvenient to practice as well as potentially damaging to your career if you violate the new rules. Is it really worth it?

**Mike Massington**
**Safety Office**

## Stop for a day

The American Cancer Society's "Great American Smokeout", held on Nov. 19, tried to help smokers quit for just 24 hours. Thousands of people across the United States participated in the event, realizing that a decision to quit smoking for just 24 hours can lead to a decision to give up the habit permanently. The American Cancer Society offers the following "quit" tips:

- Hide all ashtrays, matches, etc.
- Lay in a supply of sugarless gum, carrot sticks, etc.
- Drink lots of liquids, but pass up coffee and alcohol.
- When the urge to smoke hits, take a deep breath, hold it for 10 seconds, and release it.
- Exercise to release the tension.
- Try the "buddy system" and ask a friend to quit, too.

The Naval Air Warfare Center Aircraft Division Warminster Wellness Program will be offering "Smokenders" smoking cessation courses in the future for smokers needing a structured program. For further details call Mike Markle at 441-3607.

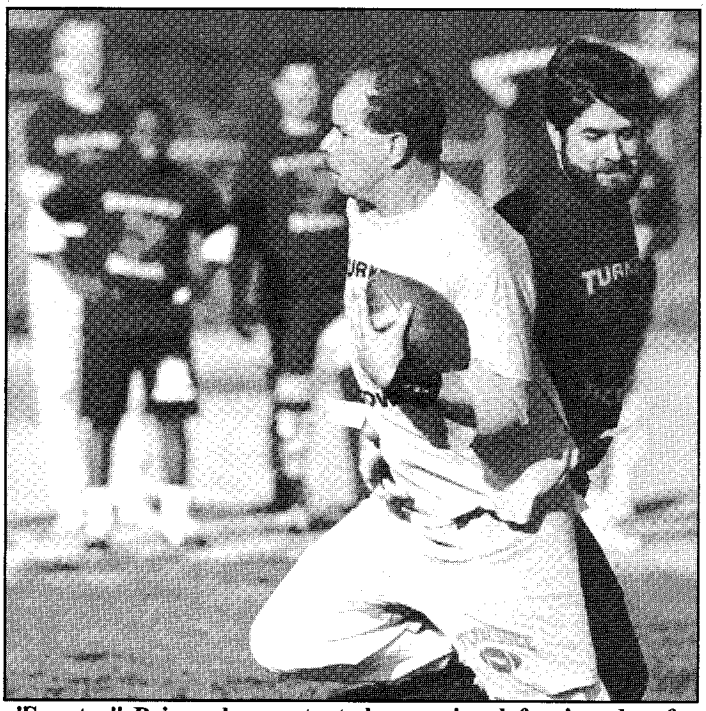
# VP defeats VS in annual Turkey Bowl Game

VS versus VP...it's a rivalry that exists Navy-wide: fleet, shore and, in the case of the Naval Air Warfare Center Aircraft Division Warminster, on the football field! Rumor has it that the Antisubmarine Warfare Systems Department (ASW) at NAWCADWAR fuels this rivalry into a full-blown blaze only able to be brought under control by the annual Turkey Bowl football game.

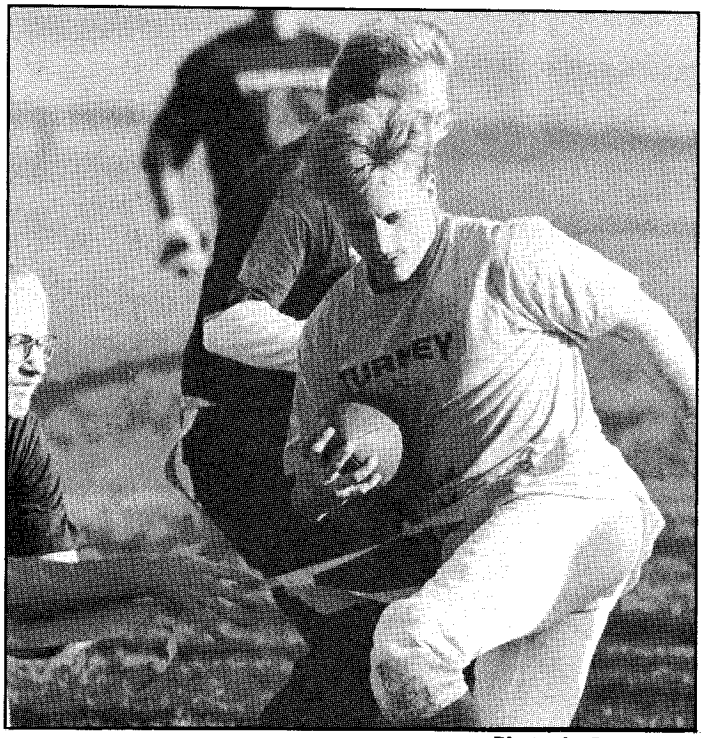
**...this contest gives the VS and the VP sailors and civilians an opportunity to settle the question of 'who reigns supreme in ASW"...**

Sponsored by Boeing and Lockheed, this contest gives the VS and VP sailors and civilians an opportunity to settle the question of "who reigns supreme in ASW"...at least for twelve months. Once again, VP proudly wears the crown defeating VS, 21-14, in a very physical 1992 Turkey Bowl played Oct. 23 on the Lady Luck field.

VS thought they had the game under control, jumping out to a 14-7 lead by late in the second quarter. However, VP made some adjustments resulting in a drive-ending interception by VP coach Scott "Scooter" Prince. This proved to be the momentum VP needed to go on to a 21-14 victory. The stingy VP defense never allowed VS past mid-field during the entire second half.



**'Scooter" Prince demonstrated agressive defensive play for VP, including a critical drive-ending interception in the first half.**



Photos by Jason Craig

**VP's Joe McFadden presented a strong offensive threat, eluding the VS defense all day.**

"VS moved the ball real well early in the game and we dropped two interceptions. But the interception before the half was the turning point--VS just shut down." said VP coach Prince.

"VP's Joe McFadden ran the ball real well posing a big offensive threat." remarked Rich Hiltz, VS team member. "He was a bruiser!"

**"...the Turkey Bowl trophy remains with the VP contingency."**

Craig Harmon, playing both ways at defensive back and wide receiver, did an outstanding job as well. VS tallied 14 points on a Scott Livey quarterback keeper and a reception by Iman Mayes. VP racked up their winning 21 points on a touchdown toss by quarterback Tom McGovern to John Jackson and Wes Gleason in addition to a "QB" keeper for a score.

With this win, VP has compiled a 4-2-2 record over VS in the last eight years. And so for, another year the Turkey Bowl trophy will remain with the VP contingency as a reflection of the group's morale, team spirit and dedication to being the best in the NAWCADWAR ASW...at least for another 12 months!

**Heather Myllenbeck**
**Public Affairs Office**

Renegades can't repeat

# Granfalloon victorious in Pumpkin Bowl XIII

PUMPKIN BOWL XIII! The 1992 Naval Air Warfare Center Aircraft Division Warminster touch football league championship game, played by the Granfalloon and the Renegades, was a match up of an eleven year league dominator (Granfalloon) and the league champion from 1990 and 1991. The Granfalloon entered the game with a 7-1 record with their only loss being to the Renegades, 12-6, in regular season play. As defending Pumpkin Bowl champs, the Renegades came into the match in first place, also with a 7-1 record.

The Granfalloon took first possession of the ball but it was short lived as Renegade Steve Hynes intercepted quarterback Tom Weiss on the first play of the game. With the Renegades pressing for first blood, the Granfalloon's Doug Bancroft intercepted a Hynes pass in his own end zone. Two blocked passes by Renegade rusher Scott Holloway and a slip by Weiss near the end zone forced the Granfalloon to end their second series with a punt. The Renegade offense failed to capitalize and for the rest of the first half the Granfalloon owned the field.

An eight yard touchdown pass to Granfalloon Mike Warren capped an impressive drive that covered the entire field. Two more interceptions by Bancroft cut short Renegade offensive series, keeping the ball bottled up in Renegade territory. A second touchdown pass to Rick Werrell, and an extra point to Matty Brown, gave the Granfalloon a 13-0 lead.

In spite of replacing a struggling Hynes with Jeff Price at quarterback, the Renegades were unable to come up with anything before the half ended.

Hynes returned to the quarterback slot in the second half, but was quickly frustrated by the Granfalloon defense. Weiss blocked passes on third and fourth down to end the Renegades opening drive at the Granfalloon 10 yard line. Jerry Costanzo provided the Renegades with two more opportunities by intercepting passes in Granfalloon territory, but the team came up short. A pass from Weiss to Mike Bubb in the corner of the end zone put the Granfalloon on top 19-0. The extra point attempt failed.

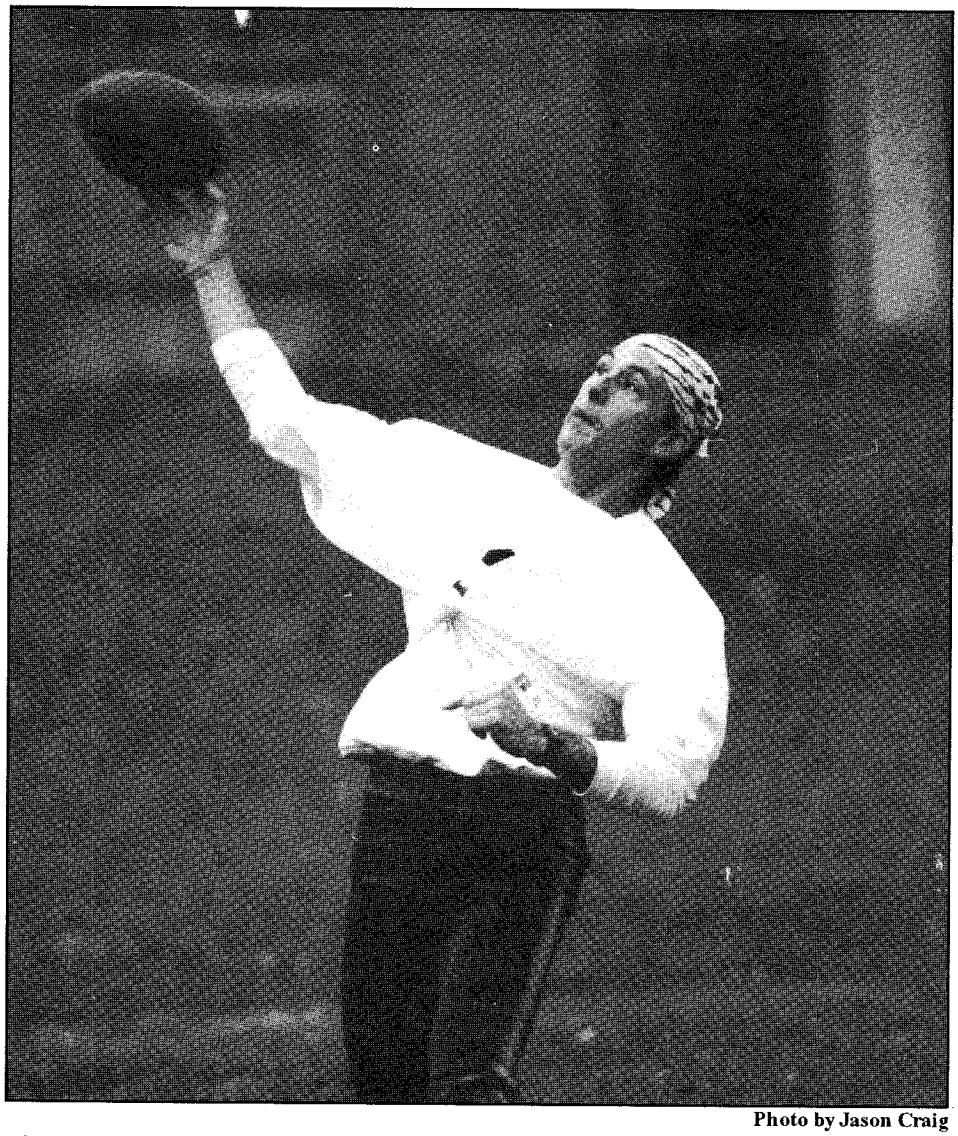


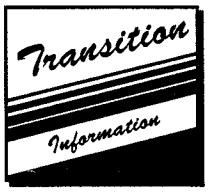
Photo by Jason Craig

**Quarterback Tom Weiss led the Granfalloon to a win in the NAWCADWAR civilian touch football championship.**

The Renegades did manage to score with Price engineering an impressive drive, collecting two first downs on passes to Mike Elser, Ed Swiski, Bill Shork and Jerry Costanzo. Despite a pressing rush by Weiss, the determined Renegades got their first and only points on a pass to Shork just inside the end zone. Costanzo scored the extra point.

The Granfallon recaptured the Pumpkin Bowl trophy after a two year interlude, winning 19-7. A 50 lb. pumpkin, complete with PUMPKIN BOWL XIII logo, team names and the game score, was also awarded to the winning team.

**Bob Geyer**
**Sensors/Systems Analysis Branch**




# Meet the Southern Maryland Congressional delegation

## Paul S. Sarbanes

- Elected to the United States Senate in 1976; re-elected in 1982 and 1988.
- Serves as Chairman of the Joint Economic Committee; member of the Senate Foreign Relations Committee; Member of the Senate Committee on Banking; Housing and Urban Affairs; Vice-Chairman of the Democratic Policy Committee; and Chairman of the Maryland Congressional delegation.
- Served for three terms in the United States House of Representatives from 1970 to 1976.
- Served four years in the Maryland House of Delegates from 1966 to 1970.

## Barbara A. Mikulski

- Elected to her first term in the United States Senate in 1986, becoming the sixteenth woman in history to serve in the Senate.
- Re-elected to a second term in 1992.
- First Democratic woman to hold a U.S. Senate seat not previously held by her husband.
- First Democratic woman ever to have served in both Houses of Congress.
- First woman ever to win a statewide election in Maryland.

Courtesy photos

## Steny H. Hoyer

- Elected to the House of Representatives in a special election in May, 1981.
- Re-elected in 1982, 1984, 1988 , 1990 and in 1992.
- Elected in 1989 as the Chairman of the House Democratic Caucus, the fourth-ranking position in the House Democratic leadership.
- Member of the House Appropriations Committee.
- Member of the Steering and Policy Committees.
- Chairman of the Commission on Security and Cooperation in Europe.

Courtesy of the
Tri-County Council for
Southern Maryland

Transition Information

# Naval Facilities in Southern Maryland

*Editor's Note: The following installations, located in Southern Maryland, provide varied and specialized services in support of each other and the overall mission of the Navy.*

## Naval Surface Warfare Center - Indian Head Division, Indian Head, Maryland

The Naval Surface Warfare Center - Indian Head Division occupies a 3,500-acre peninsula 30 miles south of Washington, D.C., where the Navy has assembled the nation's pre-eminent facility for developmental and low-volume production of ordnance and constituent materials for propellants and explosives. In addition, this fully government-owned and operated base has a diverse manufacturing capability that can perform full-scale ordnance production and final assembly of weapons systems.

Indian Head began in 1890 as a naval gun test facility and has evolved from a "powder factory" into a critical source serving the tri-services with thousands of specialized ordnance devices and components.

Today, the station has nearly 4,000 civilian and military personnel working in more than 1,600 dedicated buildings. During Desert Storm, warheads, rockets, and fuels were produced by personnel at Indian Head working three shifts a day, seven days a week - demonstrating the value of a government base to meet critical surge requirements.

With its broad array of manufacturing equipment, dedicated facilities, and technical expertise, Indian Head has the only capability, either in government or in private industry, to perform scale-up operations at one site, from laboratory research to production sizes of all families of propellants and explosives. This effort is supported by a chemical analysis laboratory and an expert staff to perform materials characterization at all stages of development.

The station was integrally involved in the development of the low vulnerability tank ammunition--LOVA gun propellant--that was used so effectively during Desert Storm, and NOS now operates a major LOVA manufacturing facility.

But it is not enough to produce high quality ordnance products. It also must be done in an environmentally acceptable and safe manner. NOS has been designated as the Ordnance Environmental Support Office for the Navy and has pioneered environmentally safe production precesses. In addition, Indian Head's exemplary safety record serves as a model for ordnance production operations throughout the world.

While Indian Head has significant production capabilities, the station also transitions many products and processes to private industry, providing both start-up and trouble-shooting support.

Production, development, and support are the mainstays of the operations at Indian Head Naval Ordnance Station today. Fully integrated with chemical manufacturing facilities, pilot plant operations, and environmental and safety controls the station's most unique and valuable attribute is its flexibility. By having diverse skills and multiple facilities on a warm base, a vital synergism is created with enables Indian Head to respond quickly to tri-service needs, to expedite ordnance development and testing for a limitless variety of new products, and to transfer production skills to industry.

## Naval Explosive Ordnance Disposal Technology Center, Indian Head, Maryland

The mission of the Naval Explosive Ordnance Disposal Technology Center (NAVEODTECHCEN), Indian Head, Md., is to provide explosive ordnance disposal technology and logistics management for the joint services; and develop war essential elements of intelligence, equipment and procedures to counter munitions both U.S. and foreign, as required, to support Department of Defense components and the peace time security needs of other agencies, as assigned by Commander, Naval Sea Systems Command.

The NAVEODTECHCEN is responsible for the research and development and logistic support of specialized equipment, tools, techniques, and procedures required to support operational explosive ordnances disposal (EOD) units in the location, identification, render safe, removal exploitation and/or disposal of surface and underwater explosive ordnance.

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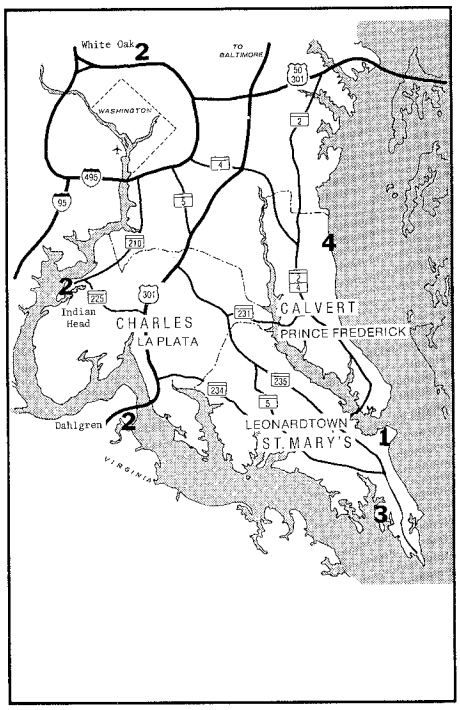


**KEY**

**1 - Naval Air Warfare Center Aircraft Division**
**Patuxent Naval Air Station, Patuxent River, Md.**
**2 - Naval Surface Warfare Center**
**Indian Head Division, Indian Head, Md.**
**Dahlgren Division, White Oak Detachment, Silver Spring, Md.**
**Dahlgren Division, Dahlgren, Va.**
**3 - Naval Electronic Systems Engineering Activity**
**St. Inigoes, Md.**
**4- Naval Research Laboratory**
**Chesapeake Bay Detachment, Chesapeake Beach, Md.**

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The joint services program encompasses all current and obsolete, domestic and foreign explosive ordnance, including improvised explosive and nuclear devices that may be employed by dissident and terrorist groups. NAVEODTECHCEN also provides significant support to activities concerned with the reclamation of ordnance-support contaminated land and water areas. Special support is provided to the Federal Bureau of Investigation, the Secret Service, civilian law enforcement agencies, and other government departments. Current arrangements allow for information exchange with 13 allied nations.

## Naval Research Laboratory - Chesapeake Bay Detachment, Chesapeake Beach, Maryland

The Naval Research Laboratory's (NRL) Chesapeake Bay Detachment (CBD) operates a 168-acre complex that contains office space, laboratories, test ranges, and specialized equipment to support a wide variety of research and development projects for NRL and other Department of Defense tenant activities.

The detachment's main site is located two miles south of Chesapeake Beach in an area known as Randle Cliff. Used by the NRL since 1941, the site was initially selected because it was free of electronic interference, fronted on a navigable waterway and close enough to the main laboratory in Washington, D.C. to permit commuting and testing the same day.

An unobstructed range stretching 10 nautical miles across the bay to the Tilghman Island site provides opportunities for many types of research. The range is currently being used for radar, tactical electronic warfare, and optical research.

The mission of the detachment is to provide unique facilities in support of research and development projects. The detachment maintains three separate facilities: the main facility at Randle Cliff; a dock facility in Chesapeake Beach where four research vessels, ranging in size from 22 to 74 feet, are moored; a two-acre site on Tilghman Island approximately ten miles directly across the Bay from the main facility. Restricted zones for both air and water testing operations are located between the island and the main facility.

Research activities at CBD are conducted by government employees and contractors. The number fluctuates greatly with the particular projects, but approximately 50 government research personnel and 45 contractors are permanently assigned at CBD.

CBD also administers and maintains 24 Navy family housing units occupied by about 75 Navy and Marine Corps personnel and dependents. These military personnel are not assigned to CBD, but work at other installations in the area.

Current research activities involve the fields of radar, optics, tactical electronic warfare, hypervelocity ballistics, fire protection systems, extinguishment agent research and laser propagation. In the next year projects sponsored by the Acoustics Division and the Space Systems Development Department are expected to begin.

## Naval Electronic Systems Engineering Activity (NESEA), St. Inigoes, Maryland

The Naval Electronic Systems Engineering Activity (NESEA) is part of the East Coast In-Service Engineering Directorate under the command of the Naval command, Control and Ocean Surveillance Center (NCCOSC) in San Diego. Located in St. Inigoes, Md., approximately 12 miles south of the Patuxent River complex, NESEA occupies 852 acres on the St. Mary's River. Including contractor-occupied buildings, the activity has almost 970,000 square feet of office, laboratory, and warehouse space. As of Sept. 30, 1992, NESEA employed 40 military, 390 civilians (including 257 engineers, computer scientists, and technicians), and 2,100 contractor personnel. New funds received for the Fiscal Year 1992 workload totaled $345 million.

NESEA employees are responsible for identification systems, such as the Identification Friend or Foe (IFF) systems used on ships and the Direct Altitude and Identity Readout system used both on ships and at shore stations. Some employees are members of tri-service and NATO boards that govern the use and functions of identification systems across the services and in allied countries, respectively. Other NESEA employees provide development through life-cycle support functions for the precision air traffic control and landing systems used by both the Navy and Marine Corps. One such system, the Automatic Carrier Landing System, is capable of bringing aircraft aboard carriers automatically without any pilot control. NESEA also develops, tests and evaluates, and provides life-cycle support for Naval command and control systems such as the Anti-submarine Warfare Operations Centers (ASWOCs).

NESEA takes care of the radio communications systems for AEGIS ships, some special mission ships, and some foreign navy ships. This support ranges from designing, integrating, and installing the equipment through providing crew training . They provide the same functions for the communications systems used by Naval Special Warfare, Joint Special Operations Forces, the White House Communications Agency, the various inter-agency counternarcotics units. They also survey automatic data processing systems throughout the Navy to verify that hardware and software have adequate security measures in place. They design and install telecommunication networking systems, and have developed an integrated electronic technical manual that is now being used on the newest AEGIS cruisers to replace all the technical manuals on the ships. This compact disc read-only memory (CD-ROM) technology reduces weight by eliminating tech manuals from the ships and seems to make technicians more enthusiastic about performing their duties properly.

**Tri-County Council for Southern Maryland**

# Meet Rebecca Gray of the Postal Branch

Photo by Jason Craig

**Name:** Rebecca Ann Gray
**Hometown:** Conshohocken, Pa.
**Birthday:** July 22, 19??
**Position:** Supervisor-Correspondence/Postal Branch (Code 0462); Chairman of the Black Interest Group (BIG)
**Years of Government Service:** 30 years
**Preferred entertainment:** reading, gardening, theaters, old movies
**Last book read:** "The Stars Shine Down" by Sidney Sheldon
**Strongest attribute:** Caring, compassionate --concerned about the needs of others; planner and organizer
**Worst Flaw:** I am a procrastinator.
**Favorite food:** grapes, watermelon--most fruits, and baked goods
**Unfulfilled dream:** To teach kindergarten up to third grade, a newspaper reporter, or the queen of some rich country
**Goal in life:** Still striving to reach my greatest potential and leave a better world for my grandchildren
**How should your tombstone read?** Lived life to the fullest
**If stranded on a deserted island, other than the basics, what three things would you like to have:** Family, exercise bike and a stack of magazines

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