

U.S. Department of Energy and Associated Universities, Inc., Sign New Performance-Based Contract for Operation of BNL

This past Monday, August 21, the U.S. Department of Energy (DOE) and Associated Universities, Inc. (AUI), signed a contract that provides for AUI to continue to operate BNL through September 30, 1999.

The new agreement — which was effective as of the signing — converts the prior management and operating (M&O) -type contract into a performance-based management contract. Therefore, it is substantially different from the previous M&O contract under which AUI operated BNL.

At a ceremony held on site, Cheri Langenfeld, Manager of DOE's Chicago Operations Office (CH), signed the contract for DOE, while AUI President Robert Hughes signed for AUI.

AUI Trustee Donald Hess, Vice President for Administration at the University of Rochester and Chairman of the AUI Board of Trustees's Administrative Affairs Committee, welcomed the participants to the ceremony in Berkner Hall. He stated that the board had followed the contract negotiations closely and was aware of all the important changes that have been incorporated into the new performance-based contract. "The board will support AUI and BNL management in maintaining the Laboratory as a world-class institution," he said.

Following him, Langenfeld described some of the changes that highlight the new contract, saying that it will "save the taxpayers \$69 million" over its term. "That's especially important for the nation at this time," she said, "and it's also important from DOE's standpoint, being an important part of our contract-reform effort." She also remarked that the contract was a milestone in Energy Secretary Hazel O'Leary's agreement with President Bill Clinton.

"It's important for everyone in this room — DOE folks, AUI folks, BNL folks — and an opportunity for all of



Looking on as AUI President Robert Hughes and Cheri Langenfeld, Manager of DOE Chicago Operations Office (CH), sign the new performance-based contract on August 21 are: (front, from left) Thomas Davin, AUI's Vice President - Corporate Affairs, who led the AUI negotiating team; AUI Trustee Donald Hess, who welcomed participants to the ceremony; David Goldman, Deputy Manager of CH, who headed the DOE negotiating team; and Carson Nealy, Manager of DOE's Brookhaven Group. Behind them are Michael Goldman, Laboratory Counsel, BNL; Henry

Grahn, BNL's Associate Director for Administration; Leland Willis, AUI's Vice President - Environment, Safety & Health; Jerome Hudis, AUI's Vice President - Programmatic Affairs, Secretary and Controller; Richard Hames, an attorney with Davis, Wright and Tremaine; Steven Silbergleid, Deputy Chief Counsel, CH; and Robert Gordon, Chief, Administrative Branch, CH. Goldman, Grahn, Hames and Hudis were on the AUI negotiating team, while Gordon and Silbergleid were among the members of the DOE negotiating team. — Photo by Roger Stoutenburgh

us to take a fresh look at how we do business," Langenfeld continued. "We have to change. We have to improve. . . . and I think we can respond positively to these challenges as we work together as partners."

Speaking next, Hughes read a letter that he had received from Congressman Michael Forbes, who represents the first Congressional district, in which BNL is situated. "Long Islanders are very proud of Brookhaven National Laboratory and its outstanding accomplishments," wrote Forbes. "We fully recognize that it is an integral part of our science and technology infrastructure, today and into the future."

"For nearly half a century, [BNL] has stood out as a world renowned

center for science and technology," Forbes's letter continued. "We commend [DOE] and [AUI] for negotiating and finalizing a five-year contract extension. These funds will enable [BNL] to continue its valuable research. The important work done by the gifted and accomplished scientists at Brookhaven is truly a beacon of light that will lead Long Island, the nation and the world into the 21st Century."

Hughes then briefly described the close and fruitful relationship between AUI and BNL that has been, for nearly a half century, "spectacularly successful in our partnerships with DOE and its predecessor agencies." He commended the work of the AUI/BNL negotiation team and cited the Chicago Operations Office team for its "balanced

judgments and professionalism."

Hughes added, "The new contract recasts much of the language that has governed our relationship for so many years, but it does not change our mutual goals. These remain as a determination to serve the nation by producing the highest quality science in the most efficient and cost-effective way. We will continue to work together with DOE to accomplish these goals."

The final speaker at the ceremony was BNL Director Nicholas Samios, who said, "I think this is a good day. I look to this new era with cautious optimism in the sense that it's an opportunity for all of us to make ourselves more efficient and productive."

"We're a laboratory that is used to change," Samios observed. "We do research, and if we knew what the result was going to be, we'd be out of business. Change is not foreign to us, and it has permeated not only our researchers, but also our support staff. We should be held accountable, we should be reviewed and have been, we should have these performance measurements — and we will do it. We should be very able to survive and thrive in this new era."

New Contract Approach

The new contracting approach was developed as part of DOE's Contract Reform Initiative. Serving as co-leader of the task force formed to carry out the initiative, Cheri Langenfeld led the effort to develop the model contract for not-for-profit organizations that served as the basis of the negotiations with AUI regarding BNL.

Based primarily upon the principles contained in the report of DOE's Contract Reform Team, this approach is designed to improve performance at reduced costs, increase contractor accountability, reward results and eliminate micromanagement by the reduction in DOE management-oversight practices that do not add value.

The principal features of the performance-based management approach include a laboratory-assessment program, a renewal option, financial responsibility, changes in (continued on page 2)

High Flux Beam Reactor: A Look at Safety

BNLers reading *Newsday* this past Sunday probably noticed the familiar dome of the High Flux Beam Reactor (HFBR) in a photograph and then read the accompanying article about safety concerns at the reactor.

Many of the Lab's 3,300 employees work within sight of the dome. In fact, it's a landmark for the 4,000 visiting scientists and students and the tens of thousands of touring visitors who come on site during the course of a year.

Says Lance Junker, Head of the Reactor Division, "The article may have raised concerns with employees, visitors and the public about working in or just being near the HFBR. I want to assure people that safety concerns have been more than adequately addressed. A hundred division members work in the reactor every day, and an average of 30 to 40 researchers are in the building daily. Everyone feels very comfortable around the reactor."

The HFBR is used for a wide range of research, from studying the enzyme that causes blood clots to developing improved permanent magnets for use in electric motors. Compared to a commercial power reactor, it has about 1/100th the power level of a commercial plant and operates at considerably lower pressure and temperature.

The Reactor Division operates the HFBR, along with the even smaller Brookhaven Medical Research Reactor used for development of a brain tumor therapy. Says Junker, "The staff in the division is strongly

committed to safety, for both workers and the public."

In March of 1994, an electrical fire broke out in the HFBR building, at an experiment named TRISTAN. The reactor itself was not involved, and the consequences were minor, but the accident raised serious questions about safety reviews of experiments.

A U.S. Department of Energy (DOE) investigation ensued, and BNL subsequently implemented changes to safety procedures.

Then, in August and in September, two incidents occurred at the HFBR involving reactor operations. Although they were not as serious as the TRISTAN fire, they nevertheless worried Junker. "We are ordinarily meticulous about the way we operate the reactors."

Junker immediately called a division-wide meeting to talk about problems and come up with suggestions. Based on input from his staffers, he formulated a plan to improve reactor operations. The plan was then endorsed by DOE and implemented in late September of 1994. One component of the plan was to streamline paperwork, which has freed supervisors to work more closely with reactor operators.

In the year since then, no serious incidents have occurred at the HFBR. Says Junker, "We're on track. For this past fiscal year, we've run eight cycles. With the exception of some thunderstorms, the reactor ran on time and on schedule, and we even plan one more cycle in September. The user community is well pleased with the consistency of the HFBR's performance."

— Mona S. Rowe

DOE and AUI Sign New Contract

(cont'd.)

personnel policies, compliance with DOE directives, and implementation of a formalized "make-or-buy" process.

The contract has also been structured to give DOE flexibility in adapting programs and activities at BNL to support implementation of its Strategic Alignment Initiative. Under this initiative, DOE is restructuring the management of its programs and facilities to meet the goals and objectives of its strategic plan more effectively. DOE recently signed similar performance-based management contracts with the University of Chicago for operation of Argonne National Laboratory and with Southeastern Universities Research Association, Inc., for operation of the Continuous Electron Beam Accelerator Facility.

Heading the DOE negotiating team was David Goldman, Deputy Manager of CH, and working with him were: Tim Crawford, Assistant Manager for Human Resources and Administration, CH; Carson Nealy, Manager of DOE's Brookhaven Group (BHG); Steven Silbergeld, Deputy Chief Counsel, CH; Jerry Zimmer, Deputy Director, Contracts Division, CH; Frank Crescenzo, Deputy Manager, BHG; and Robert Gordon, Chief, Administrative Branch, CH.

The AUI negotiating team was led by Thomas Davin, AUI's Vice President - Corporate Affairs, and also included: Jerome Hudis, AUI's Vice President - Programmatic Affairs, Secretary and Controller; Henry Grahn, BNL's Associate Director for Administration; Michael Goldman, Laboratory Counsel, BNL; and Richard Hames, an attorney with Davis, Wright and Tremaine.

Some details of the various aspects of the new contract include:

- **Performance-Based Management** — The performance-based management system for Laboratory oversight contains approximately 50 performance criteria, or "indicators," as standards against which AUI/BNL's overall performance in scientific, technical, operational, administrative and managerial areas will be assessed on an annual basis. For purposes of this evaluation, the Laboratory's work is defined under two broad categories — Science and Technology, and Operations — covering 17 functional areas.

Science and Technology includes: science programs, technology programs, Laboratory-directed research and development, technology transfer and work for others.

The Operations category comprises areas such as: affirmative action/diversity; business and financial management; environment, safety and health; environmental management; personal property; procurement; projects and facilities management; safeguards and security; and personnel.

- **Laboratory-Assessment Program** — As part of the system, BNL is required to initiate an ongoing self-assessment process to evaluate its compliance with these performance criteria. Based upon the Laboratory's self-assessments and DOE's ongoing appraisal programs, AUI/BNL's overall performance will be assessed with possible ratings ranging from "marginal" to "outstanding."

- **Renewal Option** — As an additional incentive for superior performance, the contract contains an option that gives DOE the right, at its sole discretion, to extend the contract for an additional five years, in any combination of increments of at least one year. DOE's decision whether or not to exercise this option will be based primarily on DOE's evaluation of AUI's performance against the performance indicators in the contract.

- **Financial Responsibility** — An-

The cover of the new contract between DOE and AUI was designed by Theresa Esposito, Information Services Division (ISD), using this photo by Roger Stoutenburgh, ISD. Shown are some of the products that will take BNL into the next century, including: (see key) 1. a computer representation of the magnetic field of a superconducting dipole magnet for the Relativistic Heavy Ion Collider (RHIC), under the logo for PHENIX, one of two major RHIC detectors; 2. an aerial view of the Lab; 3. the National Synchrotron Light Source; 4. the enzyme acetylcholinesterase, whose 3-D structure is stored in the Protein Data Bank; 5. brain images from positron emission tomography, or PET; 6. the new functional magnetic resonance imaging facility; 7. the BNL-developed kit using technetium-99m for labeling red blood cells.

other principal feature of the new agreement is that AUI will assume additional financial liability in varying degrees in a number of areas, such as fines and penalties; legal and other proceedings costs associated with the imposition of penalties by federal, state, local and foreign governments; costs resulting from noncompliance with Cost Accounting Standards; loss or damage to government property; and third-party actions for personal injury or death and for loss or damage to property.

The new contract continues to indemnify AUI, under the provisions of the Price Anderson Act, for liability resulting from nuclear incidents occurring in the United States, up to \$8,958 million.

An incentive feature in the contract provides for a ceiling or cap arrangement through which DOE and AUI will share the risks of some of the new liabilities. The amount of this cap will be determined by the annual performance ratings AUI receives in the two broad performance categories of science and technology, and operations. The higher the performance rating, the lower the ceiling on AUI's liability.

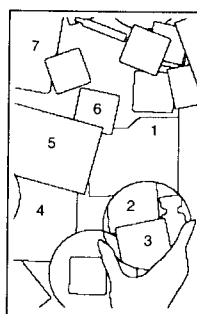
- **Changes in Personnel Policies** — The contract includes a number of changes in personnel policies. BNL employees were informed of these changes earlier this year in memos, the first from BNL Director Nicholas Samios on May 22, and the second from Robert D'Angio, Manager of the Human Resources Division, on May 23.

As those memos stated, although DOE, as part of the new contract, insisted on cost reductions in personnel policies and benefits, the Lab had already been considering a number of these as part of its overall cost-reduction program.

"The cost of benefits, especially health care, has been increasing at a dramatic rate," said AUI President Robert Hughes, "The changes are consistent with reductions occurring in other organizations and are needed to ensure that our personnel costs do not hinder the Laboratory's competitiveness. Despite the changes, BNL's benefits and personnel policies remain competitive with industry standards and will not adversely affect BNL's ability to recruit and retain a talented work force."

- **Compliance With DOE Directives** — Under the new contract, BNL will also be subject to more DOE orders and other directives than in the past. These relate primarily to the business and support functions. Previously, BNL was only subject to DOE orders that covered health, safety, security, accounting practices, work for others and major systems acquisitions. The new contract has a provision for the review of new directives and their modifications.

When a directive is determined to be applicable to BNL, with some exceptions, DOE must provide added resources, including funding, to implement the directive. If DOE does not authorize the additional resources, a



directive may then be treated as a guideline.

In the event of a disagreement as to the applicability of a particular directive, then the contract contains a "resolution process" through which AUI/BNL can appeal DOE's initial determination to enforce it.

Whenever possible, it is intended that requirements in applicable DOE directives be replaced by performance measures that can be used in DOE and self-assessments. To accomplish this, a joint DOE-AUI/BNL team will conduct a formal review of all directives in the first 120 days of the contract.

- **Formal Make-or-Buy Program** — Another important aspect of the new contract involves the establishment of a Make-or-Buy Program at BNL. The purpose of this effort is to examine various work functions at BNL to determine if subcontracting the functions would result in improved effectiveness and/or cost savings.

"In reality," said Hughes, "this program formalizes a process that Lab management has used for many years. Service contractors already supplement BNL staff in many areas, such as engineering design, central shops, job shoppers and trades; while in other areas, all required services are procured by contract, for example, for cafeteria operations, major construction and child-development center operations."

In addition, management at various levels has continually reviewed the methods used to get work accomplished and has adjusted the mix as appropriate to meet changing mission requirements. "In making these decisions," Hughes explained, "consideration is given not only to reduction of costs, but also to other factors, such as impact on the quality of the Lab's scientific and technical programs, and impact on BNL's work force."

The make-or-buy program contained in the contract contains a set of principles that will serve as policy guidance for the management of BNL's program. The contract also contains a set of evaluation criteria to be used in the review of specific functional areas to determine if they should or should not be contracted out.

Hughes said that these principles and criteria are consistent with DOE's objectives for quality management and cost-effective operations, while maintaining AUI/BNL's commitments to its employees and the local community. The program contains a list of support functions that are candidates for a



make-or-buy review and an implementation schedule for conducting reviews.

Major But Positive Change

Henry Grahn, BNL's Associate Director for Administration, commented that, while the new performance-based management contract represents a major change in the DOE-AUI/BNL contractual relationship, he believes it will be an instrument for positive change and improvement. As a member of the AUI contract-negotiation team, Grahn worked closely with DOE to help develop the performance criteria and indicators in the contract. He believes that they are reasonable and attainable, and that the setting of clear performance objectives and goals will assist the Lab to continue and even improve upon its excellent record of performance.

An important aspect of the new agreement that Grahn also remarked upon is DOE's commitment to reduce oversight practices where they do not add value. "The implementation of various new contract provisions will require a rethinking of the way BNL does business in a number of areas," he said, "and it will require a closer working relationship with our DOE counterparts."

Grahn also observed that AUI is accepting greater financial risks under the contract, so it will be the job of all employees to take what steps they can to mitigate these risks. For example, employees need to be aware of situations that can lead to the assessment of fines and penalties, for example, for environment, health and safety infractions; to claims brought by third parties for personal injury or property damage; and to situations that can result in loss or damage of government property.

"BNL employees have done an excellent job over the years in finding ways to reduce costs while maintaining — and even improving — the effectiveness of operations," said Grahn. "The requirements of the new contract and the current restrictive budget situation require everyone to continue these efforts. If BNL employees maintain this level of performance and implement both the requirements and the spirit of the new contract, AUI/BNL can look forward to many years of successful partnership with DOE, serving the country and the scientific community."

Emergency Blood Drive on September 7

Because a blood drive at another Long Island employer had to be canceled, Long Island Blood Services asked BNL to step in to fill the need for some 150 units of blood: So, on Thursday, September 7, there will be an emergency blood drive from 9 a.m. to 2:30 p.m. in the Brookhaven Center.

In addition to new donors, all those who gave during the last, regularly scheduled on-site drive held June 21-23 may give now, as donors will have had more than the 56 days required to

recuperate between donations. And, for the same reason, those who plan to pledge for the next BNL blood drive, slated for December 7 & 8 will not have a problem either with giving now.

Since the Lab was called upon at the last minute, there is no time to mail pledge cards to employees. Therefore, BNL Blood Drive Chair Susan Foster, Human Resources Division, asks prospective donors to call her, Ext. 2888, to schedule appointments over the phone.

Ballroom Club Announces Lesson Plan

The BNL Ballroom, Latin & Swing Dance Club will start its fourth year of lessons on Wednesday, September 13, in the North Ballroom of the Brookhaven Center, with three hours of classes each Wednesday and five 8-week series from September through June.

Lessons are taught by Giny Rae and Peter Scieurca, former Empire State Ballroom Champions, with assistance from Sean Breaton, an amateur International-style ballroom competitor. If a minimum of 40 people sign up for each 8-week series of classes, then the cost per person is \$25.

BNL employees, retirees and on-site contractors, and their families, friends and dance partners are all invited to join the classes. Bringing your own partner is not necessary, as equal numbers of men and women usually sign up.

During the first series, beginners are invited to register for the 5:30 p.m. class, which features Argentine tango, a more challenging version of the ballroom standard, and paso doble, a Spanish dance with movements reminiscent of matadors in the bullring; and/or the 6:30 p.m. introduction to cha cha and fox trot.

To register or for more information, contact: Marsha Belford, club president, Ext. 5053; Ron Ondrovic, 1st vice president, Ext. 4553; or Rudy Alforque, 2nd vice president, Ext. 4733.

Time	Series 1 9/13-11/8/95	Series 2 11/15-1/10/96	Series 3 1/17-3/6/96	Series 4 3/13-5/1/96	Series 5 5/8-6/26/96
5:30 p.m.	beginner Argentine tango & paso doble	advanced waltz	adv. beg. hustle & merengue	adv. beg. peabody & quickstep	advanced cha cha & fox trot
6:30 p.m.	beginner cha cha & fox trot	beginner mambo & tango	adv. beg. mambo & tango	interm. hustle & merengue	interm. peabody & quickstep
7:30 p.m.	interm. lindy & 6-ct. swing	adv. beg. cha cha & fox trot	interm. cha cha & fox trot	interm. mambo & tango	adv. beg. samba & Viennese waltz

Register to Vote

All U.S. citizens who have yet to participate in the electoral process are invited to stop in Berkner Hall today from 11:30 a.m. to 1:30, for the last day of the voter-registration drive being held by BNL's Women's Program Advisory Committee and Brookhaven Women in Science, in honor of the 75th anniversary of the passage of the 19th Amendment to the U.S. Constitution, which extended the right to vote to women. A display on American women's suffrage also concludes today.

Amateur Radio Club

To discuss the past field day, the BERA Amateur Radio Club will next meet on Thursday, August 31, at noon in Room D, Berkner Hall.

All are invited. For more information, contact Chris Neuberger, Ext. 4160, or Nick Franco, Ext. 5467.

BROOKHAVEN BULLETIN

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ANITA COHEN, Editor
MARSHA BELFORD, Assistant Editor

Bldg. 134, P.O. Box 5000
Upton NY 11973-5000
Tel. (516) 282-2345; Fax (516) 282-3368

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Special BERA Performance — The Battery Dance Company

The Battery Dance Company, a troupe of leading male dancers and musicians from India and the U.S., will perform at Berkner Hall on Saturday, September 9, at 7:30 p.m. The special performance is sponsored by BERA's Indo-American Association, with help from Air India.

Five of India's most renowned dancers will perform a new production called "Purush — Expressions of Man," a survey of classical and contemporary dance styles. The unique program debuted in India at the Music Academy in Madras, and in the U.S. at the Lincoln Center Outdoor Festival in New York City.

"Purush" has been jointly curated by Jonathan Hollander, the dance company's artistic director and a Fulbright lecturer on dance in India; and Anita Ratnam, dancer, author, television producer and founder/director of the Arangham Trust in Madras, India.

Tickets purchased at the door on



Vithal Pasumarthy of the Battery Dance Company.

the evening of the performance will cost \$12 for adults and \$5 for children age 12 and under. If tickets are purchased in advance, they cost \$10 for adults, and \$5 for children. Buy them at the BERA Sales Office, weekdays, 9 a.m. to 1:30 p.m.; or from Anand Saxena, Ext. 4844; Ramesh Gupta, Ext. 4805; Animesh Jain, Ext. 7329; or Anant Moorthy, Ext. 7582.

Informational Meeting For Upton Nursery

The appointment of a new teacher will be announced at an informational meeting of parents who are considering registering their three- and four-year-old children for the 1995-96 school year at the Upton Nursery School. The meeting will be held on Wednesday, August 30, at 7 p.m., in the Recreation Building.

Providing preschooling for the children of BNL employees, guests, on-site contractors and their families, the nursery school is a parent-run cooperative school that meets three mornings a week from September through June in the Recreation Building.

The nursery school is now accepting registrations; tuition is reasonable. Non-English speaking children are welcome. For more information or to register your child, call Janice Steski, 929-3859.

Arrivals & Departures

Arrivals

Najeh M. Jisrawi.....Physics
Wei Bao.....Physics

Departures

This list includes all employees who have terminated from the Lab, including retirees:
Leroy D. Chapman.....NSLS
Catherine L. Eylem.....App. Science
Gregory P. Harhay.....Adv. Tech.

Touch Football

The BERA Touch Football League is now organizing its six-week season for early September. The league will play two games per week, tentatively on Mondays and Thursdays at 5:20 p.m. on the softball fields. These refereed games of one-hand touch are spirited and a lot of fun.

New players and teams — those who are looking to stay active after the softball season — are invited to sign up. For more information, call Wayne Rambo, Ext. 2284.

Last Chance for Sunday Tour

If you think you've run out of summer activities before you've run out of summer, think again!

The BNL Science Museum's Summer Sunday tours are still going on, but for this Sunday only, for BNLers, visitors and the general public. It's the last of this summer's general tours given by Museum Programs in the Public Affairs Office.

Any time between 10 a.m. and 3 p.m., you and your family may arrive at Berkner auditorium for the first of the tour's three parts: a video about BNL's history and research. Then, you'll board a bus for a narrated tour of the Lab site, passing by some of BNL's world-class research facilities.

The bus will bring you to the doorstep of the BNL Science Museum, home to numerous exciting and educational exhibits. Children and adults are guaranteed to come away with a new appreciation of science and the Lab's research.

On top of all that, if you come for the 10 o'clock tour this Sunday, you may see a bonus attraction in the parking lot of Berkner Hall: an exhibit of classic AMC Rambler cars brought together by the members of the Metro New York and New Jersey AMC Rambler Club. One of the cars, a 1967 Rambler American named "Miles of Smiles," belongs to BNL retiree Joe Yelk, who purchased it the year he began working at the Lab.

The tours are free of charge and don't require a reservation. If you can't make the tour this Sunday, call Ext. 4049 to arrange a group tour for your class, club, or family group of ten or more people.

Cafeteria Menu

Monday, August 28

Soup: Spicy potato & kale .90/1.20
A la Carte: Pasta w/sausage marinara 3.50
Lite: BBQ chicken 3.95
Deli: Baked ham & beans 3.20
Grill: Reuben 3.30

Tuesday, August 29

Soup: Chicken noodle .90/1.20
A la Carte: Herbed chicken w/stuffing 3.95
Lite: Herbed pork loin 3.85
Deli: Corned beef & cabbage 3.20
Grill: French dip 3.30

Wednesday, August 30

Soup: Broccoli & cheese .90/1.20
Display Cooking: Chicken Caesar 4.75
Deli: Turkey w/stuffing 3.20
Grill: Tuna melt 3.30

Thursday, August 31

Soup: Beef vegetable .90/1.20
A la Carte: Lasagna w/focaccia 3.65
Lite: Hickory-grilled steak 3.95
Deli: Roast beef w/mashed potatoes 3.20
Grill: Spanish omelet 3.30

Friday, September 1

Soup: New England clam chowder .90/1.20
A la Carte: Liver & onions 3.85
Lite: Italian fish roll-ups 3.95
Deli: Peppered pastrami Dijonnaise 3.20
Grill: Meatball hero 3.30

Classified Advertisements

Placement Notices

The Laboratory's placement policy is to select the best-qualified candidate for an available position. Consideration is given to candidates in the following order: (1) present employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present employees within the Laboratory; and (3) outside applicants. In keeping with the Affirmative Action plan, selections are made without regard to age, race, color, religion, national origin, sex, handicap or veteran status.

Each week, the Human Resources Division lists new placement notices. The purpose of these listings is, first, to give employees an opportunity to request consideration for themselves through Human Resources Division, and second, for general recruiting under open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people.

Except when operational needs require otherwise, positions will be open for one week after publication. For more information, contact the Employment Manager, Ext. 2882, or call the JOBLINE, Ext. 7744 (282-7744), for a complete listing of all openings.

Current job openings can also be accessed via the BNL Home Page on the World Wide Web. Outside users should open "http://www.bnl.gov/bnl.html", then select "Scientific Personnel Office" for scientific staff openings or "Employment Opportunities" or "BNL Human Resources Division" for all other vacancies.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees.

DD 5572. OFFICE SERVICES POSITION - (term appointment) Requires AAS in secretarial science or equivalent experience, excellent communications and interpersonal skills, and a knowledge of Laboratory policies and procedures. Knowledge of dBase IV and experience arranging training schedules highly desirable. Additional requirements include IBM PC experience, familiarity with WordPerfect 6.1 and IPAP Travel experience. Will provide secretarial and clerical support to the Division Administrative Office. Computing & Communications Division.

DD 9043. OFFICE SERVICES POSITION - (term appointment) Requires AAS or equivalent experience and excellent oral and written communication skills, as well as experience in UNIX-based workstations and Macintosh word-processing experience. Will provide varied secretarial and clerical support to the Protein Data Bank. Additional responsibilities include processing data to be included in PDB, providing proofreading and editing assistance, and preparing manuals and documents. Chemistry Department.

MK 9044. ADMINISTRATIVE/SECRETARIAL POSITION - Requires an AAS or equivalent, a high degree of judgment, initiative, discretion and flexibility, significant experience in and knowledge of Laboratory policy and procedures, and excellent oral and written communication skills. Experience with desktop publishing, databases and Macintosh-based applications desirable. Will provide administrative and secretarial support to the Chemistry Department and the Department Chair, by handling or overseeing a wide range of Department tasks, such as organization and maintenance of records, prioritization of tasks in the office, preparation for meetings, correspondence, and foreign travel. Chemistry Department.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

DD 9041. COMPUTER ANALYST POSITION - Requires BS in computer science or equivalent experience, advanced degree preferred, and extensive UNIX system-management and support experience. Will provide UNIX system management to approximately 20 SGI systems and 10 PC/Macintosh systems. Additional responsibilities will include maintenance of ftp/gopher/WWW presence on the network, monitoring network usage of the Protein Data Bank computer systems and providing technical software support. Chemistry Department.

Motor Vehicles & Supplies

90 OLDS CIERA - 4-dr., a/t, ac, am/fm, tape deck, p/l, 71k mi., v.g. cond., \$5,100. Marvin, Ext. 7155.

90 TOYOTA CELICA - 5-spd., ac, p/b, p/s, p/w, alarm, etc., excel. cond., Frank, Ext. 3120 or 727-5096.

89 CHEVY CORSICA - 4-dr., 4-cyl., ac, a/t, cruise, tilt, high mi., excel. cond. Gabriel, Ext. 2707 or 341-1087.

89 FORD TAURUS - 109k mi., loaded, alloy wheels, needs tranny work, all else excel. \$2,000. Paul, 361-6835.

89 HONDA CRX - 5-spd., silver, ac, 45 mpg, excel., \$4,500. John, Ext. 7671 or 765-1299.

89 BUICK LE SABRE - 78k mi., 6-cyl., 3800 series eng., p/s, p/b, ac, maroon, 4-dr., am/fm cas., excel., \$3,800. Greg, Ext. 7960.

88 OLDS CUTLASS SUPREME - loaded, bal. on warr., new batt., tires, 78k mi., excel. Tom, 878-5854.

88 OLDS DELTA 88 - loaded, well maint., high mi., few dings, \$1,988. George, Ext. 5298 or 929-8770.

88 FORD TAURUS - s/w, a/t, p/s, p/b, ac, stereo cass., third seat, 73k mi., well maint., complete service record, \$4,900. Ext. 5080 or 751-1884.

88 OLDS FIRENZA - a/t, full power, cruise, ac, 4-dr., 90k mi., excel. cond., \$2,200. Arnie, Ext. 2606.

87 MERCURY GRAND MARQUIS LS - 4-dr., gray, hardtop, low mi., fully maint., \$5,600. Carole, Ext. 7100 or 924-4097.

87 FORD TEMPO 4x4 - 4-dr. sedan, a/t, well maint., orig. owner, 86k mi., must sell, asking \$3,500. Ext. 2683 or 751-2469.

86 CHRYSLER 5th AVENUE - 143k mi., need body, trans. work, best offer. Steve, Ext. 5323 or 744-3902 after 8/31.

86 TOYOTA COROLLA - 4-dr., 5-spd., am/fm, cruise, ac, p/s, p/b, 95k mi., excel., \$3,250. Bob, 737-1786.

86 PORSCHE 944 - turbo, red/black, loaded, 86k mi., mint, \$10,000. Jim, Ext. 2183.

85 DODGE RAM TRUCK - 64k orig. mi., one owner, a/t, excel., \$2,650. 363-9527.

85 YAMAHA ATV - 2-wheel, 200cc, \$800 neg. Dan, Ext. 4220 or 698-7322.

85 SUBARU - s/w, white, v.g. cond., \$700. 281-7844.

84 CADILLAC ELDRADO - clean, runs well, best offer. Lucinda, Ext. 2534 or 924-4688.

84 OLDS ROYALE - V-6, excel. cond., \$1,600. Ion, Ext. 3606 or 751-7675 eves.

84 CHEVY CAPRICE - classic s/w, 4-dr., 9-pass., ac, p/w, p/seats, very clean, new trans., \$1,400. 981-3931.

83 TOYOTA CAMRY - new brakes, muffler, tires, good cond., avail. 8/31, \$1,000 neg. Shun-Ming, Ext. 2110.

83 HONDA ACCORD - 2-dr., 5-spd., good cond., \$800. Ext. 2214 or 567-6621.

83 HONDA PRELUDE - a/t, 2-dr., 100k mi.; 82 Honda Civic, 5-spd., 4-dr., 130k mi., \$1,000. Baorui, Ext. 2045.

83 BMW - 633csi, 5-spd., burgundy, beige leather int., sunroof, custom wheels, cruise, 4-speaker stereo, p/w, \$5,300. Ray, Ext. 7224.

82 MERCURY ZEPHYR - runs well, good station car, \$500. 821-4234 eves.

82 TOYOTA COROLLA - 4-dr., ac, a/t, new exhaust, runs well, some body rust, \$550. 281-7230.

79 OLDS DELTA 88 - runs well, needs muffler, \$300 or best offer. Mauro, Ext. 4234.

77 BUICK CENTURY - s/w, small V-8, ac, needs trans., 77k mi., \$250; 4 tires & wheels, 8-lug, \$150. Jim, Ext. 4843.

69 BUICK SKYLARK - 4-dr., hardtop, 350 V-8, a/t, p/s, p/b, runs well. Joe, Ext. 3893 or 653-4836.

64 CHEVY EL CAMINO - new motor, tires, brakes, excel. cond., \$3,000 neg. Ext. 3428 or 878-6007.

CAP - A R E. Ig. w/windows, for 8' bed truck, blue, excel. cond., \$600 neg. Joe. Ext. 2350 or 758-2340.

JEEP WAGONEER LTD - green/beige, sunroof, full power, mint, asking \$9,000. Russ. 325-0563

MOTORCYCLES - '79, '80, '81 Honda CX 500cc, 2 run, one for parts w/fairing, hand bags, etc., \$500 all. Frank D. Ext. 2022 or 399-4480

TIRES - Michelin, MXV3, 195/60R15, good rubber, best offer. Bill, 924-6940 after 4 p.m.

TIRES - 2 Goodyear P225/75R14, like new, \$40 ea.; 1 Firestone P215/70R14, \$20. 698-9274.

TRUCK CAP - '92 A.R.E. for Toyota STD bed, excel. cond., orig. \$800, ask. \$400. Chris, 286-1348.

Boats & Marine Supplies

36' EGG HARBOR - 1961, sleeps 6, twin International, 392 cu. eng., many access., \$1,500. 399-7744.

21' IMP FISH - 1987, i/o, cuddly, w/walk around bow, new factory eng., extras, runs well, marina maint. Paul, Ext. 7858.

19 1/2' THOMPSON - 1987 cuddly, 140-h.p. Merc. i/o, full canvas, VHF radio, access., Shoreline EZ load trailer, excel., \$6,495. 698-5332.

19' CRUISERS - fg, 115-h.p. Johnson, tilt galv. trailer, p/winch, \$2,100. Jim, Ext. 3372 or 821-0250.

18' HOBIE CAT SAILBOAT - 1990, w/trailer & gear box, \$2,800. 473-1456.

17' COBIA - 1988, 90-h.p. Johnson, low hrs. w/rebuilt trailer, many extras \$2,000. 281-5082.

SEA RAY SUNDANCER - 260-h.p. Mercruiser i/o, low hrs., sleeps 4, full head, galley, canvas, radio, DF, \$12,900. Ray, Ext. 7224.

THOMPSON DAYTONA - 1987, sleeps 6, head, galley, radar, Loran, loaded, in water, \$23,900. 878-6007.

MOTOR - 1976, 4-h.p. Evinrude, new water pump, \$200; marine eng. parts, special tools. Jim, 727-3469.

Furnishings & Appliances

BUNK BEDS - heavy duty, v.g. cond., orig. \$369, sell for \$200. O. Booker, Ext. 3082 or 727-5912.

BUNK BED - This End Up, w/3 storage draws, 2 dressers, bookcase, \$600; 42" round Formica-top maple table, 4 chairs, \$75. 929-6692.

COUCH - Ethan Allen, \$145; matching easy chair, \$115, excel. cond., orange/gold plaid. Les, Ext. 2920.

CREDENZA - buffet; cabinet; mirrored end table; 2 elec. wall sconces; 3-pc. kitchen set; kerosene heater; coffee table; best offers. Bill, 924-6940 after 4 p.m.

DINING ROOM SET - table, 90" long, 6 chairs, 68"Wx72"H hutch, \$500; l/r sectional; full-size sofa bed & recliner, burgundy, \$500. 924-0960.

DRYER - Kenmore, elec., large-cap., good cond., \$40. John, Ext. 7456.

FREEZER - United, heavy-duty, 16 cu. ft., \$250; 66"x33" table w/leaf, \$40. Dave, Ext. 5460.

FREEZER - 19.3 cu. ft., Imperial, heavy-duty, commercial, w/4 shelves, 1 deep drawer, \$125; crib, white, no mattress, \$35. Pete, Ext. 3297 or 821-9547.

MATTRESS SET - new, queen, orig. \$490, ask. \$380; stroller, orig. \$90, ask. \$35; high chair, orig. \$80, ask. \$30. Shun-Ming, Ext. 2110.

REFRIGERATOR - Sears Kenmore, 2.5 cu. ft., compact, \$45; well pump, Wayne, 1 1/2 h.p., \$25. 475-0831.

SOFA BED - 10 yrs. old, new slipcover, very comfortable, \$200. Ext. 2165 or 929-6610.

SOFA BED - Jennifer, convertible, navy pinstripe, queen size, v.g. cond., new cushions, 2 yrs. old, \$300. Steve, Ext. 7236.

WATER BED MATTRESS - twin, \$35; file cabinets, metal, D & E size; light table & light box; drafting table; loveseat; swivel rocker. 929-8514.

Tools, House & Garden

APPLE PRESS - elec. grinder, \$200/both. Ken, Ext. 2022.

BELT SANDER - 3", 10 belts, \$30. Hank, Ext. 7595.

HEATING UNIT - Miller Gun, v.g. cond., \$50. O. Booker, Ext. 3082 or 727-5912.

LAWN FURNITURE - glass-top table, chairs, chaise lounges, good cond. 325-0447.

LAWN MOWERS - 22" Craftsman, 4 1/2 h.p., self drive, \$85; 22" rotary, \$60; 20" Greenbriar, \$60; Montgomery Ward yard vacuum, 6 h.p., \$75. Dan, 698-7322.

LAWN MOWER - Quantum power, 22" cut, 5 h.p., self-propelled, rear bag, \$60. Jim, Ext. 2183.

MACHINIST TOOLS - D'Andrea mod. TA-120, boring & facing head, adjustable, w/boring bars & tools, Bridgport taper & Quill clamp, \$2,750. 298-3855.

TOOLS - misc. workbench items, best offers. Bill, 924-6940 after 4 p.m.

TREES - Japanese maples, \$10-\$45+. 265-6542.

WATER PURIFICATION SYSTEM - 1 yr. old, 3-filter column, orig. \$350, ask. \$80. Shun-Ming, Ext. 2110.

Sports, Hobbies & Pets

BICYCLE - women's, Ross, lightweight, 10-spd., 27" wheel, 19" frame, drop racing-style handlebars, red, excel. cond., \$40. Linda, Ext. 2733 or 395-6784.

BICYCLES - boy's, 16", 1 Huffy, w/training wheels, 1 Magna Street Demon, both used 1 yr., \$20/ea. Anne, 361-6835.

BIKE - BMX, 20", Dominator, \$100 neg.; racing helmet, Ecko, used once, \$20. Ext. 7225.

CAMERA - Nikon FM, lenses, tripod, flash tele-converter, zoom, several accessories, sell separate or complete. Hank, Ext. 7595.

DOGHOUSE - Dogloo w/door, for med. size dog, orig. \$115, sell for \$75. Carol, ext. 3325 or 472-3332.

EXERCISE BIKE - Sears, \$40; booster seat, \$15; Little Tykes motorcycle, \$15; Fisher Price tricycle, \$5. Rose, 234-7732.

FIGURINES - Starting Lineup, baseball, football, basketball, sell or trade. John, Ext. 4482 or 821-4280.

FISH TANK - 70-gallon, all access., must sell, \$100. 286-3231 or 588-9325.

KAYAKS - Perception, whitewater w/skirts floatation, \$700. Scott, Ext. 5319 or 929-4563.

PIANO - Baldwin, Acrosonic Spinnet, orig. owner. 286-9158.

PIANO - Baldwin, Acrosonic, upright, needs work, excel. sound when tuned, \$200. Janet, Ext. 2345 or 929-3910.

PUPPY - Dalmation, AKC, 5 wks. old, w/papers, male, champ lines, \$350. 924-8558.

PUPPIES - white German Shepherd, AKC, 8 wks. old, parents on premises, father 1st place, \$400 neg. Rick, 722-5574.

SEWING MACHINE - Singer, fold-out table w/drawers, all attach., \$150. Pete, Ext. 5105 or 399-2813.

SEWING MACHINE - cabinet-style, extras, zigzag, buttonholes, etc., fruitwood finish, excel. cond., \$150. Judy, 698-4882 before 3 p.m.

TOBOGGAN - 4-passenger, w/cushion, \$25; Durango caps, never worn, size 9EE, black w/silver trim, org. \$89.99, sell for \$50. Pete, Ext. 3297 or 821-9547.

TROMBONE - Conn Director, \$140; Olds Ambassador Cornet, \$110, student horns. John, Ext. 4570.

WEIGHT TRAINER - Nordic Gold Flex, multi-station, excel. cond., must sell, \$700 neg. 584-3830.

Audio, Video & Computer

ANSWERING MACHINE - dual cassette tapes, Radio Shack, works well, \$15. Tom, Ext. 5258.

CD PLAYERS - Sony Discman D132CK, megabass sound system, 22 track pro. 1 bit D/A converter, \$50. Ext. 2524 or e-mail klaus@bnlnth.phy.bnl.gov.

COMPUTER - Compaq 386, 1MB RAM, 71 MB HD, IBM mono VGA monitor, 1.44m diskette, WordPerfect 6.0, 5.1, TypingTutor, \$350. Sue, Ext. 4931.

COMPUTER - Packard-Bell 386, complete, laser printer, modem, \$1,100. Paul, Ext. 7697.

COMPUTER - Mac Quadra 700, 20MB RAM, 230MB IDE, 512K video, ext. keyboard II, mouse, mic., HP dskwr., 550C, \$1,500. Frank, 689-7541 or 294-1100.

COMPUTER GAME - Sega Genesis, 10 games, 2 super power joystick, power add-on, \$225 neg; GE TV, 22", floor console, \$85. Chris, 399-7493.

Lost & Found

FOUND - earring that fell off female bicycling on Upton Rd. near Police Sta., lunchtime, Mon., 8/21. John, Ext. 2096.

FOUND - pocket knife, in Bldg. 197 parking lot. Joe, Ext. 3635.

Free

CROSSWORD PUZZLE BOOKS - most puzzles still blank. Morris, Ext. 4192.

Yard & Garage Sales

CENTER MORICHES - 133 Chichester Ave., 8/26-27, furniture, gas ranges, cabinets, tools, sinks, more.

MASTIC - 13 Nelson Place, 8/26-27, furniture, toys, games, VCR, mattress, like new, cribs, etc., Frank, Ext. 2022 or 399-3446.

Car Pools

WEST PATCHOGUE - existing car pool of 2, looking for 1 or 2 more, 8:30 - 5, must be flexible, nonsmoker. Joe, Ext. 7528.

EXIT 36 LIE - 4th needed. John, Ext. 5181.

VANPOOL STARTUP - East Setauket, Setauket, Old Field, Port Jefferson, Stony Brook. Bob, Ext. 2270.

Real Estate

Real Estate advertised for sale or rent is available without regard for the race, color, religion, sex, age, national origin, disability or veteran status of the applicant.

For Rent

CALVERTON - 2-bdrm. townhouse, l/r, d/r, 1 1/2 baths, deck, patio, cac, all appl., close to LIE. Mike, Ext. 7772 or 369-3307 eves/wknds.

CENTER MORICHES - 2-rm./apt., full bath, 2nd floor priv. ent., off-street parking, avail. 10/1, no pets, nonsmoker, near trans., stores, 15 min. to Lab, \$525/all. Lois, Ext. 3315 or 929-4753 eves/wknds.

EAST PATCHOGUE - 3-bdrm. house, quiet, nonsmokers, no pets, \$950/mo. + utl., sec., avail. 9/15. Ext. 3291 or 589-3020.

EAST PATCHOGUE - lg. 1-bdrm. apt., iek, l/r, all util., basic cable, 20 min. from Lab, \$650/mo., nonsmoker, no children. Bob, 289-1834.

FARMINGVILLE - very lg. furnished legal studio apt., util., nonsmoker, no pets, \$700/mo. John, 732-2472.

GORDON HEIGHTS - 1-bdrm. cottage, l/r, w/w carpet, eik, full bath, cathedral ceiling w/fans, quiet street, good for single or couple, \$700/mo., + security avail. Sept. 1. Fred, 286-1447.

LAKE RONKONKOMA - brand-new, sunny, 1 bdrm., eik, l/r, bath, priv. ent., cable, single nonsmoker, no pets, LIE exit 60, \$600/all. Kevin, 471-6416.

MANORVILLE - 1-yr. old townhouse, 2 bdms., great room, pond view, garage, cac, w/d, gas, dw, skylights, fireplace, cathedral ceiling w/recessed lights, \$1,125/mo. + util. Eric, Ext. 5875

MASTIC - 1-bdrm. apt., full bath, l/r, d/r, closets, kitchen, priv. ent., deck, parking, carpet, cable., nonsmoker, no pets, 8 mi. to Lab, \$600/mo. Ted or Dee, 395-4284.

REMSENBERG - contemp. 2-bdrm., loft, pool, deck, walk to inlet/bay, furn., avail. Sept. to May, \$750/mo. Ray, Ext. 7224 or 261-6455.

ROCKY POINT - 1 bdrm., l/r, d/r, kitchenette, full bath, carpeting, patio, parking, walk to beach, no pets, \$600/all, ref., 821-6698 or (718) 721-4271.

SHIRLEY - 3-bdrm., 4 miles to Lab. Ext. 2513.

SOUND BEACH - 3-bdrm. house, 1 1/2 baths, l/r w/fp, d/r, modern kitchen, garage, carpet, MPST, walk to beach, \$1,200. Mary, 473-6847.

S. JAMESPORT - 1-bdrm. cottage, 1/2 block from Peconic Bay, vaulted ceilings, furnished, wood floors, wood deck, \$500/mon. 654-0812.

STONY BROOK - lg. rm., priv. bath, must like dogs, quiet area, \$70 per wk., cable, furn. Robin, Ext. 5589.

HILTON HEAD, SC - condo, sleeps 6, fully furn., 2 bdrm., 2 baths, pool, beach, golf near by, thru Sept., \$475/wk. Guy, Ext. 3147 or 689-5378.

For Sale

BLUE POINT - gentleman's farm, 1.3 acres, Col., 4-5 bdrm., solar, irrigated garden, \$187,500. 363-7032.

CALVERTON - on the lake, 50'x100', 2-bdrm. cottage, sky lights, l/r, kit., bath, porch, dock, view, \$115,000. Mike, Ext. 3430.

EAST MARION - 1 acre building lot adjacent to Greenbelt, walk to sound. 325-0447.

E. PATCHOGUE - Colonial, immac. 4-bdrm., 2 baths, eik, d/r, l/r, den, gar., basement, low taxes, nice neighborhood, \$140,000. 475-7241.

E. PATCHOGUE - 3-bdrm. cedar ranch, south of S. Country Rd., quiet neighborhood, mint cond., \$129,900. 582-3020.

E. SETAUKET - 5-bdrm., 3 baths, 3 levels, poss. M/D, wrap around deck at second floor overlooking scenic view, all hardwood floor, 2 1/2-car gar., cul-de-sac, 3VSD, \$192,000. 689-6495.

FARMINGVILLE - 2-bdrm. ranch, half basement, eik, l/r, full bath, large fenced-in prop., mint., Sachem school district, 15 min. from Lab, \$99,980 neg. JoAnn, Ext. 7009 or 732-6569.

HUNTINGTON STATION - 3-4 bdms., expanded cape, l/r, d/r, eik, 2 baths, Florida rm., fin. basement, fenced yard, mint, \$169,000. J. Taylor, Ext. 2703.

LAKE GROVE - 4-bdrm. Colonial, 2 1/2 baths, 2-car gar., basement, igs, igr, alarm sys., int. newly painted, new bath, quiet development, 1/3 acre, corner lot, \$179,000. 981-6234.

NORTH SHIRLEY - 9-rm. Colonial, 1/2 acre, fenced, city water, f/p, or rent w/option to buy. 924-0960.

PATCHOGUE - 3-bdrm., 2 1/2 baths, den, sunroom, 2 f/p, large l/r, formal d/r, completely updated kitchen, 1 1/2-car gar., skylights, all new appl., overlooking Great South Bay, \$185,000. 654-0812.

PATCHOGUE - new 2-bdrm., full bath, large l/r, cath. ceiling, skylights, d/r, 1 1/2-car gar., large fenced-in prop. 289-8105.

RIDGE - Leisure Village condo, 2-bdrm., 2 baths, l/r, d/r, porch, cac, \$145,000. Carole, Ext. 7100 or 924-4097.

ROCKY POINT - 3-bdrm. custom ranch, corner plot, landscaped, eik, custom kit. cabinets, 4 appl., w.