

BSA's First Months Focus on Preparing BNL for the Future

When Brookhaven Science Associates (BSA) assumed the operation of BNL for the U.S. Department of Energy (DOE) on March 1, a BSA/BNL management team began leading the Lab under the terms of a new contract between DOE and BSA.

In the nearly three months that have passed since then, BSA/BNL and DOE's on-site Brookhaven Group (BHG) have focused on becoming partners in seeing that the contract is successfully fulfilled. Toward that end, and mindful of the constraints imposed by law and budget, BNL and BHG are forging working relationships, determining critical outcomes and setting priorities necessary for success.

The groundwork was begun at the end of March, when Dean Helms, BHG Executive Manager, and John Marburger, BNL Director and BSA President, invited BNL senior management to participate in a two-day retreat, along with senior representatives of BSA, BHG, DOE's Chicago Operations Office and DOE Headquarters.

"The retreat represents the first opportunity for the DOE and BSA management teams to collectively engage in substantive discussion of issues at BNL," Helms and Marburger wrote in their joint letter inviting participants. "The results from the retreat will determine the course of our future relationship and the future for BNL."



BNL Director John Marburger (left) and Dean Helms, Executive Manager of the U.S. Department of Energy's Brookhaven Group.

Over 70 "urgent actions" were defined at the retreat, and responsibility for most of them was assigned to two "champions," one from BSA/BNL and one from DOE.

About one month later, on April 30, when those championing actions had made some headway on their tasks, Marburger held his first meeting for all those on BNL's organization chart.

Marburger opened the meeting by observing that it was his 61st day on the job, "two months exactly since BSA took over." He described his busy months since then, with much of his time having been spent in Washington, D.C. There, he said, he found "a good feeling about Brookhaven. It seems like almost everybody wants us to succeed. We have a good reputation for the work that we produce, and there's a feeling that we are valuable to the community, to science and to the nation."

Observing that it is "important to reflect on what's going on at the Laboratory and that we understand it from a single point of view," Marburger then provided BNL's directors, department chairs, division heads and office managers with updates on the current budget situation and the outlook for next year, the Institutional Plan that describes the Lab's goals for the next several years, and the Performance-Based Management System under which BNL will be operating to fulfill the contract.

These discussions are summarized in the stories below. — Anita Cohen

Institutional Plan To Reflect DOE's New Approach

Every year, BNL, like the rest of the U.S. Department of Energy's (DOE) national laboratories, submits to DOE an Institutional Plan that describes the Laboratory's goals for the next several years.

BNL is now completing the first draft of the 1999-2003 Institutional



Sue Davis, who is coordinating the Lab's Institutional Plan, discusses the plan's progress with BNL Director John Marburger.

Plan (IP), which will be submitted to DOE by the end of the month. At the April 30 management meeting (see story above), Sue Davis, Director's Office, who is coordinating the plan's development, explained that this IP is very different from the documents the Lab has produced in the past.

With this new plan, BNL joins the other national labs, which had already changed their IP approach in 1997. Considering all of the other issues facing Brookhaven last year, Davis said, DOE gave BNL additional time before requiring the changeover.

Focused Planning Document

The new IP, Davis explained, is a focused planning document that emphasizes BNL's role in the DOE labo-

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Shortfalls Mark BNL's Current & Next Budgets

With fiscal year 1998 (FY98) almost two-thirds complete and the start of fiscal year 1999 (FY99) just over four months away, some of the budgetary shortfalls at BNL have been resolved while others must still be dealt with.

Introducing these issues at the management meeting that he held on April 30 (see story above), BNL Director John Marburger acknowledged, "I wasn't prepared for the complexity of this year's budget problem. And, since I came into this job, I've been learning a lot about the constraints the DOE operates under."

For example, said Marburger, who was a former president of the State University of New York at Stony Brook, "It's more difficult to move money from one place to another within DOE than in the State of New York." Given such restrictions, he said, "Part of our strategy with budgets has to be much longer range planning."

Before tackling the future, however, BNL has had to deal with the present. For FY98, Marburger said, "There is a budget problem that's getting resolved, slowly but surely."

Fiscal Year 1998: Approaching Closure

BNL Budget Officer Richard Melucci explained the FY98 budget situation: "We started FY98 without a balanced plan to get through the year," he said, "but DOE has begun to help us, and we are approaching closure."

In years past, shortfalls in the Lab's initial budgets have been made up with a combination of Laboratory actions, including voluntary reductions in force and additional funding from DOE during the year. So, said Melucci, "We expected assistance again this year to close the projected budget gap."

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BNL Budget Officer Dick Melucci (left) and Laboratory Director John Marburger review budget figures.

Performance-Based Management to Guide Laboratory's 'Way of Doing Business'

The critical outcomes set forth as being necessary to achieve the goals in BNL's Institutional Plan (see story at left) are key components of the Performance-Based Management System (PBMS) now being developed for BNL.

BNL Director John Marburger, speaking at a management meeting on April 30 (see story at top of page), explained that PBMS is "an overall way of doing business that we're going to try to learn and implement at Brookhaven over the next two years."

Although it is implemented most completely at Pacific Northwest National Laboratory, similar management technologies are employed elsewhere, especially in industry. As a multiprogram laboratory, BNL is different from those types of facilities,

however, because its research programs are so diverse.

"PBMS has been designed to be used in more focused, homogeneous types of situations, so we are going to have to modify it to meet BNL's needs," Marburger acknowledged. "But the exercise of trying to fit it into our framework will help us understand the Lab better. It won't be easy, but it will be interesting and, I believe, very worthwhile."

At Brookhaven, explained John Searing, who is the Lab's PBMS Coordinator, the new system will build on the groundwork already laid by the Management Systems Improvement Program (MSIP) in place at BNL since last May.

Described as "a system to drive

improvement," PBMS will do several things for BNL, Searing said. It will serve as a means for:

- **focusing on objectives**, by fostering agreement between Brookhaven Science Associates (BSA) and the U.S. Department of Energy (DOE) on what is important, and by reducing unproductive activities.
- **developing performance measures** to track and assess BNL's success in meeting its goals.
- **monitoring progress toward objectives and establishing accountability** for line organizations and line managers.
- **relating Lab objectives to individual staff members**, so they see how they fit in BNL's "big picture" and

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New Management System (cont'd.)

can help match available resources with the objectives.

- **identifying initiatives** for future improvements.

PBMS at BNL begins with BSA's commitment to excellence and, said Searing, it is driven by:

- **the seven critical outcomes** developed at the March management retreat (see stories on page 1). Each of these outcomes has underlying performance objectives and measures, which will eventually be tied to each individual's annual performance evaluations.
- **comprehensive, ongoing, Lab-wide self-assessment**, which will drive the improvement agenda.
- **individual roles, responsibilities, accountabilities and authorities** (R2A2s), along with annual performance reviews, which are tied to such things as salary actions and promotions.

PBMS got under way in March with the drafting of the critical outcomes. Upcoming milestones for this calendar year include:

- **performance objectives and measures** — complete draft by June 15.
- **performance objectives and measures** —



John Searing (left), the Lab's Performance-Based Management System Coordinator, discusses the system with BNL Director John Marburger.

present draft to Integration Council (all members of BNL Directorate) and to DOE's Brookhaven Group by June 30 .

- **R2A2s for all management indicated on organization chart** (levels 1 and 2)—finalize by June 30.
- **R2A2s for all other BNL staff** — finalize by December 31.
- **individual performance expectations** — indicate in annual performance reviews by December 31.

A look at one of the critical outcomes — “BNL will provide world-class user facilities” — will show how this might work in a real situation: One objective in reaching that outcome would be to operate and enhance the National Synchrotron Light Source (NSLS) to optimize scientific output. A concrete measure of how well that objective is being reached would include how much time NSLS beam is available to researchers.

Exactly who is expected to work toward each objective and what they are expected to do will be spelled out in the R2A2s and performance expectations.

Said Searing, “The exciting aspects of PBMS are the ability to implement this throughout the Laboratory, and the fact that both Laboratory management and the DOE are committed to the process and our success.” — A.C.

Budget Shortfalls (cont'd.)

But FY98 has not been like years past: This is the only year in BNL's 51-year history that the Laboratory has experienced a change in management, with Brookhaven Science Associates' having assumed BNL's management at the beginning of March.

“There was a significant impact from new management,” Melucci said, “requiring an additional \$7 million plus with very short notice.”

The two largest costs associated with the change of contractor are the increase in the management fee, which for FY98 added \$2.24 million, and the transition cost, which added \$3.16 million.

Management change was not the only thing that made FY98 unusual. Also during this year the Lab invested \$1.6 million in the mandated Management Systems Improvement Plan, and BNL will spend approximately \$2.3 million for cleanup activities associated with the long deactivated Brookhaven Graphite Research Reactor (BGRR) which was found last winter to have 60,000 gallons of unexpected water in an underground cooling duct.

Offsetting these unexpected expenses are new funds from DOE amounting to nearly \$5 million in the critical overhead budget, one-time actions such as an accrual from FY97 of \$2.5 million and a conversion of \$2 million from general plant funds to the operating budget.

In addition to these fiscal actions, the overhead rate was raised one point, across-the-board cuts were mandated in materials and travel, and a hiring freeze was implemented. Along with voluntary reductions in force, these measures brought the deficit to within manageable bounds.

While transfer of some of the funds from DOE has not been consummated, Laboratory Director John Marburger said that senior DOE officials had assured him that the necessary arrangements would be made.

Marburger warned, however, that similar problems would recur in fiscal year 1999, and that the Lab would not be able to count on the extraordinary measures that worked this year. He said that the BSA team had already

projected, during their proposal preparation last summer, that FY98 and FY99 were both going to be difficult years, but that after that the budget situation would begin to improve.

FY99: Another Budget Gap?

It may be some months before Congress resolves the nation's budgets for FY99, but it is already clear that there is a disparity between BNL's request and President Bill Clinton's budget proposal which, if it carries over to Congress's final budget, would, as of now, result in a shortfall of about \$10 million in BNL's funding for FY99.

“This is only one scenario,” said Marburger, “and we are doing everything we can to encourage a more positive outcome and looking for ways to make up any shortfall without reducing staff.”

Other than through voluntary terminations, reductions in force were generally not an option for resolving the FY98 shortfall, as both DOE and BSA had assured BNLers that no layoffs would result from the additional transition expense in this fiscal year.

With the new fiscal year, and since much of the projected shortfall would come from programmatic changes rather than transition costs, reductions in force “could be considered, but will be considered only when there are no other possibilities for making up the difference,” Marburger said.

The programmatic changes largely reflect the fact that 1999 will be the year that BNL's Relativistic Heavy Ion Collider (RHIC) moves from construction to operations. This will be accompanied by a major funding shift for BNL from DOE's High Energy Physics (HEP) to Nuclear Physics (NP), along with a significant reduction in construction spending. Also, as the primary mission of the Alternating Gradient Synchrotron (AGS) moves from fixed-target physics to RHIC injection, AGS operating funds will be reduced.

The shift from HEP to NP does not, however, indicate less support for BNL's research. In Clinton's proposed budget, funding for almost all research at the Lab is increased over FY98.

For example, under science funding, which includes most of BNL's research, the President's budget brings about a spending plan of \$268.7 million for FY99 — \$36.8 million more than the \$231.9 million that the Lab plans to spend for FY98. And BNL's total operating/capital budget would rise to \$392.8 million under Clinton's proposal, some \$31.7 million over FY98's \$361.1 million.

Under that proposal, however, construction funds take a \$53.8 million

cut, going from \$90 million in FY98 to \$36.2 million with the completion of the RHIC Project, late in FY99.

Thus, BNL's full budget — a combination of operating/capital and construction funds — would show an overall loss of \$22 million under the Presidential budget, falling from \$451.1 in FY98 to \$429.1 in FY99.

Since Clinton's proposal was submitted to Congress in February, BNL's management has been analyzing the impacts on the Lab and looking for ways to make up the shortfall.

“We're focused now on the \$10 million shortfall,” said Melucci. “A number of opportunities are under investigation. We must be prepared to cope with this challenge and find ways to invest in the Laboratory's future.” — A.C.

Traffic Talk
Yield Going North
On William Floyd

It has come to the attention of BNL's Traffic Committee that there are some employees who exit the Laboratory via the main gate and head north on the William Floyd Parkway who may be heading for an accident: They have the mistaken impression that the northbound lane is an acceleration ramp onto the parkway — but it is not!

Before accelerating, cars on that northbound ramp are supposed to yield or stop in deference to traffic on the parkway — and failing to yield or stop may not only result in a violation of New York State traffic law, but may also result in an accident either with vehicles on the ramp and stopped at the intersection or with those in the right-hand lane of the parkway.

The Traffic Committee has brought this problem to the attention of Suffolk County, which is considering placing either a yield or stop sign at the intersection, to inform northbound Lab-exiting drivers exactly what to do. In the meantime, the committee asks all to err on the side of caution, as follows:

- If you are heading north and leaving the Lab between 4:30 and 5:30 p.m., exit via the north gate.
- If you must exit at the main gate to head north, then be prepared to yield and, if necessary, to stop at the intersection of the northbound ramp with the parkway.
- Maintain proper following distance and be prepared to stop behind any vehicle that is ahead of your car and that is slowing down or stopping on that northbound ramp.
- Since the ramp's curve may hide cars also heading north, drive slowly so you can stop safely behind any vehicles ahead of you.
- After yielding to northbound parkway traffic, safely accelerate onto the parkway.

Coming Up

The National Synchrotron Light Source Annual Users' Meeting & Workshops will be held Monday to Wednesday, May 18-20, in Berkner Hall.

On Tuesday, May 19, Under Secretary of Energy Ernest Moniz, U.S. Department of Energy, will give the keynote address, “Science, Technology and Energy for Our Future,” at 4 p.m., and Nobel laureate James Watson, President of Cold Spring Harbor Laboratory, will give a scientific highlight address on “From the Double Helix to the Human Genome Project,” at 1:30 p.m. For the meeting's full agenda, see the Weekly Calendar or, on the World Wide Web, <http://www.nsls.bnl.gov/Intro/usrmtg/meet98.htm>.

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Arthur Sedlacek, a scientist in the Department of Advanced Technology, will give the next Brookhaven Lecture, “LIDAR: Chemical Analysis From Afar” in Berkner Hall, on Wednesday, May 27, at 4 p.m.

New MIX Meeting Room

The Computing & Communications Division's (CCD) next Monthly Information eXchange (MIX) meeting will be held on Wednesday, May 20, at 11 a.m., in a new location: the south room of the Brookhaven Center, Bldg. 30.

Robert Mawhinney, Columbia University, will discuss “TERAFLOP Class Computing. Using the Newly Constructed QCDSF (Quantum Chromodynamics on Digital Signal Processors) Machine in CCD.”

All are welcome to attend.

Today: Gorman-Metz
Scholarship Deadline

Today, Friday, May 15, is the deadline for submitting completed applications for the Gorman-Metz scholarship, which is offered to children of BNL employees or retirees.

The scholarship is a one-time, \$5,000 award for a student who has a disability, as defined by the Americans With Disabilities Act, and who is matriculating at an accredited institution to pursue a graduate or professional degree, with preference given to studies in science, engineering and math.

For more information, contact Lorraine Merdon, Diversity Office, Ext. 3318.

Arrivals & Departures

Arrivals	
Steven Bellavia.....	AGS
Hamid Talai.....	Plant Eng.
Francis N. Tranomtano.....	Env. Restor.
Huan Feng.....	Applied Science
Departures	
Carl S. Avent.....	RHIC

Thomas Savage, a technical associate II in the Alternating Gradient Synchrotron (AGS) Department, died on April 15. He was 48 years old.



controls network on the Relativistic Heavy Ion Collider Project. He also supported the computer effort of the beam-line control for the AGS.

Savage, a resident of Rocky Point, is survived by his wife Laurie and children Jessica, Daniel and Jenette.

Tokar's first links with BNL started in June 1993 when he was a technical collaborator working on BNL magnets being built at Northrop Grumman for RHIC. In October 1996, he became a BNL job shopper, called in at RHIC to work with the cable installation crew, then on power-supply construction for the sextant test, and, finally, joining the magnet production crew in Bldg. 902.



In June 1997, he joined RHIC as a principal technician in the Electrical Support Section. He continued to work on magnet production until January 28, when he went on short-term disability.

Tokar, a resident of Holbrook, is survived by his wife Maria; children Rocio, John and James; and brother Henry.

- links to DOE's missions, the performance agreement between the President and the Secretary of Energy, and the "roadmap" themes of DOE's Office of Energy Research (OER), which oversees most of BNL's research program.
- connections to the critical outcomes, strategic objectives and performance measures defined by Brookhaven Science Associates (BSA) and BNL as necessary to comply with BSA's contract with DOE (see story on page 1).

• **Extraordinary Tools for Extraordinary Science** — national assets for multidisciplinary research.

• **Protecting Our Living Planet** — energy impacts on people and the biosphere.

Though there may be overlap among these themes—for example the Alternating Gradient Synchrotron is both an extraordinary tool for extraordinary science and a means of exploring matter and energy—the IP assigns each scientific area of the Lab to only one theme.

BNL Director John Marburger called the resulting chart of these themes (see above) “our fingerprint among the national labs.”

For each of the themes, the IP summarizes major new initiatives that BNL hopes to undertake. It also states BNL's vision for the future, according to which the Lab will have:

Two Goldhaber P

When Gertrude Scharff-Goldhaber passed away last February, her husband Maurice Goldhaber, BNL's third director, asked that contributions in memory of the renowned nuclear physicist who was BNL's first woman Ph.D. be made to the Gertrude S. Goldhaber Prize offered by Brookhaven Women in Science (BWIS).

On Thursday, May 21, at 3:30 p.m. in the Physics Seminar Room, Bldg. 510, USB graduate student Mary Josephine Bellanca will receive her prize from Maurice Goldhaber. Then, she will present a talk on her research, entitled "Rabbits, Cats and Other Quantum Mechanical Beasts: One-Dimensional Laser Cooling in the Quantum Domain in Helium."

Having just received her Ph.D. at USB and having taken up her post-doctoral position, the other winner, Shan-Ho Tsai, will not attend the ceremony, but a poster on her thesis re-

Research Priority	Percentage
Extraordinary Tools for Extraordinary Science	52%
Exploring Energy & Matter	21%
Protecting the Planet	22%
Fueling the Future	5%

practical solutions to regional and national problems, by providing innovative, powerful facilities.

- fostered use of those facilities to resolve national problems.
- developed effective and useful means of processing and visualizing data.
- expanded the diversity of science and technology pursued at the Lab.
- actively engaged with people both within and outside the Laboratory boundaries to foster a shared sense of accomplishment and responsibility, and to develop effective mechanisms for resolving issues.

To reach these points, BNL must arrive at seven critical outcomes along the way. Summarized here, but elaborated on in the plan, these outcomes include:

- **Strategic growth in DOE national priorities** — targeting BNL's efforts to DOE's energy, environment, health and national security programs; ex-

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The presentations and lecture will be preceded by a coffee and followed by a reception, both in the Physics Lounge. All are invited.

The American Physical Society (APS) passed the following memorial resolution on April 17:

The Council . . . notes with sadness the death of Gertrude Scharff-Goldhaber of Brookhaven National Laboratory, who made many notable contributions to nuclear physics, including the discovery that neutrons are emitted in spontaneous fission. One of the outstanding women in physics of this century, she worked vigorously to promote women in science and to improve physics education. The Council notes with pride her service to the [APS] as Councillor-at-Large and as a member of the Executive Committee of the Division of the History of Physics. Appropriately, she also organized and chaired the Society's memorial session for another outstanding female physicist, Maria Goeppert Mayer. The Council conveys its sincere sympathy to her husband [former BNL Director Maurice Goldhaber], children and grandchildren.

- **Premier user facilities** — continuing to provide world-class facilities for use by research scientists from other institutions, commissioning the Relativistic Heavy Ion Collider in 1999 and being a leader in the development of next-generation facilities.

- **Leadership** — creating effective business-management systems and fostering a high-quality work environment.
- **Operational excellence** — operating Lab facilities and processes with distinction, while protecting the safety and health of employees, the public and the environment.
- **Environment protection and cleanup** — minimizing waste and expediting cleanup activities.
- **Communications and trust** — enhancing the Lab's communications and management systems, and improving BNL's responsiveness to stakeholders both inside and outside of BNL.

While the outside community has not yet been involved with the IP, Marburger said that he will bring the plan before the Community Advisory Council, which is now being formed to ensure that the ideas, interests, and concerns of the Lab's neighboring communities are considered and addressed by BNL in its decision-making processes.

As announced by DOE in a press release on April 21, the Council, which is being established by DOE, BNL and the Brookhaven Executive Roundtable (BER), "will provide advice to Brookhaven Science Associates . . . and create a new communication channel through which the Laboratory and DOE can listen and respond to the ideas and concerns of the community."

"The Council is being established at the request of the community, following several DOE-sponsored discussions, studies, surveys and workshops conducted by a community-based Exploration Committee," noted the press release.

The BER, which is a forum for communication and the integration of information and activities related to BNL, is assisting the Lab in formulating the draft Council Charter and identifying a diversified membership that represents a broad range of community interests. The BER consists of regulators and representatives of other federal, state and local government organizations, as well as DOE and BNL management.

Community members have been contacted to comment on the Council and suggest representation. Its first meeting is expected to precede the site visit that DOE will make to BNL as a follow-up to the Lab's submittal of the draft Institutional Plan.

After the site visit, DOE will relay comments to BNL, for inclusion in the final plan, which will be available in October. — A.C.

While the dining area of the Cafeteria is being used tomorrow, Saturday, May 16, to provide space in Berkner Hall for BNL's annual Elementary School Science Fair, brunch and snack service will be available at the Brookhaven Center, from 9 a.m. to 2 p.m.

Almost 500 projects done by 690 children grades kindergarten through six are entered in the fair. Because of the great number of exhibitors and their family members, as well as the space taken up by the projects, the fair is not open to the public.

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Your Kid’s Signature Can Take Space Trip

Ground crews at Lockheed Martin have been in close contact with BNL’s Science Museum and other participating museums — and, as a result, space-struck kids will have an unusual chance to put their signatures into space on the National Aeronautics & Space Administration’s (NASA) October Space Shuttle mission.

To join in, BNLers’ children and visiting students may sign a Space Poster that is now at the Lab, as part of the “Student Signatures in Space” project being sponsored by Lockheed Martin Space Mission Systems & Services and organized at BNL by Janet Tempel, who heads Museum Programs in Community Involvement & Public Affairs.

In this project, students can sign the poster at BNL or other museum locations. Each poster will be shipped to Lockheed, where it will be scanned onto a computer disc that will be turned over to NASA at the end of July. NASA will then fly the disc aboard Space Shuttle mission STS-95 next October.

BNL parents are welcome to bring their children in to sign the Space Poster, which will be brought from the Museum to Bldg. 184, opposite the Research Library, during the afternoons. Call Tempel on Ext. 4049 to set up a time for your child to sign.

Classified Advertisements

Placement Notices

The Laboratory’s placement policy is to select the best-qualified candidate for an available position. Candidates are considered 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, disability or veteran status.

Each week, the Human Resources Division lists new placement notices, first, so employees may request consideration for themselves, and, second, for 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; call the JOBLINE, Ext. 7744 (344-7744), for a complete list of all job openings; use a TDD system to access job information by calling (516) 344-6018; or access current job openings on the World Wide Web at <http://www.bnl.gov/JOBS/jobs.html>.

The following vacancies are exempt from the Director’s hiring freeze.

SCIENTIFIC RECRUITMENT - Doctorate usually required. Candidates may apply directly to the department representative named.

POSTDOCTORAL POSITION - In the Imaging and Neuroscience Group, to examine the effect of dopamine neuron activity on the binding of PET and SPECT radiotracers to dopamine receptors. The project will examine radiotracer binding using both in vivo rodent models and in vitro rat brain slice model. Objectives include evaluating the potential for using PET and SPECT radiotracers to monitor and quantify endogenous levels of synaptic dopamine in the brain during imaging experiments. Background in neuroscience or pharmacology required, and experience with small animal studies, binding assays and/or autoradiography preferred. Under the direction of Drs. S.J. Gatley and A.N. Gifford, Physics Department. Send C.V. to M. Kipperman, Bldg. 185.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees.

DD7454. **ADMINISTRATIVE POSITION** - Bachelor’s degree in business administration and/or equivalent BNL experience highly desirable. Knowledge of Laboratory systems such as IPAP, JCARS and Peoplesoft also desired, as is a knowledge of personal computers. Responsibilities will include NSLS stockroom management, property management, ILR liaison and monthly budget reports. National Synchrotron Light Source Department.

DD7443. **HELPER A** - (temporary) Under general supervision performs a variety of tasks in a shop or building trade which require a substantial knowledge of a skill in that trade, although they need not possess the knowledge or skill expected of a journeyman. Duties will usually include handling minor assignments in the trade, with a minimum of supervision, and assisting one or more journeymen in more complex assignments. Central Shops Division.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

NS3224. **DATABASE ADMINISTRATOR POSITION** - Requires a master’s degree in computer science or equivalent experience, and a minimum of five years’ experience in client/server RDBMS, including two years in Oracle 7.x. Knowledge of UNIX, C, PL/SQL, and experience with physical and logical database design, backups, and performance tuning necessary. Knowledge of Oracle tools, Developer 2000 and PERL a plus. Will function as database administrator

Cooking Exchange

On Thursday, May 21, the Hospitality Committee invites all on-site residents and their friends to bring a favorite dish to share at the monthly cooking exchange, which is held on the third Thursday of each month, from noon to 1:30 p.m. in the Recreation Building in the apartment area. Employees are also welcome.

For more information, call Susan Hart, 821-4257.

Visit Great Adventure

Tickets for the Six Flags Great Adventure 1998 season are now on sale at the BERA Sales Office in Berkner Hall, weekdays, 9 a.m. to 1:30 p.m.

Great Adventure is featuring the new Batman and Robin ride, “The Chiller,” as well as many other tried-and-true favorites.

At the main gate, adult regular theme park tickets are \$37.10, and the Park/Safari Combo tickets are \$40.30 each. The BERA price is \$28 and \$31, respectively, which saves not only money but also a wait on line. BERA is not selling children’s tickets. At the gate, the price for children 5 feet 4 inches and less is \$26.50 for the theme park and \$29.70 for the combo. Children under 3 years old go free.

For more information, call Andrea Dehler, Ext. 3347.

for a UNIX-based Oracle database. Environmental Restoration Division.

NS3223. **ENGINEERING POSITION** - Requires a minimum of a BS in radiochemistry, health physics or chemistry; 3-5 years’ experience in an analytical laboratory doing radionuclide analysis; and familiarity with U.S. DOE and U.S. EPA analytical methods and environmental regulations dealing with radioactive materials, or equivalent experience. Will be responsible for a broad range of radiochemical evaluation tasks for environmental data, including performing data validation and usability reviews, conducting lab audits, and drafting and implementing data quality procedures. Environmental Restoration Division.

Club Offers Classes In Motorcycle Safety

BNL’s Cycletron M.C. Club will host Motorcycle Safety Foundation classes on site during weekends this spring and summer. The course will be given by certified instructors and will include a lecture and hands-on riding instruction over an on-site course.

Classes are free to Lab employees and available to family and non-employees for a fee. Benefits include a road-test waiver, insurance and point reduction. For more information, contact Frank Dusek, Ext. 2022, or Charles Gardner, Ext. 5214.

BERA Golf Outing

On Monday June 8, the BERA Golf Association will host a golf outing at the Cherry Creek Links in Riverhead. This will be a shotgun start beginning at 7:30 a.m. The cost of \$60 per person includes cart, prizes and lunch. Everyone is welcome to play.

For more information, call Jeff Williams, Ext. 5587, or e-mail williams@mail.sep.bnl.gov.

IBEW Meeting

Local 2230, IBEW, will hold its regular monthly meeting on Monday, May 18, at 6 p.m., in the Knights of Columbus Hall, Railroad Avenue, Patchogue. There will be a meeting for shift workers at 3 p.m. at the union office. The agenda includes regular business, committee reports and the president’s report.

Please note: Meeting scheduled one week early due to upcoming Memorial Day holiday.

Bowling Awards Party

The Bowling Awards Party will be held at Rock Hill Country Club on Friday, June 5, from 6 to 10 p.m. The cost of \$5 each for bowlers and their guests includes dinner and open bar. For tickets, contact Debbie Keating, Ext. 3888, or Tracy Blydenburgh, Ext. 4422, no later than Friday, May 29.

Lifeguard Openings

Lifeguard positions are available at the BNL swimming pool, Bldg. 478.

Qualified applicants must be at least 18 years old and have lifeguard certification. Those interested may complete an application form obtainable from the Human Resources (HR) Division, Ext. 2882, or send a resume to M. Key Dellimore, HR, Bldg. 185.

Sign Up for Disney

Openings are still available for BERA’s eighth annual trip to Disney World in Florida, October 22-28. To sign up, bring a deposit of \$150 per person to Recreation Supervisor M. Kay Dellimore, Personnel, Bldg. 185, where you can also stop in to see a Disney family collage.

The seven-day, six-night trip includes round-trip airfare, six nights at Disney’s Polynesian Resort, and much more. Costs for adults are: \$1,073-4/room, \$1,172-3/room, \$1,372-2/room, \$2,138-single. When children stay in an adult’s room, costs are: ages 10-17, \$606 each; ages 3-9, \$522 each; and children under age 3, \$207 each for airfare only.

For more information, call Dellimore, Ext. 2873, or Andrea Dehler, Ext. 3347.