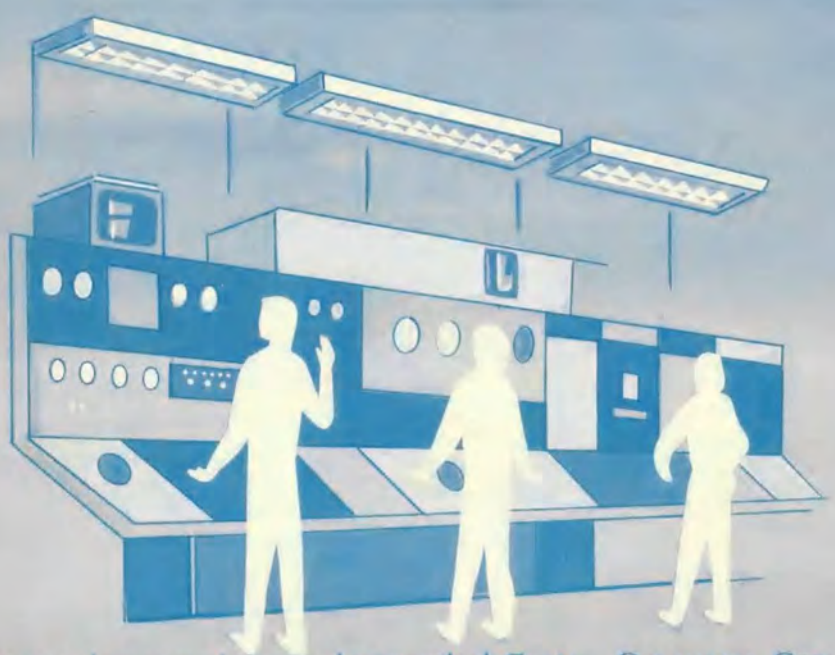
BEACON

APRIL, 1962



CHARLES H. SMITH

FEDERAL AVIATION AGENCY *Aeronautical Center* OKLAHOMA CITY

EDITOR ..... Mark Weaver

ASSISTANT EDITORS.....Doris Nichols, Bob Newkirk

REPORTERS

Bob Oliver	AC-130	Joel Chennault	AF-934
Leona Rickman	AC-130	Carl Drumeller	AF-940
Violet Owens	AC-140	Floyd Gibson	AF-900
Margo Tuller	AC-110	James A. Cavanaugh	AF-957
E. B. McFadden	AM-900	Warren Rice	AF-950
Florine Crockett	FS-800	Jack Alley	AF-942
Betty Ivy	FS-940	Warren Thompson	AF-948
Loretta Falvey	PT-902	Bobby Reynolds	AF-958
Frank Tuckett	PT-930	Paul H. Shively	AF-960
Norman Gibat	PT-940	Neil Davis	AF-970
June Donceel	PT-950	Wesley Chesnut	AF-972
L. E. Shedenhelm	PT-955	Billy A. Holland	AF-974
Art Schmitt	PT-970	Jane Fanning	AF-974
James Ashworth	AF-905	Reinhart Will	AF-980
Naomi Brown	AF-915	Adrian Hart	AF-999
Clarice Hunt	AF-930	Charles Brill	Association

△ △ △

Cover shows concept of supersonic transport and artist's version of control center of future. Artist this month is Charles Smith.

△ △ △

Inside back cover shows some of the warm weather fun in Oklahoma. This is just one of the many lakes in Oklahoma . . . . this one located near Wagoner in Eastern Oklahoma.

△ △ △

Cartoon on back cover by Bob Tinneman shows the useage of the new Visual Glide Slope Indicator. These have been installed at Tulsa and Oklahoma City airports.

LOOKING AHEAD

The supersonic transport is beginning to take shape. Planning is well underway. One SST committee meeting was held during March at the Aeronautical Center. The cover on this issue of the Beacon uses the B-70 as the prototype for the SST.

Just what the control center of the '70s will be is anyone's guess. However, our artist has given us a silhouetted look at the ARTC operation of tomorrow.

Point of View indicates the part in our air travel played by the electronics engineer and technician. Airways Engineers Society is a newly-formed organization of the FAA "black box" boys. As the aids become more and more complex in the Mach Three age to come . . . the AES will have a more difficult and important role to play in air traffic control.

POINT OF VIEW

The mushrooming growth of Civil Aviation and the introduction of Mach 1, 2, and 3 aircraft have resulted in demands on the Agency for an increased number of highly complex navigational systems. These systems will require improvement and advancement of personnel qualifications to maintain the excellent record established by FAA facilities. The Airways Engineering Society is a professional society composed of over 4,000 FAA Engineers and Technicians devoted to the development and improvement of the Airways System. As an internal organization its goals are inseparably linked to those of the Agency and must have a desirable influence on the welfare of the FAA as a whole.

One goal of the Airways Engineering Society is helping provide the Agency with competently trained manpower to meet future requirements. Estimates made by the National Science Foundation as to available jobs in engineering are: 1955 – 700,000, 1960 – 950,000, and 1965 – 1,250,000. These engineering jobs are of three types: (1) graduate engineers (2) a lesser education such as a technical institute and (3) an intermediate group. The same report estimates that there will be enough graduate engineers to fill only 55% of these jobs, leaving the remainder to be filled with competently trained technicians.

To answer this need, the professional society's first obligation is to provide for dissemination and exchange of technical information to assure the professional advancement of its members and second to encourage the development of public educational programs to provide qualified professional engineers and technicians.

But, what are these qualifications? As a starter, an encyclopedia describes the qualifications a professional engineer must have as "intellectual and moral honesty, independence of thought, fairness, good sense, sound judgment, perseverance, resourcefulness, ingenuity, orderliness, application, accuracy and endurance." In addition to this "an engineer should have the ability to observe, deduce, apply, to correlate cause and effect, to cooperate, to organize, to analyze situations and conditions, to state problems and direct the efforts of others." He must be able to communicate, investigate and assemble facts, and convince and win confidence by skillful and right use of facts.

This is what is meant by professionalism – a method of action, a desirable pattern of traits and characteristics which promote the profession and advance its esteem by demonstrated ability.

As professional employees we are entitled to representation and recognition. Recognition of Federally employed engineers was provided in the report of the President's Task Force on Employee-Management Relations in Federal Service, headed by Secretary of Labor Goldberg, which states that "professional employees, because of their special training and type of responsibilities, should be able to determine their own wishes regarding representation on employee problems." The report adds that professionals "should be free to establish organizations of their own and, where appropriate, separate units may be established and such organizations may be granted recognition." To aid in the recognition of the technicians as a part of the engineering-technological team the National Society of Professional Engineers is engaged in establishing a certification program to recognize the engineering technicians.

The point is, we are all on the same team and the establishment of communications and cooperation between the society and management results in the achievement of our common objectives.

BILL ARCHER
PT-941

GENERAL GRANT JOINS FAA

Lt. Gen. Harold W. Grant, former Commander, Air Force Communications Service, has assumed duties as Deputy Administrator of the FAA. He was appointed to the post by President Kennedy in February.

"The Agency is extremely fortunate in having the services of General Grant," Administrator Halaby said. "He is an outstanding administrator and a leader in technical areas critical to the job ahead of building a national aviation system."

The General will remain on active duty, as outlined in the Federal Aviation Act. The Act stipulates that if either the Administrator or the Deputy is a military man, the other must be a civilian, but does not require inactive or retired status.

Born October 16, 1906, in Louisville, Ky., General Grant received his Bachelor of Science degree from Northwestern University, Evanston, Ill. He then became an aviation cadet and won his wings and a commission in the Army Air Corps in 1929. By October 1930, he was embarked on technical specialization which eventually made him Commander of the Air Force Communications Service.

During World War II, General Grant was appointed U. S. Air Signal Planner for Combined Operations in the European Theater and later became Deputy Signal Officer-in-Chief of the Southeast Asia Command in India. In the Korean conflict he was first Vice Commander of the Japan Air Defense and later the Fifth Air Force. General Grant was then transferred to Formosa, where he became Deputy Commander of the U. S. Taiwan Defense Command. Early in 1957 he returned to the U. S. and became Deputy for Operations of the Air Defense Command. In mid 1958 he moved to Washington to become Director of Communications and Electronics, Deputy Chief of Staff/Operations, USAF Headquarters. He became Commander, Air Force Communications Service last July.

General Grant is rated a command pilot and combat observer.

NEW RECORDS SYSTEM FOR AIRMEN PLANNED BY FAA

A new records system to more effectively keep track of the nation's airmen and their current skills is planned by the Federal Aviation Agency.

Designed to make use of modern automatic data processing concepts, the proposed new system involves periodic renewal of airmen licenses to keep records up to date. Current information on all civil aircraft will also be kept in the system. Records will be maintained at the Aeronautical Center, Oklahoma City, Oklahoma.

"Accurate, current information regarding our airmen and aircraft is necessary for development of a National Aviation System," Administrator N. E. Halaby said in announcing the records plan. "We must know the nature of the needs and the elements we are working with to implement intelligently Project Beacon's recommendations on airspace utilization and procedures.

"The new records system will also enable the FAA to pass along safety information and advisories to airmen quickly," Halaby said.

Along with its value to the Agency for planning development of civil aviation, and in communicating with airmen, this data is needed to plan the role of civil aviation in a national emergency. This is particularly important in

view of the emergency readiness responsibilities President Kennedy has just given FAA.

To bring its records up to date, the FAA plans to require the holder of a certificate – such as a pilot, mechanic, dispatcher, controller – to renew it during the two years after the program is launched, probably next year. This would be done with a simple application. No examination is involved.

This new certificate would be valid for two years. It could be renewed through the mail without examination anytime up to two years after it expired. After that, a suitable examination would be required to get another certificate. Recent experience and total experience would be considered in this examination.

For airmen who must take periodic medical examinations, renewal would be automatic when they pass the examination. Where some privileges require a medical exam and others do not, all privileges would automatically be renewed at the time of the examination.

Certificates of the future will probably be small plastic cards, similar to regular commercial credit cards. All of the airman's certificated privileges and his medical certificate would be on the one card. The card would bear the airman's Social Security number.

Currently, airmen certificates are issued for an indefinite period. Although there are requirements for medical exams and for maintaining proficiency, there is no present means of keeping the central record system up to date. Approximately 1,800,000 certificates have been issued since 1926. All of them remain in the files.

The aviation community will have an opportunity to comment on the new records plan in April when it will be discussed at the eight Air-Share meetings scheduled across the nation. There also will be the normal opportunities for public comment as the plan moves through the formal procedure for making rules.

FAA SCHEDULES MEETINGS COVERING NATION TO DISCUSS PROPOSED RULES

Proposed changes in regulations covering general aviation airmen and aircraft will be discussed at eight regional Air-Share meetings scheduled by the Federal Aviation Agency between April 18 and 30.

The conferences will be devoted to exploring tentative FAA proposals for revision of Civil Air Regulations concerning general aviation. Later, when proposed rules are written, formal comments from interested parties will be sought by the Agency. An Air-Share meeting will be held in each of the FAA's seven regions and in Washington for the convenience of the entire general aviation community.

In more than 100 similar previous meetings, the FAA has received suggestions, criticisms and comments volunteered by individuals and groups. They have been carefully analyzed in preparing the agenda for the April meetings. Discussion will be confined to this agenda. However, time permitting, other matters may be discussed.

Proposed rule changes scheduled thus far for the agenda include requirements for additional instrument flight equipment – carburetor heater, pitot tube heater, an alternate source of power for gyroscopic instruments, an alternate source of static pressure, and vacuum gauge or means of power failure warning.

Other proposals:

Subclasses of certain types of aircraft would be specified on which transitional pilot flight checks would be required before carrying passengers. For example, aircraft without retractable landing gear, controllable propeller and wing flaps would be included in one subclass.

Three instead of five landings and takeoffs within the previous 90 days would be required as recent flight experience for pilots qualifying on a different subclass of plane. Recent experience requirements for night flight would be deleted, but pilots holding a commercial certificate without a notation of night flying experience would be required to take a check-out flight. "Grandfather" rights would be provided for presently certificated pilots.

Pilots would be required to have ratings for new types of aircraft that do not fit into present general classifications.

Helicopter pilots would be required to select paths for takeoffs and landings that would permit emergency landings without undue hazard to passengers or to persons and property on the ground.

One instrument approach to the lowest authorized minimums would be required as recent instrument flight experience. This could be accomplished in a flight under the hood or in a synthetic trainer.

Cross country experience in an airplane under actual or simulated conditions would be required as a prerequisite for an instrument rating in airplanes.

All large aircraft designed for two pilots would be required to have a co-pilot in the crew. Private pilots would be allowed to serve as co-pilots provided the airworthiness certificate of the aircraft or other operations rules do not require a co-pilot.

Other items involve consideration of changes in the rules for displaying aircraft documents, retention of records on aircraft and engine inspection and the establishment of new maintenance or time-in-service records when previous records have been lost.

Oscar Lott and Enar Olson in front of new Academy building.

Oscar C. Lott, the newly appointed Director of Training in the Federal Aviation Agency's Office of Personnel and Training visited the FAA Academy recently. Lott discussed the FAA's training program with Enar B. Olson, Academy Director.

Lott is responsible for directing the FAA's training program, which provides highly specialized aviation courses for the Agency's technical personnel. This training program is mainly carried out at the FAA Academy at Oklahoma City, where approximately 12,000 students a year receive training in such areas as air traffic control, maintenance, flight inspection or other specialized fields.

Lott comes to the Agency from the management consultant firm of Terence Flanagan Associates of New York City, where he was vice president.

From 1945 to 1950 he headed the Civilian Personnel Division at the Navy Department's Bureau of Aeronautics where he re-established the inoperative training function. He was also active in the initial development of legislation to obtain congressional recognition of the training needs of Federal personnel. He served as Director of Training for the National Authority from 1950 to 1951.

He had previously served in the Washington area from 1957 to 1960 as a consultant on Management Development and Training for Hot Shoppes, Inc. and prior to that in a similar capacity with the Clifton Corporation in Washington, D. C.

A native of Springfield, Massachusetts, he received his BA degree from the University of Delaware and did graduate work in sociology at the University of Maryland. Lott, his wife and son are planning to make their home in Potomac, Maryland.

EMERGENCY AT COLD BAY: WOMAN FLOWN TO TOKYO

When an emergency arises at one of Alaska's outlying communities, everyone swings into action to solve it – even if that means flying a critically ill woman all the way to Tokyo for medical attention, as recently happened at the FAA station at Cold Bay.

One night not long ago the wife of Albert Romero, Weather Bureau technician at Cold Bay, became seriously ill and in need of hospitalization. Her Anchorage doctor was called and advised immediate evacuation. However, at that late hour there were no flights available to Anchorage, nor to any other part of the United States.

It was at this point that Joel R. Caudle, FAA station manager, stepped in, aided by teamwork from other FAA personnel, the Weather Bureau, Flying Tigers Airline, customs and immigration officials in Anchorage, and others.

A flying Tigers Airline freight flight was at Cold Bay, Tokyo bound. Caudle contacted them and they were happy to volunteer to fly Sumiko Romero and Albert to Tokyo, her home,

at no charge. Caudle cleared the Romeros' departure with customs and immigration officials in Anchorage and with Mrs. Caudle, helped load the stricken woman aboard. The flight took off at 2:15 a.m., and was in Tokyo a few hours later where Mrs. Romero was met by Japanese medical authorities.

In Tokyo, Romero was told by Japanese doctors that his wife had a tubal pregnancy and would have lived no more than 48 hours had she not received an immediate operation.

Mrs. Romero, 25, is recuperating with relatives in Tokyo but expects to join her husband soon at Honolulu where he has been transferred by the Weather Bureau because of her health.

Sumiko Romero was formerly a hostess for Scandinavian Airlines System and met Albert while he was stationed with the Weather Bureau at Anchorage International airport prior to going to Cold Bay last July.

Federal Aviation Agency Trains Minnesota Men

A typical day at the VOR school held in St. Paul by Tom Messier FAA instructor from the aeronautical center.

Tom Messier, PT 945.3, a VOR instructor, conducted a five-day school for the men who maintain the Minnesota omnis. The school was held in the Centennial Building in St. Paul, Minnesota, January 29 - February 2.

This is another example of the excellent cooperation between the FAA and the State of Minnesota.

Minnesota's fourteen omni stations are used for VFR NAV-aids and are being upgraded to be used for IFR approach aids. Two stations are now FAA approved for IFR use and six more are expected to be approved very soon.

One evening was spent touring the new terminal building at Minneapolis-St. Paul International Airport and Northwest Airlines overhaul base where the group inspected the electric shops and the cockpits of a DC-8 and a 720B.

The Aeronautical Center was host for two days, March 14 and 15, to a 3-member team from the Japan Defense Agency. Shown in the photograph are, left to right: William Jackson, Assistant Manager; Muneaki Matsui, Japan; Enar B. Olson, Director, FAA Academy; Yasuo Ujiie and Masatoshi Nakama, Japan; and Ronald W. Pulling, Manager, Aviation Facilities Depot.

Messrs. Matsui, Ujiie and Nakama toured principal installations at the Aeronautical Center during their visit in programs arranged by the offices of the Academy and the Depot. They are in the United States approximately one month as guests of the Secretary of the Air Force, participating in a USAF MATP Sponsored Orientation Tour.

They have visited electrical, electronics and aircraft companies, as well as McGuire and Wright-Patterson Air Force Bases during this visit. They also toured the Aero-Commander Manufacturing Company while in Oklahoma City.

Graduation Exercises For TF-34

Left to Right: Standing – James R. Daniels, Instructor; R. Douglas Cordon, Instructor; Jose Rolando Rivas, Argentina; Gholamhossein Izadpanah, Iran; Abderrahman Djellouli, Tunisia; Abdul Ghafoor, Pakistan; Truong Duc, Viet-Nam; Mohamed El Moncef Daly, Tunisia; Nguyen Dam Thanh, Viet-Nam; Ahmet Atilla Gizer, Turkey; Sultan Ahmad Malikyan, Afghanistan; Salah Khemissi, Tunisia; Hector Alejandro Andino, Argentina; Joe R. Basham, Instructor; Wun Joong Pyun, Korea; Jack H. Saum, Instructor; John A. Fostvedt, Instructor. **Sitting** – Ha Hau Thanh, Viet-Nam; Nguyen Van Bich, Viet-Nam; Coriolano Rodrigues daSilva, Brazil; Do Van Khuyen, Viet-Nam; Ho Van Ngoc, Viet-Nam; Mohammed Samiruddin, East Pakistan.

Graduation exercises for International Students completing the Basic Air Traffic Control Course were held in the Aeronautical Center auditorium on Friday Feb. 16, 1962 with Mr. George Waller, Chief, ATC Training Div. as Master of Ceremonies.

Mr. Enar Olson, Director, FAA Academy, congratulated the class for their accomplishments and expressed the hope that they will help to bring about standardization in air traffic control the world over. He thanked them for bringing to us the wonderful contribution of the culture of their countries and for their friendship.

Dr. Jack S. Wilkes, President of Oklahoma City University, in being introduced as the guest speaker was reminded that when he (Mr. Waller) first came to the Aeronautical Center from Kansas City in 1947, Oklahoma City University played an important part in the International Program – students who came had many of their meals, took language training courses, and participated in many of the social activities at Oklahoma City University. It was indeed a pleasure to have Dr. Wilkes address the graduating class, their many friends and host families and several Washington, D.C. representatives from the International Aviation

Service, the Agency for International Development, and the Office of Personnel and Training.

Dr. Wilkes' message was most thought provoking – he reminded the class that they were already leaders in their own countries – leaders of the future . . . Following are some of the things given for all to think about:

". . . and we have various political ideologies in our time who talk about the future world in which people are going to live, or hope to live. But I think there are certain things the man of the future is going to have – certain qualities he is going to have; and I want to talk to you about what I think of this man of the future."

. . . "and I heard one of our distinguished scientific leaders say that the amount of material that's published in science, in one field, on one day, exceeds a set of books of more than 50 volumes. Now, science is going forward. It poses a threat and opportunity for this man of the future. It poses a threat to his existence or it gives him an opportunity to make life more valuable, more enjoyable, more meaningful, here on the earth." . . .

. . . "Africa today has a majority of its people under black rule for the first time. This poses a threat to the peace of mankind, and yet it also offers an opportunity for mankind to build a better world. And I think it depends a lot upon this man who determines the future, and who is determined that the future of mankind shall be a future for all men." . . . Mankind in the future is going to be a certain type of man; or I am saying that mankind really has no future! I think, for one thing, he is going to be a man of teachable nature. He is going to be a person who can learn. He is going to be the type of individual who can adjust himself to changes in our world, for changes occur more rapidly today than they ever have before."

TELETYPE CLASS NO. 45B

The sentiments of a group of men, namely the students of Teletype Class No. 45B, are expressed in the following presentation made by one of their number:

"Whenever men from various areas, social levels and degrees of talent are working together toward similar goals, there will be one of these men who stands out as an example of what most of us would like to be in the United States – 'a real good Joe – and on the ball'." It has been the good fortune and pleasure of a group of such men, who started together here at the Academy in the Communications School and continued through the Teletype Course, to have such a respected and friendly person as a classmate.

"As an expression of our appreciation of this man's abilities and especially his sincere friendliness, we wish to present to him a small memento in which we hope he will carry, among other things, those priceless intangibles – memories of friends and events here at the Academy, whether he be away or at home in his native land of Turkey. So, with great pleasure, we present this token to Mr. Emrullah Volkan."

The "token" mentioned was a tan leather briefcase, paid for by the members of the class and presented by class member James Logsdon during graduation exercises of Teletype Class 45B on February 16, 1962. The honored recipient of the esteem of and gift from his classmates is shown to the right of Mr. Logsdon. He is Mr. Emrullah Volkan, AID participant from Turkey. Mr. Volkan is continuing his course of studies at the FAA Academy in VOR, ILS and Radar.

Other members of Teletype Class 45B, shown in the background of this picture, are: John Korutz, Merlin Lodwig, Satoshi Muramoto, Earl Redman, William B. Smith, Ronald Terry, Martin Upshaw, Richard Warnock, Donald Wendell, Dean Wyland and Gerald Young.

Visitors at the Aeronautical Center during the week of February 5 were the gentlemen pictured here with Bill Werner, Chief, Management and General Training Division of the FAA Academy. They are, left to right, Messrs. B. C. Vershney and V. S. Sundaram of India.

The training program of these men was arranged by the U. S. Department of Labor, Bureau of Apprenticeship and Training, who requested for them a week's observer type training through the FAA Academy and Aeronautical Center Personnel Division. They were interested in all phases of training and personnel management. Mr. Vershney is training officer for the Fertilizer Corporation of India, while Mr. Sundaram is with the Indian Navy.

In the picture, left to right, Mr. Enar B. Olson, Director, FAA Academy, and Colonel Marinos Skliris of Greece.

Colonel Skliris is Director of the Aviation Safety Division, Civil Aviation Service, Greece. He visited the Aeronautical Center the week of January 29, observing operations of the Flight Standards offices located in the Home State Life Building, and visited the Training Divisions of the FAA Academy.

Standing under the open cowling of a Convair 880 aircraft are Ross Westmoland, who gave on-the-job training instructions to two students from Iran, Mr. Mohammad Haghighi (center), and Mr. Ezat Patovi (righ). The students received training and first hand information on aircraft and powerplant maintenance and inspection procedures peculiar to the Convair 880 aircraft and power plant. The final phase of that training was a 4-day tour through the Aircraft Maintenance Branch conducted by Mr. Ted DeWitte, Chief of the Aircraft Section. Mr. Haghighi and Mr. Partovi have returned to Iran and will be inspectors of aircraft for the Iranian counterpart of Federal Aviation Agency in that Country.

PROJECT LITTLE GUY AT CARI

The man named to head "Project Little Guy" worked at the Civil Aeromedical Research Institute this last month.

Colin G. Simpson is working with CARI and other researchers on a simple, more efficient cockpit layout for light aircraft.

The FAA has been studying the problem of cockpit design for some months – aimed specifically at the pilots' needs. Under further study is the development of an experimental prototype of a reliable, low-cost cockpit that

will enable general aviation pilots to fly more safely in poor weather. It also should reduce training time and make flying more efficient.

Colin G. Simpson joined the FAA recently from industry, where he was associated with North American Aviation, Weber Aircraft and Douglas Aircraft and Guidance Technology. His experience includes work in aircraft escape systems and instrumentation programs.

Born in the Phillipines of American parentage, Simpson came to the U. S. shortly before World War II. He has a B.S. degree from the University of California and an M.S. in aeronautical engineering from the California Institute of Technology.

Project Little Guy is a program of government assistance to industry. Results of the research and development effort will be available to future aircraft designers. The project is planned as a three-year program, and a flyable prototype will be available during this time.

Major components of any new system probably would include a large pictorial attitude display combining the functions of compass, artificial horizon, turn-and-bank indicator, altimeter and airspeed indicator; a central navigational display showing aircraft position in relation to charts projected on the screen; auxiliary displays for status and warning, and simplified controls. It is thought that such a system could be produced at an acceptable cost to general aviation.

— CARI NOTES —

Doctor Snyder and his Mustang.

Dr. Jerry Snyder, Chief of the Physical Anthropology Section, Protection and Survival Branch, CARI, has recently obtained a North American P-51 Mustang from the RCAF. This airplane was designed and built to British specifications, and was considered by many to be the finest fighter plane of World War II. It also saw action in the recent Korean conflict.

Its twelve cylinder, liquid cooled, twin row in-line engine develops roughly 1500 h.p., and at 24,000 feet provides the plane with a speed of more than 430 m.p.h. Dr. Snyder is having the plane fitted for high altitude and instrument flight. It has a jump seat to accommodate one passenger.

° ° °

Another researcher at CARI has bought an airplane, in line with the desire of a number of CARI staff members to intimately participate in general aviation activities. Such participation assists CARI's research programs.

Mr. Jack Earley, Chief of the Dynamic Testing Section, of the Protection and Survival Branch, has bought a North American T-6 (Texan). He and Dr. Snyder flew it to CARI from Arizona in mid-March.

This airplane was widely used throughout World War II and into the 1950's as a basic trainer by the U. S. Air Force and Navy. It has a tandem seating arrangement, enclosed cockpit and retractable landing gear. It is powered by a 550 h.p. Pratt and Whitney Wasp air-cooled radial engine, and has a maximum speed of 212 m.p.h.

° ° °

Ten U. S. Army officers from Washington, D. C., Fort Rucker, Alabama, and Fort Knox, Kentucky, visited CARI along with the Civil Air Surgeon on March 6, and discussed the development of collaborative aviation medicine research programs. Of mutual interest are such matters as the operation of light airplanes and helicopters.

One week prior to the above meeting, the Airline Medical Directors, the Air Line Pilots Association, the Civil Air Surgeon and the Deputy Civil Air Surgeon, visited CARI, and discussed aviation medicine problems in the jet age. A representative of the supersonic transport program also visited CARI during the latter week.

DEPOT HOLDS FIRST SUPPLY CONFERENCE

A depot and field supply conference was held February 27 through March 1 at the Aeronautical Center with more than fifty Agency employees participating. Representatives from the seven regions and Washington were present.

Objectives of the conference were to define and discuss deficiencies affecting timely supply support. Presentations of the various supply areas were given by Depot and Washington personnel. Categories discussed included cataloging, standard allowances, requisitions, provisioning, special support problems and scheduled overhaul programs.

Ralph Gamel, Chief, Operating Materiel Branch, was chairman of the conference.

The basic benefits derived from the conference were the resolution of depot-field problems or the deferral of problem areas for study and solution.

MAINTENANCE ENGINEERING CONFERENCE

The Federal Aviation Agency's top-level engineering talent was brought together at the Aeronautical Center March 27, 28 and 29 to discuss air traffic control and air navigation facility maintenance.

The Depot Maintenance Engineering Conference was spearheaded by the Program Materiel Branch of the Materiel Division, with Rex P. Merilatt, Chief of PMB as conference coordinator.

Agenda of the conference included items of mutual discussion, conference papers and an informative tour of Depot facilities used in support of the Agency's maintenance effort.

Subjects of discussion included TACAN antenna and equipment repair, scheduling of overhaul programs, test-equipment calibration, radar beacon, coaxial cable, semi-automatic flight inspection, electron tube performance evaluation, mobile van, and FAA technical publications.

The conference provided another link in the constant endeavor to upgrade the safety of air travel.

Attending from the Washington office System Maintenance Division of Aviation Facilities service were William Boech, Jr., Jack Teunisson, Paul Colby, John Hanlon, Ed Hyman, Walter Lehman and Louis Wolfe.

From the Alaskan Region were E. G. Fisher, K. F. Hager and H. D. Bushman. The Central Region sent N. F. Barritt, H. A. McClanahan, G. L. Allen, and C. T. Roper.

E. L. Gayle came from the Eastern Region, and Norman Thompson and Robert B. Gilroy attended from the Pacific Region.

Southwest Region representatives were G. I. Carpenter, T. J. Edwards, J. C. Creager, C. J. Gunn and Ray Haston.

Also attending were J. W. Cochran and Leonard Haggard from the Southern Region, and J. G. Melville, Warren C. Sharp and W. Kirk Barry of the Western Region.

All participated in the conference as did members of the engineering staffs of both the Program Materiel Branch and Operating Materiel Branch of the Depot's Materiel Division.

POWER OFF ? WILLY

AN EVIL GENERATION

"Our earth is degenerate in *these latter days;* there are signs that the world is *speedily* coming to an end . . . bribery and corruption are common; children no longer obey their parents; every man wants to write a book; and the end of the world is evidently approaching."

SOUND FAMILIAR???? It should, for it was taken from an *Assyrian tablet dated about 2800 B.C.*

PMB Promotes Publicity for National Engineers Week

Seated: James H. Norick, Mayor of Oklahoma City. **Standing, Left to right:** R. E. MacDowell, Committee Member, Central Okla. Chapter, OSPE; G. C. McLure, Secretary-Treasurer, Central Okla. Chap., OSPE; L. J. Weissenberger, Committee Member, Central Okla. Chap., OSPE; R. C. Jackson, President, Central Oklahoma Chapter, OSPE.

Left to right: R. E. MacDowell, Committee Member, Central Okla. Chapter, OSPE; G. C. McLure, Secretary-Treasurer, Central Okla. Chapter, OSPE; W. J. Collins, President-elect, Oklahoma Society of Prof. Engrs.; J. Howard Edmondson, Governor of Oklahoma; R. C. Jackson, President, Central Okla. Chapter, OSPE; R. P. Merilatt, Committee Chairman, Central Okla. Chapter, OSPE.

STATE OF OKLAHOMA

EXECUTIVE DEPARTMENT

Proclamation

WHEREAS, our modern civilization with its many and complex needs could not exist without engineers; and

WHEREAS, the engineer is now being called upon to speed the utmost effort toward maintaining our Country's prestige among the Free Nations of the world; and

WHEREAS, there exists today a great need for more engineers and more of our short young people to choose the discipline of engineering and scientific genius in order to develop technological skill for important service and benefit to our Nation, humanity, the building of peace; and

WHEREAS, the engineers of America and Oklahoma are dedicated to the betterment of human welfare, the advancement of education, the protection of life and property, maintaining superiority in technology;

NOW, THEREFORE, I, J. HOWARD EDMONDSON, Governor of the State of Oklahoma, in order to give our citizens an opportunity to honor the engineering profession of the State of Oklahoma, do hereby proclaim the week of February 18 through 24, 1962, as

"ENGINEERS' WEEK"

in Oklahoma, and urge that our people join in extending recognition and honor to our professional engineers.

In Witness Whereof, I have hereunto set my hand and caused the Great Seal of the State of Oklahoma to be affixed.

Done at the Capitol in the City of Oklahoma City this 19th day of February in the Year of Our Lord one thousand nine hundred and Sixty-Two and of the Statehood of Oklahoma the Fifty-Fourth Year

ATTEST: William R. Christian, SECRETARY OF STATE

J. Howard Edmondson, GOVERNOR

PROCLAMATION

WHEREAS, on the occasion of National Engineer's Week, it is important to emphasize that the work of the engineer is indispensable to modern society.

WHEREAS, we would not be able to meet the challenges of the modern world were it not for the tireless engineers who develop and bulletins products and systems that contribute to the welfare, safety, and advancement of all Americans.

WHEREAS, our engineering capabilities are crucial, not only to the progress of the United States, but to helping others achieve their needs for a better and fuller life in freedom.

WHEREAS, there are now vistas in engineering that offer exceptional opportunities to the able and young people of this country for its essential to the sustained growth of American technology that more young men and women of outstanding ability study engineering and seek their full professional careers in its creative practice.

NOW, THEREFORE, I, James H. Norick, Mayor of the City of Oklahoma City, do hereby proclaim the week of February 18 to 24, 1962 as

"ENGINEERS' WEEK"

and urge all citizens to give full consideration and recognition to the progressive works being accomplished by the Engineering Profession and challenge all young men and women to continue this progress.

GIVEN under my hand and the Seal of the City of Oklahoma City, this 19th day of February, 1962.

James H. Norick, MAYOR

ATTEST: Erwin Fries, CITY CLERK

PMB engineers took an active part in obtaining all possible publicity at the local level for National Engineers Week this year. The week, February 18 to 24, was recognized nationally and widely publicized in publications throughout the country through efforts of the National Society of Professional Engineers and other engineering organizations.

Rex P. Merilatt, PE, Chief of the Program Materiel Branch, served as the Aeronautical Center committee chairman and committee members were L. J. Weissenberger, PE, and R. E. MacDowell, PE, all members of the Oklahoma and National Societies of Professional Engineers. They were assisted by Mark Weaver, Aeronautical Center Public Affairs Officer, Floyd Gibson, Plans and Administration Division, as technical consultant, and Dorman Knight, illustrator for the Materiel Division.

Obtaining official proclamations of Engineers Week by the Governor of Oklahoma and Mayor of Oklahoma City highlighted the committee's activity. Other work included submission of letters and "volumes" of copy to the Oklahoma City Times, the Daily Oklahoman, and Radio Stations WKY, KOMA, KTOK, KOCY, and KJEM. Spot announcements and 35mm projection slides were furnished to Television Stations KWTV, WKY-TV, and KOTV. Posters were placed on the Aeronautical Center bulletin boards.

PMB INSTALLS PAR TRAINING FACILITY

PAR Training Facility at the Aeronautical Center.

One of the newer buildings at the Aeronautical Center is the Precision Approach Radar (PAR) Training Facility located near the southwest end of the N.E. - S.W. runway. The building is made conspicuous by its orange and white checkered exterior common to all buildings in proximity to aircraft traffic lanes. Housed in the building is a precision approach radar (PAR) facility which was installed by the Electronic Materiel Section in PMB under the direction of Mr. Louis Foree, AF-974.2.

PAR-1 Indicator Site Equipment.

For the uninitiated, we point out that a PAR provides the airport traffic controller with a radar picture of aircraft during final approach and just before touchdown. The picture presented to the controller shows the flight path of the aircraft both in elevation and azimuth together with distance from the touchdown point. The controller is thereby able to direct the pilot to a landing.

From the engineering viewpoint, a PAR facility is a complex electronic and mechanical system presenting many interesting and challenging problems in design, manufacturing, installation, and maintenance. This equipment was in service for many years at La Guardia Airport. Before reinstallation in the local training facility it was completely overhauled and refinished and cannot be told from a new, factory-fresh unit.

Installation of the equipment was designed to provide maximum utility in the training of FAA technicians and engineers. The installation differs in some details from a standard field installation. Notable in this respect, is an expanded junction cabinet which provides easy

PAR-1 Transmitter Site Equipment.

access to many of the important test points in the system. From the administrative viewpoint, accomplishment of the project required coordination with PT-900, AC-190, District Airport Engineer, Southwest Region, Washington offices and the Oklahoma City Airport Trust. The successful completion of the project is due in large measure to the participation of persons in these organizations. PT-900 accepted responsibility for operation and maintenance of the facility on January 10.

The completed facility is in use for training by Facilities and Materiel Training Division, Radar Branch, PT-947, and by Facilities Flight Check Branch, PT-954. This facility is being operated for training purposes only. It is not intended for general aircraft operations on Will Rogers Airport.

Operator's position of PAR-1.

Cox Wins AF Safety Award

Richard Cox, Field Office Supervisor, Intermediate Altitude Flight Inspection at the Aeronautical Center, has been presented an Air Force safety award for completing 10-thousand accident-free flying hours.

Cox is chief pilot of the Oklahoma Air National Guard and holds the rank of major. He has been with the Federal Aviation Agency since January, 1956.

Major Cox is the only Air National Guard officer in Oklahoma to receive the Military Air Transport Service (MATS) honor.

Brigadier General Gillis Johnson, commander of the 137th Air Transport Wing, presented Major Cox with a lapel pin, certificate and a personal letter of commendation from Lieutenant General Joe W. Kelly, MATS Commanding General.

Cox entered the military service as a flying cadet in 1943 and served during World War II. He also has flown the B-25, C-47, and C-124 aircraft. He and his wife Lenora have three children, Beverly, Barbara, and Richard.

Flight Standards Training Division Conducts New Course

A new course, "S-AR-1 Airworthiness Requirements for Aircraft Alterations", was started for field inspectors on January 15, 1962. The course conducted by the Aircraft Branch, Flight Standards Training Division, is designed to alleviate some of the problems regarding approval of aircraft alterations. This course was developed to standardize compliance with regulatory and safety requirements and improve the inspectors capabilities in expediting approval of a wide range of alterations.

The FAA is responsible to see that alterations to civil aircraft are accomplished in such a manner that they will not impair the safety of the aircraft. Persons and corporations that own aircraft alter them for several reasons. Some owners want to modify the aircraft so it will be more adaptable for their specific use. Others make alteration for economic reasons, — they just happen to have an engine or parts from some other model aircraft and want to use them. Many of the alterations are new developments and improvements that are later sold to aircraft manufacturers for use in new models. While the Aircraft Engineering and Manufacturing Division handles the more complex alterations, requiring design evaluation and flight test, the General Maintenance Inspectors are authorized to approve most (approximately 15,000 per year) of the alterations with a minimum delay by passing judgment on the saftey aspects of the alteration. They inspect initial or prototype alterations wherever they are made. These alterations to aircraft may occur at small airports or in large multi-million dollar repair stations anywhere in the U. S. or its possesssions.

ALL PERSONNEL OF HIGH ALTITUDE FLIGHT INSPECTION OFFICE (FS-920) TRAINED IN RADIOLOGICAL COURSE

Perhaps unique in all of the Federal Aviation Agency is the accomplishment of the High Altitude Flight Inspection Organization (FS-920) located at Tinker Air Force Base. Under the impetus of "Sandy" McBride, the Chief and through the efforts of Bob Baker and Joe Price, the FS-920, Emergency Readiness Officers, all operational personnel have received training either as radiological monitors or radiological meter readers. A total of 67 personnel were trained.

Operational requirements for Flight Inspection activities during an emergency have necessitated a high degree of preparedness. Flight Inspection air crews must necessarily plan for flights through and over radioactive fallout areas. It was considered not enough that a basic radiological monitoring capability be established, but Mr. McBride was determined that all operational personnel would be familiar with all aspects of a possible radioactive fallout environment.

Joe Price, FS-920 emergency readiness officer conducts radiological classroom session.

The first class of thirty people were all flight crew members of the KC-135 and B-57 used by FIFO-H. The class studied interesting subjects such as effects of nuclear weapons, basic concepts of nuclear science, emergency exposure, personal protection in radioactive fallout, aircraft decontamination and monitoring techniques. The highlight of the class was the measurement and evaluation of the DC-3 aircraft which had been temporarily contaminated by the placing of several Cobalt 60 capsules in locations on the airplane that would most likely be contaminated in flying through a radioactive cloud.

Radef monitors checking aircraft wheelwell for radiation.

Left to right: Charles R. Johnson, Sgt. Myles and Joel Morris

The class proved to be very popular with the flying crews and it was felt that it would be advantageous to the maintenance personnel who support the high flying jets to attend the same 16 hour course. Two additional classes were held and the personnel of FS-970, headed by Mr. Lee C. Boyles, Maintenance Chief, received the Radiological Defense Instruction. Attending the last class were six Air Force sergeants who assist in the maintenance of the KC-135.

This training will assure that a complete appraisal of the radiation hazards which may be experienced by Flight Inspection crews will be possible. In-flight monitoring and evaluation will be accomplished, thus assuring the protection of aircrew members and their aircraft.

Classes were conducted at the Aeronautical Center with the cooperation and assistance of the Center Emergency Readiness Officer.

* * *

NEXT QUESTION—A job applicant at the Center, carefully filled in every space on the application form. Following the words "Salary Expected," he wrote, "Yes."

Engineer Receives Master of Science Degree

Jim G. Maupin, PT-957, has completed the requirements for a Master of Aeronautical and Space Engineering Degree at the University of Oklahoma. This was the result of five years of study and attending night classes, in addition to his regular daytime duties. Mr. Maupin joined the FAA in February, 1961, as a Flight Test Engineer Instructor in Flight Standards Training here at the Academy. His previous experience includes five years as a Structures Engineer and Supervisor at Tinker AFB. During this time, he participated in many major aircraft accident investigations. He was a pilot in the Air Force and flew 100 combat missions in jet fighters, receiving the Distinguished Flying Cross and the Air Medal with three clusters. He received his private flying license at age 17, and presently holds a commercial certificate. Mr. Maupin is a registered professional engineer, member of National Honorary Aeronautical Engineering Society, Institute of Aerospace Sciences, and National Society of Professional Engineers. He is presently Chief of the Airframe Section, Engineering and Manufacturing Branch, Flight Standards Training Division, FAA Academy.

Jim's professional interests are in air safety through engineering education, and he practices what he teaches.

N-123 GETS A REFURBISHING JOB

Fairchild aircraft N-123, the workhorse of the Alaskan Region, looks as sprightly as a young colt now. Why? She has just had "the works" from the Aircraft Division's rejuvenating personnel.

Hauling everything from food to bulky engine-alternators and even trucks is not conducive to retaining of attractive appearance. Nor is it easy on airframe or engines. That's why even a rugged aircraft such as the N-123 has to have a bit of a going over now and then. And a going over is just what she got while she was under the tender ministrations of the Aircraft Division.

N-123 Wing Stripped for X-raying and modification.

These ministrations included a 17th periodic inspection, two engines changed, wing modification, and a complete redesign of both the thermal anti-icing and the aileron anti-icing systems. During this inspection, she had her "innards" dug into in a most intimate manner . . . all modest concealment dissolves under the probing of X-rays. Such probing with X-rays is required to detect possible flaws hidden under normal-appearing surfaces.

Now, dressed again, and flaunting gay new colors of the FAA fleet, she's back to duty in the Alaskan Region. There she'll fly 600 hours a year in the non-spectacular but very necessary logistics service.

SURPLUS STEEL SAVING

Ever wonder what happens to a piece of surplus salvage steel when its outlives its usefulness to the Federal Aviation Agency's far-flung installations?

A substantial amount of it finds its way to the Aviation Facilities Depot's shops where it is made into a variety of articles by the Program Materiel Branch.

Of the more than a million pounds of salvage structural steel surveyed here in the past year, 200,000 pounds of it has been used to fabricate 2,400 sectional battery racks, parts for an RML-3 dual tower, 25 DME mast and FAS brackets, and shipping containers of various kinds.

Other PMB uses include a counterpoise fan marker, mounting stands for flasher units, parts for hinged light bars, parts for an approach light system, and miscellaneous items such as shelf supports, tool racks, storage bins and special work benches.

Fabricating these in the Depot shops costs but a fraction of the price the Depot would pay for these same articles through procurement.

All these uses to which the salvage steel is put are important to the Depot's operations, however, so far-reaching are the benefits of the salvage, and so widespread are its uses by other agencies of the Government, it becomes difficult to place a monetary value on it.

This structure, once a radome used by the Federal Aviation Agency but since discarded, now is used as a swine farrowing house at the U. S. Department of Agriculture Research Station at Fort Reno.

This is especially true when it figures prominently in the rehabilitation of a reformatory inmate.

Take for instance the future of a 19-year-old youth, serving a couple of years in the Federal Reformatory at El Reno, or a similarly situated youth at the Federal prison in Leavenworth, or Texarkana, or Englewood, Colorado.

Historically, this youth went to prison because he was not trained to earn a living, and spent too much time in illegal pursuits.

The chances are that he may be rehabilitated in prison, that he will be taught a trade such as machinist, furniture making, construction and mechanics – with salvage structural steel which formerly was owned by the FAA.

In vocational agriculture classes inside the prison walls, he may be taught hundreds of uses of scrap steel which will open many opportunities to him when he leaves the walls.

Framework for this barn at the U.S.D.A. Research Station at Fort Reno once was used in an FAA installation which was salvaged. The steel window frames were fabricated at the research station from scrap steel obtained from the Federal Aviation Agency.

The Federal Reformatory at El Reno alone has 1,100 youths and young men ranging from 18 to 24 years old – youths who can lead useful lives after they pay their debts to society.

But budgets for rehabilitation of human beings are notoriously and traditionally pinched. There are, of course, ways around this situation. One is to get 55 or 60 tons of salvage steel from another government agency in a beneficial no-cost transfer of the no-longer-needed material, as the El Reno reformatory did when the Depot surveyed its salvage.

Visitors to the reformatory see an amazing display of rehabilitation as inmates receive instruction in numerous trades, using over and over again the salvage steel provided from Federal Aviation Agency installations.

Orville James, Associate Warden, John Ulken, chief of mechanical services, and Ralph Thompson, foreman of mechanical services, select and show their visitors 20 prison projects in which salvage FAA steel played an important part. Most of these projects were tied directly to the rehabilitation program, and included steel building trusses, cattle racks, loading chutes, corrals, cattle sheds, equipment bins, metal shelving, scaffolding, door frames, trailers, livestock feeders, a sprinkler system, furniture frames, tables, carts, fence posts, ventilator frames and other articles.

Scraps are reused in teaching arc welding to the inmates. Records show that a big percentage of the inmates live completely reconstructed lives after they leave prison, taking their places in society along with others. The rehabilitation programs partially made possible by salvage FAA steel is one of the big reasons.

Other destinations of salvage steel from FAA are the agricultural research stations, one of which is located at old Fort Reno, west of El Reno.

Here, the U. S. Department of Agriculture Research Service continuously researches food products for Mr. and Mrs. America and their children. Once again, the matter of a pinched budget for some necessities is overcome with use of salvaged structural steel, much of which went there from the Depot.

Dwight F. Stephens, superintendent of the station, pointed out that metal shipping containers for aircraft engines can be converted easily into livestock feed racks, radomes no longer usable by FAA become swine farrowing houses, salvage sheet metal and steel angle iron scraps are made into a practical metal barn. Mech angle iron becomes lifetime fence posts.

At Stillwater, the U. S. Department of Agriculture Hydraulic Lab has made valuable use of salvage steel in hydraulic experiments.

A dozen Government installations have used FAA salvage steel for innumerable benefits. Department of the Interior wildlife refuge areas at Cache, Tishomingo and Salt Plains, in Oklahoma, and Dennison, Texas, have used the salvage for sign posts, fencing, gates, storage racks, construction of buildings and vehicle parts.

Other U. S. Department of Agriculture stations, among them Woodward and Chickasha, Oklahoma, and the Las Cruces Field Station, Las Cruces, New Mexico, also have hauled some of the material from the Depot storage areas for equipment to be used in research of various types.

A group of inmates in the Federal Reformatory machine shops using the skills they acquired in classes as part of the prison rehabilitation program.

All of these agencies place a high utilization value on the material they get from FAA, but are reluctant to place a monetary value on it due to the fact that budget limitations prevent them from buying it from any source.

But one, the Department of Agriculture Hydraulic lab at Stillwater, says the salvage is worth $270 per ton to that station. It received five tons.

The Department of Interior station at Cache places a value of $5,800 on about 20 tons of the salvage steel.

One station, the Tishomingo National Wildlife Refuge of the Department of the Interior, places a value of 22 cents per pound on the 8,500 pounds of salvage it has hauled away.

Thus, the more than one million pounds of salvaged structural steel surveyed here in 1961 found extended use in all these activities, extending its life far beyond its original purpose.

"STAIRWAY HOLDER"

Monroe A. Ebner, Chief of Line Maintenance Branch, conceived the idea for the "stairway holder" pictured here. He was seeking a method for moving a Convair turbo-prop aircraft without battery power or hydraulic pressure. Without the holder, the stairway must be closed or supported manually by a member of the ground crew during the move. If the battery is not installed in the aircraft or if electrical power is not available to the aircraft, the stairway will not operate. With the holder, a bracket is hooked to the main door hinge, the stair is raised slightly and a hook placed under the lower step. This enables the aircraft to be moved without battery power or hydraulic pressure. Mr. Ebner turned his idea to William D. Owens, aircraft mechanic in Line Maintenance Branch, who designed and manufactured the holder as pictured, and it is being used effectively almost daily by personnel of the Line Maintenance Branch.

Ivan O. "Sandy" Sanderson Retires

Ivan O. Sanderson, better known as Sandy, has now made the one great step that all of us look forward to doing one of these days. He is in the process of retiring and will officially be retired in approximately three months. He wishes to take it easy now at being his own boss and work his little spread on the suburbs of Oklahoma City.

George W. Bell gives a retirement gift to Sandy.

He has a few livestock, some chickens and a full blooded Appaloosa colt, in which he sees a great future. It is understood that Sandy was carried high about this colt by some of his fellow workers when he first acquired it, because the colt wasn't in too good a condition. However, he has turned out to be a fine species, and it has been said by some that Sandy has high hopes of having a riding academy on his spread one of these days.

He came to work for the CAA July 7, 1953, which at that time was housed in the old army-type buildings. His first position was with the paint shop. We understand he was foreman, photographer and filled any other job that needed to be accomplished within that area at the time. He hit it lucky one day on one of his bids and was called July 23, 1956 to fill a storekeeping position in Hangar 9 Aircraft stockroom, working for the Aircraft Division. Well as FAA continued to grow and more positions were created, he climbed to the lead position in Hangar 8 Aircraft stockroom, where he has stayed to the day of his retirement.

PAY REFORM PLAN OUTLINED

President Kennedy has urged Congress to approve a proposal for reform of major statutory pay systems of the Government to achieve and maintain "reasonable comparability" with national average rates for work of like responsibility in private employment.

The proposal calls for phasing pay adjustments for 1,640,000 salaried employees in three annual increments beginning next January and becoming fully effective in January 1965. It also provides for (1) annual study of pay changes in the private sector and Presidential recommendations to Congress of such adjustments in Federal salaries as he finds advisable and (2) maintaining realistic salary relationships within and among the several systems under the principle of equal pay for equal work.

The accompanying table compares the present Classification Act pay rates to the proposed minimum and maximum rates, reflecting the annual planned adjustments designed to achieve full adjustments based on current data by January 1965.

Because of the salary lag that has developed over the past 17 years, full correction of the accrued inequities in one year would be unwise, involving the substantial cost of more than $1 billion, the President explained. "Therefore, to reduce the impact in any one year on the affected $10 billion Federal payroll . . . the plan that I recommend provides that the full 10 percent be distributed over three annual stages . . ."

The reform would provide new salary schedules for employees under the Classification Act, Postal Field Service Compensation Act, Foreign Service Act, and Veterans Administration's Department of Medicine and Surgery. Adjustments in pay over the three-year period would range from $120 in the lowest grades to $6,000 in grade 18 of the Classification Act. Objective studies repeatedly have demonstrated that the greatest pay lag behind industrial salaries is in the middle and higher grades while salaries in the lowest grades generally are equal to or better than those paid for similar work in private enterprise.

Salaries for services performed by Federal employees "should be fixed under well-understood and objective standards, high enough to attract and retain competent personnel, sufficiently flexible to motivate initiative and industry, and comparable with the salaries received by their counterparts in private life." Mr. Kennedy emphasized. "To pay more than this is to be unfair to the taxpayers— to pay less is to degrade the public service and endanger our national security."

Although full reform would not be achieved for three years, changes in the proposed annual increments would be possible in the interim as the result of the required annual surveys and Presidential recommendations for adjustments.

Other key features of the reform proposal include:

- Addition of two new grades to the Classification Act schedule for a limited number of top positions at and just below the bureau director level.
- Provision for ten within-grade pay rates in grades 1 through 15, seven in grade 16, four in grade 17, and one in grades 18 through 20.
- Provision for annual within-grade step increases for the first three years in grade; biennial raises for the next three steps; and increases every third year for the next within-grade steps.
- Authorization for additional within-grade increases, limited to one step a year, to reward high-quality performance.
- Provision for the equivalent of at least two within-grade step increases upon transfer or promotion to a position of a higher grade.
- Authorization for appointments at rates above the minimum of the grade for exceptionally well-qualified applicants or to attract persons earning more than the minimum rate who might otherwise decline an offer.
- Broadened authority for making adjustments of pay rates within grades to recruit shortage-category personnel.
- Elimination of the statutory limits on the number of positions in top pay grades.

President Kennedy's Proposed Federal Employe Pay Scale

Effective January 1, 1963

GS- 1	$ 3,225	$ 3,330	$ 3,435	$ 3,540	$ 3,645	$ 3,750	$ 3,855	$ 3,960	$ 4,065	$ 4,170
2	3,540	3,645	3,750	3,855	3,960	4,065	4,170	4,275	4,380	4,485
3	3,800	3,905	4,010	4,115	4,220	4,330	4,455	4,580	4,705	4,830
4	4,110	4,250	4,390	4,530	4,670	4,810	4,950	5,090	5,230	5,370
5	4,565	4,715	4,865	5,015	5,165	5,315	5,465	5,615	5,765	5,915
6	5,035	5,205	5,375	5,545	5,715	5,885	6,055	6,225	6,395	6,565
7	5,540	5,725	5,910	6,095	6,280	6,465	6,650	6,835	7,020	7,205
8	6,090	6,295	6,500	6,705	6,910	7,115	7,320	7,525	7,730	7,935
9	6,675	6,900	7,125	7,350	7,575	7,800	8,025	8,250	8,475	8,700
10	7,290	7,535	7,780	8,025	8,270	8,515	8,760	9,005	9,250	9,495
11	7,960	8,225	8,490	8,755	9,020	9,285	9,550	9,815	10,080	10,345
12	9,380	9,695	10,010	10,325	10,640	10,955	11,270	11,585	11,900	12,215
13	10,965	11,330	11,695	12,060	12,425	12,790	13,155	13,520	13,885	14,250
14	12,665	13,090	13,515	13,940	14,365	14,790	15,215	15,640	16,065	16,490
15	14,495	14,975	15,455	15,935	16,415	16,895	17,375	17,855	18,335	18,815
16	16,400	16,945	17,490	18,035	18,580	19,125	19,670			
17	18,350	18,960	19,570	20,180						
18	20,315									
19	22,245									
20	23,000									

Effective January 1, 1964

GS- 1	$ 3,265	$ 3,370	$ 3,475	$ 3,580	$ 3,685	$ 3,790	$ 3,895	$ 4,000	$ 4,105	$ 4,210
2	3,580	3,685	3,790	3,895	4,000	4,105	4,210	4,315	4,420	4,525
3	3,840	3,945	4,050	4,155	4,260	4,375	4,500	4,625	4,750	4,875
4	4,175	4,315	4,455	4,595	4,735	4,875	5,015	5,155	5,295	5,435
5	4,645	4,800	4,955	5,110	5,265	5,420	5,575	5,730	5,885	6,040
6	5,165	5,335	5,505	5,675	5,845	6,015	6,185	6,355	6,525	6,695
7	5,695	5,885	6,075	6,265	6,455	6,645	6,835	7,025	7,215	7,405
8	6,285	6,495	6,705	6,915	7,125	7,335	7,545	7,755	7,965	8,175
9	6,925	7,155	7,385	7,615	7,845	8,075	8,305	8,535	8,765	8,995
10	7,585	7,840	8,095	8,350	8,605	8,860	9,115	9,370	9,625	9,880
11	8,325	8,600	8,875	9,150	9,425	9,700	9,975	10,250	10,525	10,800
12	9,910	10,240	10,570	10,900	11,230	11,560	11,890	12,220	12,550	12,880
13	11,670	12,060	12,450	12,840	13,230	13,620	14,010	14,400	14,790	15,180
14	13,615	14,070	14,525	14,980	15,435	15,890	16,345	16,800	17,255	17,710
15	15,725	16,250	16,775	17,300	17,825	18,350	18,875	19,400	19,925	20,450
16	17,970	18,570	19,170	19,770	20,370	20,970	21,570			
17	20,325	21,000	21,675	22,350						
18	22,740									
19	25,150									
20	26,000									

Effective January 1, 1965

GS- 1	$ 3,305	$ 3,410	$ 3,515	$ 3,620	$ 3,725	$ 3,830	$ 3,935	$ 4,040	$ 4,145	$ 4,250
2	3,620	3,725	3,830	3,935	4,040	4,145	4,250	4,355	4,460	4,565
3	3,880	3,985	4,090	4,195	4,300	4,405	4,525	4,650	4,775	4,900
4	4,215	4,355	4,495	4,635	4,775	4,915	5,055	5,195	5,335	5,475
5	4,690	4,850	5,010	5,170	5,330	5,490	5,650	5,810	5,970	6,130
6	5,235	5,410	5,585	5,760	5,935	6,110	6,285	6,460	6,635	6,810
7	5,795	5,990	6,185	6,380	6,575	6,770	6,965	7,160	7,355	7,550
8	6,420	6,635	6,850	7,065	7,280	7,495	7,710	7,925	8,140	8,355
9	7,095	7,330	7,565	7,800	8,035	8,270	8,505	8,740	8,975	9,210
10	7,800	8,060	8,320	8,580	8,840	9,100	9,360	9,620	9,880	10,140
11	8,580	8,865	9,150	9,435	9,720	10,005	10,290	10,575	10,860	11,145
12	10,270	10,615	10,960	11,305	11,650	11,995	12,340	12,685	13,030	13,375
13	12,190	12,595	13,000	13,405	13,810	14,215	14,620	15,025	15,430	15,835
14	14,310	14,785	15,260	15,735	16,210	16,685	17,160	17,635	18,110	18,585
15	16,620	17,175	17,730	18,285	18,840	19,395	19,950	20,505	21,060	21,615
16	19,125	19,760	20,395	21,030	21,665	22,300	22,935			
17	21,755	22,480	23,205	23,930						
18	24,500									
19	27,290									
20	28,000									

BOOKS IN GOOD HANDS

Present and future plans of the Library Branch in the Administrative Services Division were aired on TV Channel 13 "Books in Good Hands" program recently.

Public Affairs Officer – Mark Weaver, served as panel moderator for the guests – Henry James, Chief, Library Branch, Lewis O'Brien, Chairman, Medical Library Committee, and Lewis Mason, Film Librarian.

What makes a regular library – a medical library, – and a film library? How will the requirements of the component tenant organizations which are a part of the Aeronautical Center be met? These questions set the basic pattern for the discussion which gave the Oklahoma City area television audience an interesting and educational half-hour program.

Henry James defines the word library as, "a collection of books, periodicals, and reports, cataloged in such a way that it is immediately available to anyone desiring to use them." The Aeronautical Center Library will be located on the first floor of the Academy Building with 5,000 square feet of floor space (when the building is completed.) They are presently located in the Flight Operations and Airworthiness Building, Room 11B, Extension 710.

Although the student has full access to the library, he is not the only one being considered as the program shapes up. It is planned that information will be available for the Aeronautical Center engineer, technician, researcher, instructor, – in fact, all FAA personnel. This type library differs from a regular library in that it must keep current information in principles of management, advanced engineer mathematics, and aeronautical sciences. Material will not be available in the field, however it will be used for advanced training by anyone attending school here. Also there will be interlibrary service.

Mr. James stated that within three years it is expected that there will be four to five thousand titles and approximately seven thousand technical reports – classified and unclassified.

"Books in Good Hands" are running out the ears of Henry James, Chief, Library Branch of Administrative Services Division.

Dr. O'Brien was asked about requirements of CARI. "Medical research will require a library which must be an excellent one – one that is good coverage in my field i.e., all phases of aviation medicine. We will need a wide variety of material in text books, periodicals, and films for our doctors, psychologists, engineers, and crash-safety people. At present the medical library has subscribed to 200 monthly periodicals. Classification and cataloging will be handled under same system as a regular library."

Lewis Mason described the Film Library which is housed in Building 246 (one of the barracks buildings) and already has a fine collection of film strips. Preventative maintenance absorbs much time. When the film is returned, it is examined carefully and conditioned for the next showing. "We feel that one picture is worth 10,000 words and they are always in demand. At present we have 16,000 reels and 2,000 film strips which go out to the students taking correspondence training."

FUND-RAISING CAMPAIGNS

Mr. R. W. Pulling, Manager, Aviation Facilities Depot.

Mr. R. W. Pulling, Manager of the Aviation Facilities Depot, is the local Chairman of all approved fund-raising campaigns conducted at the Aeronautical Center and adjacent FAA Facilities during 1962. In accordance with local policy, the chairmanship of local fund-raising campaigns is rotated annually between the heads or key officials of the various organizational elements located at the Aeronautical Central. Concurrent campaigns for the National Health Agencies and the Federal Service Joint Crusade were conducted March 14-16, 1962. Results of these campaigns will be announced as soon as information is received from the Agencies. Speaking to the keyworkers in the fund-raising campaigns at the Aeronautical Center, March 12, 1962, Mr. Pulling said:

"We are here as workers to assist the President in making a success of the fund-raising campaign for National Health Agencies and Federal Service Joint Crusade. Today each employee will receive a bulletin telling him which funds are being asked for at this time. There are nine of them, including those I refer to as 'dread diseases,' and those organizations engaged in supporting democracy in the free world and behind the Iron Curtain.

I feel very strongly about these campaigns for two separate reasons. There is a moral obligation for every one of us to help those who may be less fortunate than we are. To help others – defined as a religious, moral, or any type of overall philosophy that man himself is not an entity by himself and that man himself does not exist on his own two feet by himself. He asks and receives aids of others throughout his entire lifetime. As a baby you are dependent upon parents. As a student you are dependent upon teachers. When you start a career you are dependent upon your supervisors. You do not stand on your own two feet at any time in your life. I am standing by myself, I need no help, therefore need I give help? No! If we are dependent upon others helping us, do we not have a like responsibility? Can't we impart a little ourselves? Yes! This is a very simple thing for me to say. I could not say with any conscience "I have enough problems of my own." When I look at these less fortunate, I know that any problem I have is highly insignificant in comparison to those of the American Cancer Society, Society for the Prevention of Blindness, Multiple Sclerosis Society. I say to myself, "How would I feel if I were blind?" And I know because I did go temporarily blind some twenty years ago and since then I have watched these Agencies because of a personal interest. It is fantastic today what is being done.

I have a moral responsibility and duty to help others. Also, I have the responsibility, as a government employee, to support my boss, the President of the United States. I have a responsibility as a member of the federal government to show others in the community that I am a responsible citizen. I have the continual need to show the community that I as a public servant, if you choose to call it that, or as a recipient every two weeks of a certain portion of the tax dollar, – I have the responsibility to show the community taxpayer that having received a part of his tax dollar, he is getting his money's worth by my representing him and using this dollar in a responsible manner. All of you receive pay checks and depend on the green ticket that comes from Dallas every two weeks. I hate to think what would happen if we were told – "You won't receive that check this time because the boy down the street hasn't paid his taxes." Others not so fortunate are not receiving a check every two weeks.

Government employees, regardless of what grade we are, are among the more fortunate people in society. Therefore, as public employees, we have a responsibility to our government to show that we can give as well as receive. A small contribution on all our parts and we can more than double our previous gifts. We are not asking for much, not enough to hurt, nothing more than is a responsibility of our own to help others as we have been helped in the past.

I trust that what I have said, though inadequate, will be of some help, – in helping you to impart these thoughts to your other people; that you won't feel this is 'another – charity drive, so what the ––!' Maybe we should let someone else do our job.

"If you believe in a free society, support a free society!"

Norman R. Hodkinson, left, Assistant Manager, Aviation Facilities Depot, presenting certificate and cash award of $75 to Ralph I. Nichols, Supervisory Electronic Technician, Electronic Equipment Overhaul Section, Aircraft Division, for suggestion which concerns new shop method for checking performance of antennas. Leland Black, Supervisor of Nichols is on the right.

AWARDS

Receiving awards and congratulations for suggestions valuable to the Federal Aviation Agency are these four Aviation Facilities Depot employees. Shown left to right are Thomas E. Watkins, George P. Gideon, Ronald W. Pulling, presenting the wards, Wesley L. Chesnut, and James B. Wear. All employees are from the Program Materiel Branch. This was Mr. Chesnut's 13th employee suggestion award. This suggestion concerned the modification of Type 602D microphone cases.

Willedra Beard, secretary to Wm. M. Matthews, the Chief of the Aircraft Division of the Aviation Facilities Depot, is presented a Sustained Superior Performance Award by Norman R. Hodkinson, the Assistant Chief of the Aviation Facilities Depot. Max Kincaid, the Assistant Chief of the Aircraft Division, looked on.

Mrs. Virginia B. Holcomb, Management Staff Division Secretary, was awarded a Certificate and check in recognition of Sustained Superior Performance. The Director, FAA Academy, Mr. Enar B. Olson made the presentation.

Mrs. Jo Anna L. Howard, Aviation Facilities Training Division, receives a Certificate of Award with a check from FAA Academy Director, Mr. Enar B. Olson. Mrs. Howard originated a suggestion which was adopted to improve the procedure for processing student records.

Mr. Lowell L. Stellner of the Management Staff Division is receiving a check and Certificate of Award for Sustained Superior Performance. Mr. Enar B. Olson, FAA Academy Director, presents the award. Mr. W. R. Nolan, Chief, Management Staff Division, recommended the award.

Mr. Merle A. Mauck, Technical Services Division Machinist, receives an award in recognition of his suggestion to improve alignment of the central array of a TACAN Antenna. Mr. Enar B. Olson, Director of the FAA Academy, presents the Certificate and check as Chief of the Technical Services Division, Mr. C. E. Gardner smiles approval.

MR. SAFETY IS MY CO-PILOT

Mr. Safety will be flying as co-pilot for the personnel who attended the Aeronautical Center's FAA Flying Club's Aviation Ground School, which was completed on Saturday, March 24, 1962. The picture shows the group that turned out for the first session. The course started on January 20, 1962, and included ten free sessions varying from two to three hours each. Promoting greater safety among club members was the objective of the course.

Preflight and Aerodynamics, Civil Air Regulations, Meteorology, Computer, Navigation, and Omni and Radio were very adequately covered with a set of narrated slides, which were provided to the Club by the Audio-Visual System of Denver, Colorado. Safety was paramount in each of the topics, which were supplemented with discussion and question and answer periods.

Attendance at each session varied from 30 to 50 people, which included both members and non-members. Many private and commercial ticket holders, who wanted to "safety-freshen" their memories on procedures and regulations, were in attendance.

Many FAA women also attended. Some were interested in obtaining their ticket while others were pilot's wives, who wanted to obtain this valuable information so that they would be better prepared for emergencies.

Already, the demand is growing for another "ground school" course. When a sufficient number of additional requests are received, the Club will either contract for the course through commercial activities or conduct another free course this Fall.

The FAA Flying Club Inc., will provide general information concerning this course to FAA regional flying clubs or to FAA groups presently forming flying clubs. Those wanting to attend this next course or wanting this general information, address your request to FAA Flying Club Inc., P.O. Station 18, Will Rogers Field, Oklahoma City, Oklahoma.

* * *

A revised Aeronautical Center forms catalog has been published as a supplement to Aeronautical Center Practice 8-3, Forms Management Program.

The catalog was distributed throughout the Center to manual holders and to the 39 Forms Management Representatives who coordinate the forms management program with the Forms Management Officer, Charles F. Brill.

Janell McNabb, obviously pleased with the results of the finishing touches being administered by Donald Curtis in trimming the new Aeronautical Center Forms Catalog, receives the first edition. The 3-way trimmer used in the Publishing & Graphics Branch, Administrative Services Division, is used to trim manuals and publications reproduced at the Aeronautical Center and is adjusted to any size from 3"x 5" to 11"x 17". The front blade trims the side while the other two blades cut the ends. While in operation, the machine door is closed for safety and when the cycle is completed, the door opens automatically.

BE-BOP

WHO DAT?

BE-BOP!

Pictured above is Earnest Robertson, a well known figure at the Aeronautical Center known to most of us as Be-Bop.

Be-Bop was born October 4, 1911, in Calvin, Texas, where he atttended school, graduated and went to Prairie View College, Prairie View, Texas. He completed three years of college, majoring in agriculture. He played right end on the football team, and played catcher and centerfield on the baseball team.

From college he went into the Army spending one year and seven months in service before coming to Oklahoma City and spending an additional two years here in service as a military policeman and instructor.

From 1941 to 1948, Be-Bop worked for the Texas-Pacific Railroad as dining car cook. We understand he was a good one, too. He came to work for CAA August 8, 1949, joining R. W. (Bob) Ray's staff in Building 246, then known as Inspection Storage Base under General Services. This is where he was tagged with his name Be-Bop. He was quite a master of the Bop plus many other dance styles. When we asked him where he acquired his nickname, he said he guessed it was because he used to be a dancer.

In 1949 he was Janitor for Building 246, but as the Center grew he was made supervisor of the Janitor staff in 1956, then constituting five employees, and now he supervises a staff of 60 janitors and nine ground maintenance employees.

Be-Bop has always strived to please, and besides the many employees' requests he receives, he is counsellor to many of the employees working under his supervision. In addition, he is also the "Dream Book" Consultant. It seems he dreamed Mr. Peterman was retiring, so he consulted the dream book. When Mr. Shively asked him what his dream meant, he said "Be-Bop's gotta get a new banker." He enjoys hunting and fishing but tells us he doesn't get to do very much of it. Considering the odd hours he is on duty since he supervises both the day and night janitorial staff, it is understandable why he doesn't do much hunting or fishing these days.

CONTESTANT CHOSEN FOR SEVENTH ANNUAL STERLING BOWL TOURNAMENT

Mrs. Lawrence J. Weissenberger, wife of Electronics Engineer — Larry Weissenberger, AF-974.5

Electronics Engineer — Lawrence J. Weissenberger, AF-974.5, modestly admits that his better-half (as far as flower arrangement goes) has been selected to represent the South Central Region, which includes Arkansas, New Mexico, Oklahoma, and Texas.

From a list of 110 top flight flower arrangers nominated from 41 states, 14 have been named to compete for the $5,000 perpetual challenge silver trophy as the first prize. This tournament, the only national flower arranging competition, will be held June 20 in the 17-acre Jackson and Perkins rose garden at Newark, New York.

Mrs. Weissenberger, president of the Oklahoma City Council of Garden Clubs, has won many honors with her artistic arrangements and horticultural pursuits. She is a member of Chamber of Commerce Civic Planning and Beautifying Committee, Apogon Iris Garden Unit, Oklahoma Chrysanthemum Society, Oklahoma Iris Society, Oklahoma Rose Society, Park Sub. Committee, and Student Flower Show Judge.

Kimberly Sue Daniels entered the American World two years ago this month. Kim will be six years old this June . . . but her western ways are just two years old.

Kim, shown with her adopted father and mother, Jim Daniels and his wife, was born in Korea, South Korea to be exact, in the town of Musan Ni. She is one of a number of Korean orphans brought to this country through the Holt Adoption Agency. The Daniels' brought her from Portland, Oregon in April of 1960 . . . brought her across half this country through a late Spring snowstorm and a siege with the chicken pox.

Now Kim is heavier, taller and speaks perfect English—with a southern accent so her parents say. She's very proud of her two brothers, 15-year-old Dick and 7-year-old Steve.

Jim is an instructor in Air Traffic Control at the FAA Academy.

G.E.D. — What Is It?

G.E.D., is the short name for the General Educational Development Testing Program. This program is most valuable to the person who did not complete his high school education and to adults starting a college program. No matter what your educational level, you should know the facts about G.E.D.

If you don't have a high school diploma, taking G.E.D. tests can get you one, or an equivalency certificate. This may give you new job opportunities, or let you go directly into college without finishing regular high school courses.

If you have a high school diploma, College level G.E.D. tests can give you a big boost on a college education. Some colleges will grant as much as 24 semester hours credit. You or some of your friends may be able to use the G.E.D. test program to good advantage

These tests were developed by the U. S. Armed Forces Institute for veterans whose education was interrupted by military service. G.E.D. tests are not available to both veterans and non-veterans in most states. It is a simple way to gain educational status without taking courses. The principle behind G.E.D. testing is that we do not stop learning just because we leave school. Our learning goes on through experience, reading, study conversations and discussions, and our relations with problems, ideas, and people.

The emphasis of G.E.D. tests is on ability to interpret written material rather than the recall of specific facts. There are five tests related to Social Studies, Natural Science, Literature, Verbal Expression, and General Mathematics. The College-level G.E.D. deals with the same subjects except there is no mathematics test. However, the College G.E.D. is considerably more difficult.

If you want to take G.E.D. tests, the first step is to find out if you have already taken it and forgotten about it. This is not unlikely because many veterans were given G.E.D. tests during and after World War II. To get this information, write to the U. S. Armed Forces Institute, Madison 3, Wisconsin. (Be sure to include your serial number.) If you have not taken the G.E.D. in service, you should write to the State Department of Education in the state where you last attended school. You will be notified as to that state's policies concerning the G.E.D. and you can obtain the address of an official testing agency near you. There are about 700 of these agencies within the United States. If you need further information, contact the Training Branch, AC-118, Ext 504.

INSURANCE BENEFICIARY

Is your Designation of Beneficiary up-to-date?

If, at the time of death of an FAA employee, there is no designated surviving beneficiary, the Life Insurance, Lump Sum Benefit, or Unpaid Compensation will be payable to the first person or persons listed below (in the order shown), who are alive on the date title to payment arises:

1. To the widow or widower.
2. If neither of the above, to the child or children in equal shares, with the share of any deceased child distributed among the descendants of that child.
3. If none of the above, to the parents in equal shares or the entire amount to the surviving parent.
4. If none of the above, to the executor or administrator of the estate of the decedent.
5. If none of the above, to the next of kin under the laws of the State in which the decedent was domiciled.

It is not necessary for any employee to designate a beneficiary unless he wishes to name some person or persons not included above, or in a different order.

The designation of beneficiaries for retirement benefits applies to lump-sum payments only and does not affect the right of any person who qualifies to receive survivor annuity benefits.

Changes in family status which have occurred since an employee filed a designation of beneficiary may have an effect on the employee's original intention in naming a beneficiary to receive the lump-sum payment. A new form must be filed if the employee wishes to make any change in the original designation. A change or cancellation of a Designation of Beneficiary may be made without the knowledge or consent of the persons previously named.

Designations can be made by completing Standard Form No. 54, "Designation of Beneficiary, Federal Employees Group Life Insurance Act of 1954," Standard Form No. 2808, "Designation of Beneficiary, Civil Service Retirement System," and Standard Form No. 1152, "Designation of Beneficiary, Unpaid Compensation of Deceased Civilian Employees," and filing with the Personnel Division.

All unmarried employees, or widows and widowers, should insure that they have *current* designation of beneficiaries on file. A designation of beneficiary for Federal Employees Group Life Insurance and for Unpaid Compensation of Deceased Civilian Employees is not considered current unless it has been filed with your present Personnel Division.

Necessary forms for Designation of Beneficiaries may be obtained in the Records Office, Personnel Division.

PRESIDENT SIGNS WORK RELATIONS, APPEALS ORDERS

Comprehensive new ground rules for employee-management cooperation in the Federal service have been established under an Executive order recently approved by President Kennedy. The order also provides for equal rights in disciplinary actions for veterans and nonveterans in the competitive service. A companion Executive order provides for more uniform systems for handling appeals of such actions within agencies.

The two orders embody and provide for implementation of the recommendations made to the President by his Task Force on Employee-Management Relations in the Federal service.

Civil Service Commission and agency personnel officials are gearing up to make the new program fully operative by the July 1, 1962, target date set by the President. The timetable for action calls for early issuance by CSC of guidelines and instructions to agencies for internal action necessary to put the programs into operation.

The Civil Service Commission is providing advice and assistance to agencies to get the program off to a good start. The Commission is also developing orientation and training materials for Federal officials who will have responsibilities under the new program; and it is working jointly with the Department of Labor in the development of standards of conduct for employee organizations and of a code of fair labor practices for the Federal service for review by the temporary committee named by the President. For these purposes, the Commission will seek the advice of Federal agencies and employee organizations during the next few months.

Paperwork Figures Fantastic

The magnitude of paperwork in the Federal Government may be expressed several ways:

- A cost of $4,000,000,000 annually.
- The empoyment of over three-quarters of a million full-time paperworkers.
- Twenty-five billion pieces of paper created annually.
- A $250,000,000 inventory in office equipment.
- Twenty-five thousand documents per Federal employee.

And remember, each year the Federal Government creates 3,000,000 cubic feet of records. So it is easy to comprehend why record disposal schedules are important in the Administrative Services Division's Records Management Program at the Aeronautical Center.

"... Who is the fairest statistician of all?"

All of the Aeronautical Center employees are familiar with the Choral-airs, the employee chorus sponsored by the Employees' Association, and we thought the rest of FAA might be interested in our doings.

After several pretty rocky years, the Choral-airs got off to a flying start this fall. We were fortunate to find that John Steele, Directed Study Instructor in PT-970, had a world of experience in directing choral groups, and was willing to take over the chore of leading the group.

There are approximately 35 members of the chorus, from all types of employment here at the Center. Our accompanist is Mary Ohler of the Plant Engineering Division.

We have made a number of appearances this year, singing our usual Christmas programs at the Center, two TV appearances, a Christmas program at the County Old Folks Home and short monthly concerts at the Center.

As for our future, we have scheduled an appearance on the Tom Paxton TV Show on April 17. We are planning to present an Easter cantata "The Atonement" on April 19 at the Center during the day, and another presentation that evening in the Center auditorium at 8:00 for those people who weren't able to attend the daytime performance and any friends or families who might wish to come.

We have also been asked to appear at the dedication of the CARI Building in November.

Now for the recruiting bit, we would be happy to have any of the people here at the Aeronautical Center, who are interested in singing to come and join us. Practice sessions are on Monday evenings, starting at 4:45. You don't have to have any musical training, although it would help, just be interested in music.

FEDERAL AVIATION AGENCY
Washington 25, D.C.

OFFICE OF
THE ADMINISTRATOR

To All Employees of the FAA:

Recently President Kennedy emphasized to Cabinet officers and Agency Heads the need for insistence on economy in executing Government programs. To help achieve this goal in the FAA, I am asking each employee throughout the Agency to participate in a comprehensive Economy Campaign.

The Campaign is being conducted through the Incentive Awards Program to facilitate proper recognition and reward for suggested procedures or improvements which result in demonstrable savings and more efficient operations. You may participate simply by reading and following the Campaign rules and using the suggestion form attached to this special issue.

Each of you should give careful consideration to your specific task, the Agency's mission, other jobs or procedures with which you are familiar, the materials or equipment being used, and the organization structure and submit suggestions for economies or improvement in any of these areas.

I sincerely hope that every one of you will participate.

N. E. HALABY
Administrator

ECONOMY CAMPAIGN ANNOUNCED BY ADMINISTRATOR

This campaign is being conducted as partial implementation of Agency Order 74. It is being conducted through the Incentive Awards program to facilitate proper recognition and reward for outstanding results.

The following procedures shall be followed:

Economy Analysis. Careful consideration should be given to specific tasks, the Agency's mission, material or equipment, and/or organizational structure prior to submission of a suggestion.

If an economy or improvement can be made, it should be clearly and concisely outlined on the attached Employee Suggestion form and processed as outlined below.

Suggestion Submission. The suggestion shall be submitted directly to the Incentive Awards Officer, Personnel Office, under whose jurisdiction you work. Suggestions shall be opened *only* by the Incentive Awards Officer or his official designee and immediately time and date stamped.

Suggestion Evaluation. The Incentive Awards Officer or his official designee shall determine the appropriate office(s) for technical and/or substantive evaluation and immediately forward the suggestion to that office(s) through the appropriate Campaign coordinator.

No suggestion shall be retained by an evaluating office for more than two weeks from the date indicated by the time and date stamp without written approval of the Incentive Awards Officer.

After evaluation, the suggestion shall be promptly returned to the Incentive Awards Officer.

Evaluation Review. The Incentive Awards Committee having jurisdiction over the employee shall promptly review the evaluation and make final determination as to the merit of the suggestion. Cash awards shall be made in accordance with existing Agency Incentive Award practices.

Economy Campaign Consideration. The Field Incentive Awards Committee shall forward directly to the Economy Campaign Board, PT-10, Washington 25, D. C., all suggestions for which cash awards of $100 to $300 are approved locally but which do not indicate a change in national policy or possible Agency-wide application.

Suggestions relating to a change in national policy or having possible Agency-wide application shall be forwarded to the Agency Incentive Awards Officer, PT-10, Washington 25, D. C. These suggestions shall be promptly evaluated by the appropriate Washington office(s), reviewed by the Washington Incentive Awards Committee, and those approved for $100 or more shall be forwarded promptly to the Economy Campaign Board, PT-10.

Selection of Campaign Winners. The Economy Campaign Board shall review all suggestions referred to it and shall determine the Campaign winners. The Board shall base its decisions upon originality, completeness, ease of implementation, amount of savings to be realized and extent of improvement in Agency operations. Decisions of the Board shall be final.

Names of winners will be announced in August.

Economy Campaign Awards Ceremony. The Administrator will hold an awards ceremony during September 1962 at which the following awards will be presented:

First Place – $1,000 plus an appropriate plaque.

Second Place – $500 plus an appropriate plaque.

Third Place – $250 plus an appropriate plaque.

Ten Honorable Mentions – $50 plus an appropriate certificate.

These awards are *in addition* to any received through the regular Incentive Awards program.

First, Second, and Third place winners will be provided transportation to the ceremony at the Agency's expense. Honorable Mention winners may be present at their own expense or the check and certificate will be mailed to them promptly.

Rules. The following rules shall apply to the Economy Campaign.

- All employees of the Federal Aviation Agency are eligible to participate except members of the Economy Campaign Board and Agency Employees having direct responsibility for the Incentive Awards Program. Approved suggestions submitted by military personnel will not be eligible for FAA cash awards.

Military personnel submissions considered by the Board to be outstanding will be given honorary recognition within the FAA and a letter will be sent to the appropriate military organization recommending a suitable award.

- Suggestions must be submitted on the official Suggestion Form No. FAA-2333 (6-59).
- Submissions *must* be received by the Incentive Awards Officer having jurisdiction by the close of business May 31, 1962.
- Submissions must be legible and complete.
- Employees may submit more than one suggestion, but each must be submitted separately on Form FAA-2333 (6-59).
- Eligible employees may collaborate as groups and submit a group suggestion. Regular cash awards and Campaign awards will be divided equally among the group.
- In the case of submissions determined to be essentially duplicate, consideration will be given only to the one bearing the earliest time and date stamp.
- In the event of a tie, duplicate awards will be made for first, second, and third place.

ADMINISTRATOR'S RECORDED STAFF MEETING FOR THE FAA ECONOMY CAMPAIGN

I've invited you together today, formally, to announce the comprehensive campaign for economy in agency administration, and to discuss the way we'll run it. I want you to join me today in the most concentrated effort any federal agency has ever mounted to achieve the most economical and efficient operations. Realizing that such a task could never be achieved by a small group of top Agency Managers, I am enlisting the support, participation and talents of all employees, everyone of them. We are conducting this campaign through the Incentive Awards Program to facilitate proper recognition and cash rewards for those employees who make outstanding contributions.

Our nation is presently confronted, and so are we, each of us, with the most potentially explosive crisis in American history. We can't afford to be soft or fat or easy. We must devote much of our energy and funds toward national defense and emergency preparedness. We in the civilian agencies, the military as well, must achieve the maximum in economical and efficient operations to be productive, creative, to keep a balanced budget. Each day, each of us must go home at night feeling that he has done a better days work.

President Kennedy recently emphasized to all of us at a cabinet meeting, the need for tightening our belts. Not around our necks, but where the belly tends to bulge, particularly in our government operations. This is going to require the very best of all of us.

This new administration promised the nation a new frontier and a new frontier it shall be. One that recognizes employees for the talents they have and the contributions they make. Not with emphasis upon how long they have been around, nor how many pounds their budget weighs, but what they contribute. Last spring in Washington I told the Headquarters group, here in Washington, that I intended to have the FAA step up its activities, to modernize, to keep pace with the jet age aviation community we serve. I also pointed out that we intend to reward those who exhibit outstanding ability and genuine creativeness and imagination. This economy campaign is designed to fulfill a part of that promise. Now, here are the basic elements. First, todays Agency-wide staff meeting is the formal beginning of the campaign. Let's get everybody going on this. Second, in the next few days every employee in the Agency will receive a special issue of our magazine, *Fly-By,* which contains a personal message from me and the rules and procedures of the economy campaign. It also includes the list of prizes, the goodies which I believe you will agree are worth work-

ing for. $10 to $25,000 in prizes. Third, shortly after the campaign announcement in *Fly-By* your Incentive Awards Officer will receive a complete package of material about the campaign and several promotional items including posters. I have here the forms, the FAA Suggestion Form, and although it requires some writing and some work, I think you'll find it simple. It can be reviewed readily and your suggestion will get every consideration it merits. I assure you that. The next phase is up to you and your staff. I want you to summon all of the talent available, creative, imaginative, for effective fulfillment of this program within your area of activity.

Finally, an Economy Campaign Board has been established in Washington to coordinate the Agency effort and to select finally the campaign winners. This Board is composed of top FAA officials with the Director of Federal Incentive Awards Program as a consultant. After official close of the campaign on May 31, 1962, we have allowed sufficient time for final review and selection of winners, so that during September 1962 a campaign awards ceremony will be held to climax the total effort. I hope you will be there getting one of those rewards.

Now, let's get going, let's have the cleanest, leanest, and keenest outfit in this man's government.

N. E. HALABY

LIFE

Let's often talk of nobler deeds
And rarer of the bad ones;
And sing about our happy days
And not about the sad ones.
We were not made to fret and sigh,
And when grief raps to wake it,
New Happiness is standing by —
For life is what we make it.

It's better to make a mistake doing something than to make the mistake of doing nothing.—MARTIN VANBEE

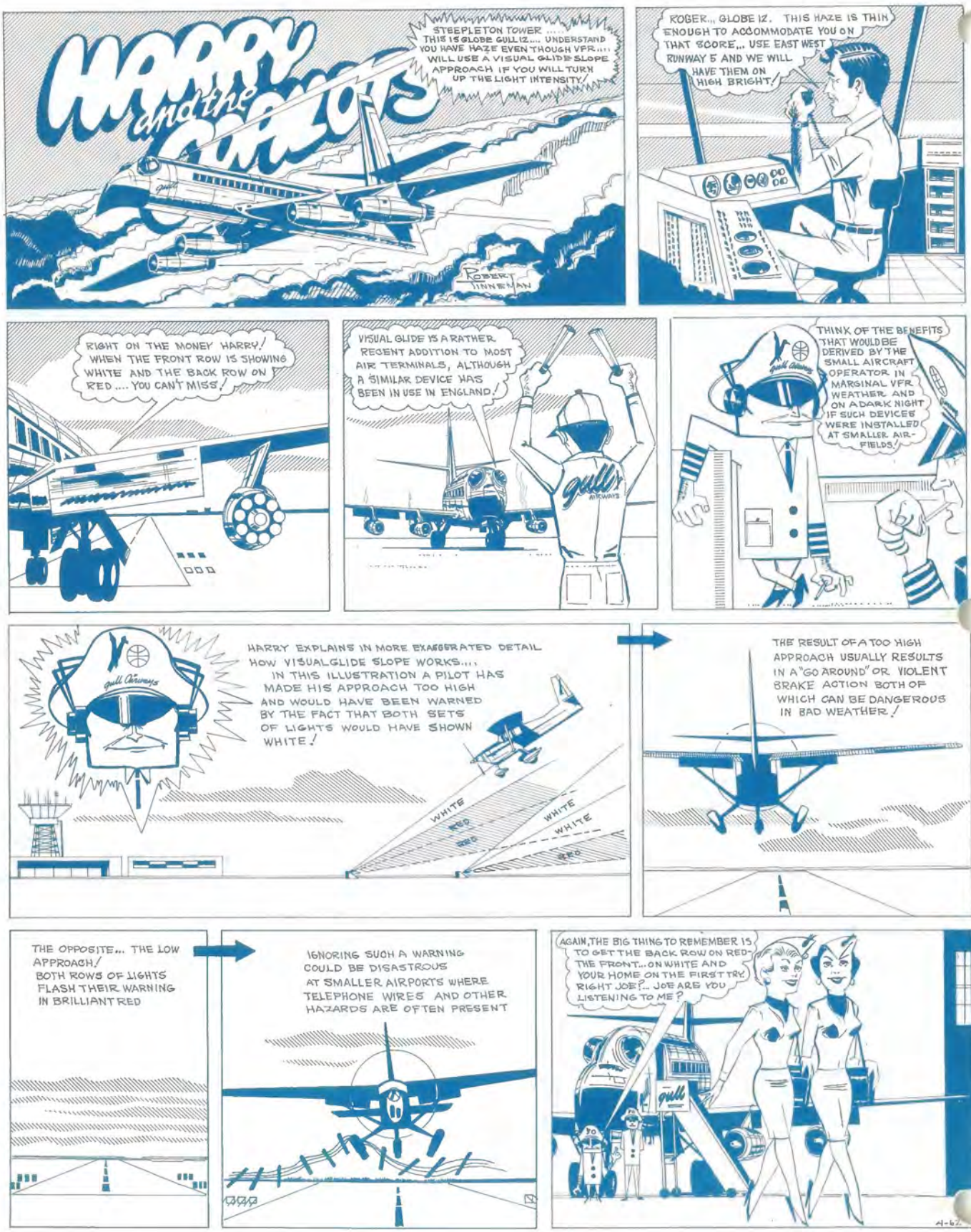
"The great secret of success in life is for a man to be ready when his opportunity comes."

DISRAELI

LET'S ALL GET DOWN TO WORK

Said the little red rooster: "Believe me, things are tough.
Seems that worms are scarcer and I cannot find enough;
What's become of all those fat ones is a mystery to me;
There were thousands through that rainy spell, but now where can they be?"
Then the old black hen who heard him did not grumble or complain.
She had gone through lots of dry spells, she had lived through floods and rain.
So she flew upon the grindstone, and she gave her claws a whet,
As she said, "I've never seen the time there were no worms to get."
She picked a new and undug spot, the earth was hard and firm.
The rooster jeered: "New ground! That's no place for a worm."
The old black hen just spread her feet, she dug both fast and free.
"I must go to the worms," she said, "the worms won't come to me."
The rooster vainly spent his day, through habit, by the ways
Where fat round worms had passed in squads back in the rainy days.
When nightfall found him supperless, he growled in accents rough,
"I'm hungry as a fowl can be. Conditions sure are tough."
He turned then to the old black hen, and said, "It's worse with you;
For you're not only hungry, but you must be tired, too.
I rested while I watched for worms, so I feel fairly perk,
But how are you? Without worms, too, and after all your work?
The old black hen hopped to her perch and dropped her eyes to sleep,
And murmered in a drowsy tone, "Young man, hear this and weep;
I'm full of worms and happy, for I've eaten like a pig.
The worms are there as always, but boy, I had to dig."

SELECTED


HARRY and the PILOTS
STEEPLETON TOWER .... THIS IS GLOBE GULL IZ.... UNDERSTAND YOU HAVE HAZE EVEN THOUGH VFR.... WILL USE A VISUAL GLIDE SLOPE APPROACH IF YOU WILL TURN UP THE LIGHT INTENSITY./
ROBERT TINNEMAN
ROGER... GLOBE IZ. THIS HAZE IS THIN ENOUGH TO ACCOMMODATE YOU ON THAT SCORE... USE EAST WEST RUNWAY 5 AND WE WILL HAVE THEM ON HIGH BRIGHT./
RIGHT ON THE MONEY HARRY./ WHEN THE FRONT ROW IS SHOWING WHITE AND THE BACK ROW ON RED.... YOU CAN'T MISS./
VISUAL GLIDE IS A RATHER RECENT ADDITION TO MOST AIR TERMINALS, ALTHOUGH A SIMILAR DEVICE HAS BEEN IN USE IN ENGLAND./
Gull Airways
THINK OF THE BENEFITS THAT WOULD BE DERIVED BY THE SMALL AIRCRAFT OPERATOR IN MARGINAL VFR WEATHER AND ON A DARK NIGHT IF SUCH DEVICES WERE INSTALLED AT SMALLER AIR-FIELDS./
HARRY EXPLAINS IN MORE EXAGGERATED DETAIL HOW VISUALGLIDE SLOPE WORKS.... IN THIS ILLUSTRATION A PILOT HAS MADE HIS APPROACH TOO HIGH AND WOULD HAVE BEEN WARNED BY THE FACT THAT BOTH SETS OF LIGHTS WOULD HAVE SHOWN WHITE!
WHITE
RED
WHITE
WHITE
RED
THE RESULT OF A TOO HIGH APPROACH USUALLY RESULTS IN A "GO AROUND" OR VIOLENT BRAKE ACTION BOTH OF WHICH CAN BE DANGEROUS IN BAD WEATHER./
THE OPPOSITE... THE LOW APPROACH./ BOTH ROWS OF LIGHTS FLASH THEIR WARNING IN BRILLIANT RED
IGNORING SUCH A WARNING COULD BE DISASTROUS AT SMALLER AIRPORTS WHERE TELEPHONE WIRES AND OTHER HAZARDS ARE OFTEN PRESENT
AGAIN, THE BIG THING TO REMEMBER IS TO GET THE BACK ROW ON RED-THE FRONT... ON WHITE AND YOUR HOME ON THE FIRST TRY. RIGHT JOE?... JOE ARE YOU LISTENING TO ME?
Gull
A-62