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FAA Administrator Takes Office Former Douglas Executive Brings Extensive Manufacturing and Airline Knowledge To Post

David R. Hinson, 60, was sworn in as the thirteenth FAA Administrator on August 10, 1993, followed by a public swearing-in ceremony on August 24.

Hinson brings to the agency extensive airline, general aviation, and aircraft manufacturing experience. He has been executive vice president for marketing and business development for Douglas Aircraft Company since January 1992, with responsibility for leading the marketing development and sales of McDonnell Douglas commercial jet transports.

Hinson served as a naval aviator on active duty and in the reserves for 10 years. He later served as a Northwest Airlines pilot on domestic and international routes for three years. In 1961, he became the youngest flight instructor for United Airlines at the age of 28. He then became captain and director of flight training for West Coast Airlines in Seattle, eventually becoming director of

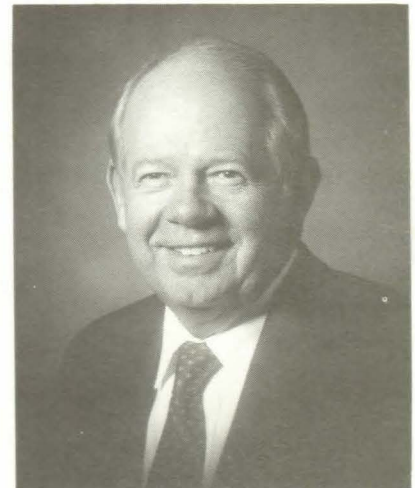
flight standards and engineering for West Coast's successor, AirWest.

In 1973, Hinson founded Hinson-Mennella, Inc., a closely held partnership, to pursue business acquisitions. Among others, the organization acquired Flightcraft, Inc., the Beech aircraft distributor in the Pacific Northwest.

Hinson was an original investor and one of four founders of now defunct Midway Airlines. Before assuming his position at Douglas Aircraft, he was chairman and chief executive officer of Midway. DOT Secretary **Federico Peña** said Hinson's experience in both the manufacturing and airline sectors of the industry make him uniquely qualified to serve as FAA Administrator.

"David has made promoting aviation safety a priority," he said, "which is the foundation of FAA's mission."

Hinson has a BA in general studies and business from the University of Washington and a graduate degree in



David R. Hinson

business administration from Stanford University. He is a member of the advisory board of the Graduate School of Business at both the University of Chicago and the University of Washington, and a trustee of the Naval Aviation Museum Foundation.

Hinson, a native of Oklahoma, is married and has three children.

FAA's Executive Board Highlights

*W*ant to know what FAA's Executive Board is up to? Following are highlights of current projects:

- ° FAA Strategic Plan is scheduled for publication in October.
- ° Formed work groups to study direction of air traffic control system.
- ° Established Staffing Standards Review Board to keep the program compatible with the agency's budgeting and personnel management system.
- ° Approved \$2 million in Airport Improvement Program funding for a proposed third Chicago airport.

Alaskan Region Recognition Awards

Steve Coleman (left), ATCS at King Salmon Tower, receives an On-the-Spot cash award for his skillful handling of a Cessna which landed at King Salmon after losing a wheel and tire assembly.



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Intercom

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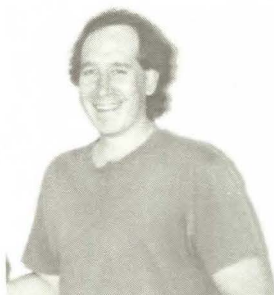
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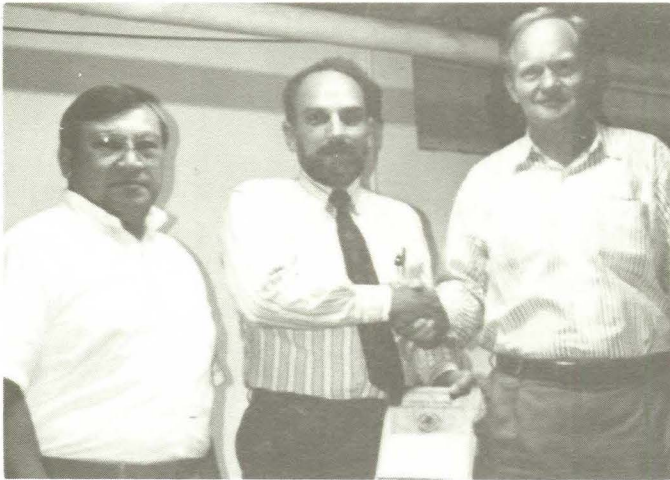
Dorea Swanson, General Engineer, ZAN AFS, receives an Outstanding Performance Award from **Dick Kutz**, Assistant Sector Manager.



David Baxter, ET, Radar Unit, receives an On-the-Spot Superior Accomplishment Award for his work on the Kenai ARSR-3 rotating joint. The award was presented by **Steve Bridges**, Kenai SET, Radar Unit.



Air Traffic Is Proud



John Young (Center), SFO Manager at Nome, earned the Air Traffic Division's "We Point With Pride" award for his leadership and support for Air Traffic facilities and personnel in Northwest Alaska. The award was presented by **Hank Elias** (left) and **Bill Pollard** (right), AAT-1.



Greg Deveraux (left), ATCS at Kenai AFSS, and **Mike Tarr** (right), Manager, accept the Regional AFSS of the Year Award. The award was presented by **Hank Elias**, AAL-500.

Airway Facilities Outlines 5-Year Plan

What should the Airway Facilities (AF) Division look like in 5 years? To answer that question, AF is developing a regional AF strategic plan.

Strategic planning is a process of achieving future goals and objectives by aligning internal capabilities with the external environment. An analogy to illustrate this concept is Wayne Gretzky's answer when asked what has made him such a successful hockey player.

"I skate to where I think the puck will be," Gretzky says.

The plan will address the following questions:

- Where is AF going?
- How does AF get there?
- What is AF's blueprint for action?
- How does AF know if it's on track?

An executive steering committee consisting of branch and sector managers will oversee the plan's development. **Jim Stagner** and **Bill Kansier** from the FAA headquarters strategic planning core team trained about 50 region personnel in a 3-day workshop in late July. The outstanding facilitator skills of five Air Traffic Division employees contributed greatly towards making the training a success.

The AF regional strategic plan will be finalized by January 1994.

Workshop Shows Why Diversity Plays A Vital Role in the Work Force

by Lee McCaw
Diversity Program Coordinator

There has been a lot of talk lately about diversity in the work force—and a lot of confusion. What is diversity, anyway? It is simply the differences between ideas, things, concepts or people. The FAA has adopted the definition that “Diversity is valuing, using, and managing the differences that individuals bring to the work place.”

Secretary of Transportation Peña said that “Diversity means inclusion.” He added that “to be successful and recognized as an innovative, highly productive, world class organization we must create an environment that fully utilizes the talents and capabilities of all employees.”

As part of the FAA Alaskan Region’s commitment to Secretary Peña’s vision of diversity, we have developed a three-day experiential course called Understanding and Valuing a Diverse Work Force. The course, designed for managers and supervisors, includes group discussions, team exercises, and self-inventories of participants’ attitudes and stereotypes. It is not your usual, structured, FAA “how to” course but takes

into account different learning styles.

A 1-day awareness training session for all FAA employees will be given in October.

Regional Administrator Jacque Smith said, “Managers and supervisors will have an opportunity to take a look at where they are in terms of their values and attitudes towards people who are ‘different.’ They will also explore how their behavior impacts the people around them in their work environment. The session will prepare them for challenges of the work environment of the twenty-first century.”

She asked us all to reaffirm our personal commitment to the goals of the FAA and to fully support the goals of diversity.

By understanding the differences among us and by treating each other with respect and dignity, we can create—and sustain—an environment where all people feel welcome to contribute their personal best to our mission.

Challenge yourself. Make the most of this opportunity for personal and organizational growth. You make the difference!



Learning To Speak With Your Hands

Civil Rights Staffer Conducts "See Sign" Classes For People Interested in Communicating with the Hearing Impaired

by Marian Courtney

Getting across exactly what you mean to another person can be difficult even under the best conditions. Imagine how hard it is for the hearing impaired to communicate.

How would you ask for directions? Order a pizza? Understand what a teacher is saying?

Cynthia Clasby, regional office civil rights employee, learned "see sign" language from a hearing impaired friend. "See sign" has a gesture for every spoken word; each sentence is interpreted exactly as it is spoken. This differs from American Sign Language (ASL), which is the official language for the hearing impaired.

In order to be a certified interpreter for the hearing impaired, one must know both languages. Since certification is one of Cynthia's goals, and since American Sign Language is more commonly used, she is taking an ASL class this fall at the University of Alaska.

In 3 years, Cynthia hopes to have a teaching degree and would like to use sign language in the classroom so she can teach hearing impaired children side-by-side with other children.

Cynthia is conducting a "see sign" language class every other Friday from 11:30 to 12:30 in the executive conference room, Anchorage Federal Office Building. Anyone interested in learning is welcome to attend. For more information, call Cynthia at 271-5292.



Cynthia Clasby

Coates Selected for Executive Training

by Marian Courtney

Dolores Coates, Alaskan Region Human Resource Specialist, was one of 14 FAA women from across the country chosen for the 1993 Women's Executive Leadership Program.

Coates began the year-long career development program along with 459 other selectees at a 1-week orientation in the D.C. area.

"It is an absolutely wonderful opportunity," Coates said.

She hopes to arrange for a "shadow" assignment at Headquarters as part of the program. She will also schedule a 30-day and a 60-day detail outside her normal work area.

The program is open to federally employed women in grades GS-11 or GS-12 with less than 1 year supervisory experience.



Dolores Coates

Updated Benefits

by Jean Pershall
Employee Relations

Changes In Federal Employees Health Benefits (FEHB)

Did you know that if you're leaving federal employment you can now change your FEHB health coverage? The new policy was effective July 15, 1993, and is explained below.

You can change from self only to family coverage during your final pay period if you or your spouse is pregnant.

You can also switch from self only to family enrollment within 60 days after the birth of a child. This change is effective retroactively to the first day of the pay period during which the child was born. This means medical costs are covered even though the employee had self only coverage at the time of the birth.

You have a 31-day temporary extension of coverage for conversion to a non-group policy. There is no cost to the separated employee, and you can't change your coverage during the temporary extension.

An enrolled employee who separates from federal service is eligible to enroll in Temporary Continuation of Coverage (TCC) for up to 18 months. The separated employee may choose either a self only or family enrollment under

TCC regardless of the type of enrollment he or she had at the time of separation.

For example, a pregnant employee with self only coverage at the time of separation can elect a family enrollment under TCC in order to cover the child when it is born. The TCC enrollment starts when the 31-day temporary extension of coverage expires. After the TCC enrollment begins, a former employee whose initial TCC enrollment was for self only coverage may change to family coverage within 60 days after the birth of a child, and the change will be retroactive, just as it is for active employees with regular FEHB coverage. In both cases, the birth must occur after enrollment begins.

There are other circumstances besides separation from the federal service that allow an enrolled employee to change his or her coverage. Most are listed on the FEHB enrollment form (SF 2809). If you want to change your FEHB enrollment but are not sure you are eligible for the change, please contact your staffing team or Jean Pershall, AAL-16B, 271-5804, for help.



fit Information

ershall
ns Specialist

Attention: Employees With Post-1956 Military Service

Are you aware that you can make a deposit to your retirement fund and have your post-1956 active duty military service credited for retirement eligibility and computation purposes?

Information and forms are available that explain how making the deposit for post-1956 military service could increase your retirement, protect it from recomputation at age 62 (when you become eligible for social security), and/or help you retire earlier.



Remember, if you were employed before **October 1, 1982**, the **next accrual date is October 1, 1993**, on any unpaid balance. The penalty rate assessed on October 1, 1993, will be .07376 on the unpaid balance.

Employees covered by the Federal Employees Retirement System (FERS) have a grace period of 2 years from their date of hire before any penalty is assessed against the undeposited amount. FERS employees deposit 3% of their military basic pay into the retirement system. That deposit buys additional time worked toward eligibility to retire and an additional 1% of the high three average salary for each full year of post-1956 active duty military service.

Both Civil Service Retirement System (CSRS) and FERS covered employees who want to make the deposit must complete the post-1956 active duty military service deposit with their agency before retirement. You will not be able to make or complete the deposit after retirement.

For those who have already obtained an estimated post-1956 military basic pay figure from your military service, now would be the time to send a copy of it to Jean Pershall, AAL-16B, and have a current deposit amount computed. She will send you information on the amount, how to make the deposit, and forms you need to initiate a payroll deduction, periodic payments, or payment in full. If you have any questions, please call her at 271-5804.

Purchasing Guidelines:

Who Says There's No Such Thing As A Free Lunch?

Occasionally, questions come up as to when employees can use appropriated funds for food, membership fees and awards. Following are guidelines on items which often generate questions:

Food: Generally, the government cannot furnish free food to employees at their official duty stations. Following are some exceptions.

Training: The government can pay for meals if necessary to achieve the objectives of the training program; i.e., training must occur during the meals.

Meetings & conferences: For meetings not federally sponsored, if a single fee is charged for both attendance and meals, the government may pay the full fee. If a separate charge is made for meals, the government may pay if the meals are incidental to the meeting, attendance at the meals is necessary for full participation in the business of the meeting, and the employee cannot leave to eat elsewhere without being absent from essential business. At federally sponsored meetings, the prohibition against providing free food to employees at their duty stations normally applies.

Award ceremonies:

Operating appropriations may be used to purchase refreshments for federal employee award ceremonies if they will materially enhance the effectiveness of the ceremony.

Cultural awareness programs: Samples of ethnic foods to be served during agency EEO awareness programs may be bought with appropriated funds. Samples are minimal portions and must be distinct from meals which are unauthorized.

Membership fees: Memberships can be purchased in the name of the department (never in an individual's name) if the membership benefits DOT and is necessary to carry out an authorized function. For example, the membership results in access to publications, information, or facilities not otherwise available.

Non-cash awards: Honorary awards such as plaques, pins, medallions, etc., may be given to government employees for acts or service related to official business.

Procurement Requests for the above items must include a justification stating the purpose of and authority for the item being procured.



We Get Letters...



U.S. Department
of Transportation
Federal Aviation
Administration

William H. Pollard
Associate Administrator
for Air Traffic

July 27, 1993

Mr. Henry A. Elias
Manager, Air Traffic Division
Alaskan Region
Federal Aviation Administration
Anchorage, AK 99533

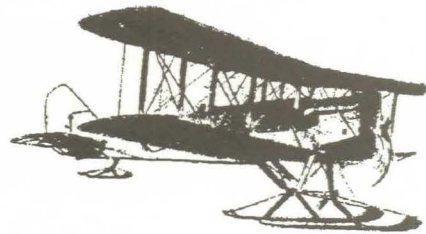
Dear Hank:

My visit to Alaska was very informative and enjoyable. The hospitality of everyone was truly appreciated and added a good deal to my trip. I certainly have a better understanding of the issues you and your employees face as you perform the functions of the Federal Aviation Administration.

Please convey my thanks to all the people who contributed to my visit. The education that I received will enable me to be a better advocate for the Alaskan Region.

Sincerely,

Bill Pollard



[FAA retiree **Melvin F. Derry** sent *Intercom* a copy of his letter to Richard Reeve, President of Reeve Aleutian Airways. Excerpts follow.]

"I recently received my copy of the March 1993 Alaska *Intercom* and was pleased to read where Reeve Aleutian Airways, Inc., had been honored with the Federal Aviation Administration Flight Standards High Flyer Award for 34 years of safe flying.

Seeing the name Richard Reeve as President of Reeve Aleutian Airways, Inc., caused me to reflect back to Dec. 16, 1959.

On that date, in Fairbanks, Alaska, I conducted a one hour oral examination and a two hour and five minutes Instrument Rating flight test for a young University of Alaska student by the name of Richard D. Reeve. He had been recommended for the examination by Bernard Florke, Jr., a flight instructor working for "Flightways."

Upon handing young Reeve the 1710T (temporary certificate containing the newly acquired Instrument Rating) I asked if he was any relation to Bob Reeve. You answered, "That is my father."

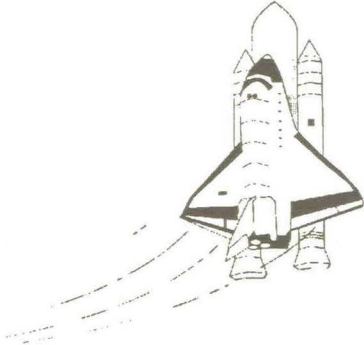
So, Richard, please accept my congratulations for carrying on the good name of Bob Reeve and for managing your airline with an eye to safety.

In case you are wondering who I am? After Fairbanks I was Chief of the General Aviation District Office, Merrill Field from 1960-64 and after numerous assignments in the lower 48 states, including Washington Headquarters, I returned to Anchorage as head of FAA Flight Standards Division. I retired from that position December 1975. In fact it was during my tenure that our FAA hangar was destroyed by fire and burned up some of your airplanes, as well as ours.

Again, congratulations to you and your people for an enviable safety record in Air Carrier Operations."

Deep Space Nine?

Science Fiction Helps Us Imagine "Possible Futures," Del Balzo Tells Technical Group



There's an "interesting parallel" between what's happening to the agency's changing work force and the evolution of the television series, acting Administrator **Joe Del Balzo** told members of the Technical Women's Organization at their June meeting in Denver. The changing "Star Trek" cast, Del Balzo believes, gives an "accurate advance look" at the changing makeup of the FAA work force.

He gave the audience a brief history of the TV series, starting with the original Starship Enterprise, which was run almost exclusively by white males.

While there was a black female communications officer and an Asian helmsman, the nonwhite skin colors usually belonged to exotic nonhuman species.

Then came "Star Trek: The Next Generation." The intellectual Captain Jean Luc Picard replaces tough-guy Captain Kirk. The ship's chief engineer is a visually impaired black male. The security officer is a black male, and the ship's doctor is a woman.

Now comes the third series, "Star Trek: Deep Space

Nine." The 90's version is set on a stationary space station instead of a roving starship. The commander is Ben Sisko, a black single parent. His deputy is a woman. Another character is a fusion of genders, a young woman's body with the memories of an old man.

Del Balzo said the space station is "packed with aliens of all shapes and sizes, many of whom dislike and misunderstand each other, not unlike our own experience as members of a multiracial, multicultural society."

While Del Balzo said the FAA is making progress toward achieving a balanced mix of races, cultures, and genders, the agency "isn't there yet, and we know it."

Imagining "possible futures" is one purpose of science fiction, and Del Balzo believes it meshes with the agency's commitment to build a diverse work force of highly competent, motivated, technically and managerially sophisticated professionals.

"We believe that our investment in human resources must match our investment in air traffic control technology," Del Balzo said.

*Reprinted from Washington Headquarters
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Alaskan Region Employees Honored for Years of Career Service

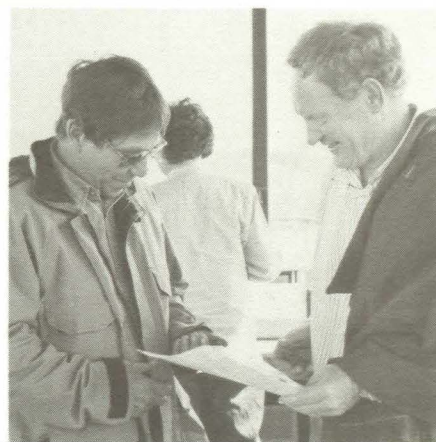


Bill Pollard (left), AAT-1, and Hank Elias (center), AAL-500, presenting Al Nowland, ATCS at the Fairbanks AFSS, with his 35-year career service pin and plaque.

Dave Johnston (left), Deadhorse/Barrow FSS Supervisor, is presented with his 30-year career service pin and plaque by Bill Pollard (center) and Hank Elias (right).



Friendly words are exchanged as Dennis Nice (left), manager of the Bethel Tower, receives his 25-year career service pin from Bill Pollard, AAT-1.



David Long (left), ATCS at Fairbanks AFSS, was recognized by Bill Pollard as one of the winners of the national Flight Assist of the Year award. Dave will travel to Washington, D.C., later this year to attend the formal recognition ceremony.

CivilAir Softball Tournament : Caps and Casualties

by Dave Johnson

Saturday, August 7, dawned hot and sunny, and players from seven teams in the annual CivilAir softball tournament donned baseball caps and sunglasses, grabbed bats and gloves, and squared off at the park strip.



This year's victorious team was the **Leroy Roybal** family (alias SA-AFS). The midsummer madness started about 9:30 a.m.; and by 6 p.m., with the fading scent of B-B-Qed hamburgers still wafting through the air, a new champion had been crowned. Last year's winning manager, **Ron LaCoss**, graciously stayed to the end to personally congratulate each individual on the new championship team (NOT!).

Many, many thanks to all who participated (players, cooks, fans). To those who suffered the misfortune of injury, we wish you a speedy and complete recovery!

Alaska Airlines Thanks FAA Alaskan Region For Efforts Made To Open New Russia-Alaska Air Routes

Alaska Airlines inaugurated service to Vladivostok June 8 with a gala flight that included

Regional Administrator **Jacqueline Smith** among the passengers. It was one of the expanding regular flights between Alaska and Russia, and to commemorate the event, the airline had special bronze medallions struck.

Alaska chief operating officer **Ray Vecchi** presented a medallion to Jacque in thanks for the region's efforts in opening the new route.

"Mr. Vecchi couldn't have been more flattering in his praise of the Region, stating that the

flight would not have occurred without the work of the many FAA persons involved in the review and approval," she said.

The Hands Across the Water medallion will be framed for display in the RA's office.

Along the lines of expanding traffic, Aeroflot, the Russian airline, also announced new flights between the two countries. A fourth nonstop from Anchorage to Moscow began July 26. An additional flight to Khabarovsk was begun for the summer season. Aeroflot management estimates it spent a million dollars in the local economy in July as a result of its 40 regular and charter flights.



The Hands Across the Water medallion depicts recently opened Russia-Alaska Air Routes.

