

NOVEMBER 1972

# FAA WORLD

*Service to Man in Flight*



**LEARNING  
THROUGH  
AVIATION**



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The cover: Faces familiar? They should be, for they include TV actors Michael Constantine, Denise Nicholas, Lloyd Haynes and Paul Picerni. Why? Education specialist Chuck Dobson inspired a Room 222 segment on learning through aviation, for which he also acted as technical adviser. See the story on Page 6.

## A Sound Evolution



Recent events have brought about changes in the basic structure of agency relations with labor organizations representing large numbers of our employees. We have seen the expanded unit of recognition evolve from the local-facility unit to the regionwide unit, and now we have two nationwide units in our Air Traffic Service—one with the National Association of Air Traffic Specialists and one with the Professional Air Traffic Controllers Organization. We think this evolution is sound and that the resulting units will promote effective dealings between labor organizations and the FAA.

There are many theories or philosophies on what constitutes good labor-management-relations policies. Within the FAA, we have sought to develop and instill the best possible personnel policies and practices for our people. In our relationships with labor organizations, we have sought to preserve for management the right to run a flexible and efficient operation. At the same time, we recognize the legitimate rights of the labor organizations to participate in the formulation and accomplishment of personnel policies and practices affecting the conditions of their members' employment and to protect the people they represent from unfair and arbitrary actions.

Within this framework, there are rationales for cooperation and disagreement. We are striving to maximize the cooperative aspects and minimize the areas of disagreement, but we recognize that there will be times when our goals and objectives will differ from those of a labor organization because of different orientation and priorities. However, even in differences there is a benefit to be derived from a frank exchange of views in a cooperative atmosphere.

I look forward to our new relationships and view them as another step toward our goal of developing constructive and cooperative dealings with all of our employee representatives.

*John H. Shaffer*  
 JOHN H. SHAFFER  
 Administrator



FAA air-carrier inspector Bill Bushnell regularly checks a variety of operations of the Atlanta Skylarks travel club.



## Air Travel Club Surveillance

# THE WORLD IS THEIR PLAYGROUND

Mexico City . . . Cozumel . . . St. Croix . . . Montego Bay . . . Nassau . . . Managua . . . Acapulco . . . San Juan . . . Europe—on and on went the exotic destinations crayoned over the glistening acetate of the Atlanta Skylarks' schedule board on their office wall.

Three times monthly, the air travel club's 2,200 members decide as individuals whether they care to share the cost of flying their jointly-owned, venerable Douglas DC-7B on a bargain excursion.

Near the schedule and seated at his desk, handsome Skylarks' president James (Hamp) Vason filled us in on how his club functions. FAA considers the Atlanta group to be one of the well-run clubs among the nation's total of 30 presently certificated.

In addition, eight clubs have applied for certification and a half-dozen others are talking with field offices about their plans.

We had been driven to the Skylarks' Fulton County Airport offices by principal operations inspector Bill Bushnell of the nearby Air Carrier District Office (ACDO-31). Bushnell, tall, slim and 51, is a onetime U.S. Navy fighter and transport pilot. He has been with the agency 14 years and is the principal inspector for Southern Airways. He also covers commercial operators as well as the travel club.

It takes only an energetic handful to operate the Skylarks. Two other executives present were business manager-navigator Harry Maugans, Jr., and chief pilot Ray Bendager, a retired Navy flyer with



Inspector Bill Bushnell talks with Atlanta Skylarks' Captain Ray Bender at the base of the ramp, while flight attendants and officers board the DC-7 before the members arrive. Flight crew credentials and qualifications are okayed by FAA.



28 years service. In an adjoining room, photogenic blonde Susan Thompson was typing letters to members. On flights, she becomes an attendant, as does Hamp Vason's wife.

When I asked about the European flight, Bill Bushnell provided the answer: "The Skylarks are authorized to fly all over the Carribean, to Mexico and Canada; for the European trip, they'll connect up with a chartered carrier in the Bahamas or possibly Canada."

Maugans said the turnover rate among membership was surprisingly low—perhaps 8 percent a year. "Mostly people moving, changing jobs, and the like," he said.

"We're not young people," Vason said, outlining the type of group that makes up his club. "Basically, we're 40 and over—we haven't gone after the Swing-

ers. They don't seem to mix, but stay to themselves."

Bushnell walked to where Susan Thompson was going through the drawer of membership cards.

"This club has 'healthy' requirements," said Bushnell. "It's \$100 for a family to join, \$75 for a single. After the first year, they pay \$25 annual dues and take their pick of sharing costs of trips they fly."

A few such clubs, having minimal dues and initiation, are stretching the intent of the regulations, Bushnell opined. This practice could bring about rule changes that would place more stringent requirements on the qualifications to belong to an air travel club.

Vason explained that he and his associates each month roll up their sleeves to produce, print and mail a tantalizing trip package to members. "We also have monthly club meetings at a downtown

Atlanta Skylarks air-travel club president James H. (Hamp) Vason (right) shows FAA air carrier principal inspector Bill Bushnell a model of the Lockheed Electra the group plans to buy. To support an Electra operation, the club is pushing to increase membership from 2,200 to 3,000.



country club," he added. "Members bring guests who can look us over before joining."

Inspector Bushnell asked. "How's your bond drive for that new Electra coming along?"

"Great! We're adding three members daily," Vason said. "When we reach 3,000 we'll get the Electra from a major airline. It will give added reliability and comfort, carry 92 and enable us to schedule four weekend trips a month."

Inspector Bushnell asked a few questions concerning flight-crew credentials, records of check rides and referred to the club's recent emergency evacuation tests.

Members were rewarded with a free picnic for being test evacuees and for getting down the slide-raft chutes in less than two minutes. "What better representation for such a test," said Bushnell, "than actual club members. There were some anxious moments with those elderly ladies wearing their diamonds, but they came through without incident!"

His visit over, Bushnell drove back to the district office, telling us that his job is as much advisory as it is regulatory.

"Dealing with the carriers, we know they have the manpower and expertise to do what FAA regulations call for," he said. "With the travel club-type



Mrs. Kay Farner, secretary to operations inspector Bushnell, puts in a call to the Skylarks travel club while principal maintenance inspectors James D. Clark (left) and Andrew G. Morgan talk over details of agency regulation Part 123 covering maintenance programs.

operation, we wear one hat to tell them what must be done, then put on another hat to answer the inevitable question, 'How are we going to do that?'"

Reaching the ACDO, we met principal maintenance inspectors Andrew Morgan and James Clark to talk about the Skylarks' maintenance program.

"They've got a good maintenance program going," said Morgan. "With clubs in general, their planes have started with large carriers, then gone to the regionals, and then to the clubs. Thus, after 15-20 years of service and once under a very rigid system of maintenance, the plane has gone into a less-stringent program. It puts a real burden on the district offices to insure that the integrity of the planes continues uninterrupted."

Jim Clark added: "The ball game changes. We go from 'hard times' inspection, which provides integral overhaul, to one less severe—work is done at periodic inspections. However, we believe that the aircraft should have a maintenance program similar to what it has always had." He turned to Bushnell. "We'll get together with the Skylarks and talk over the program for the new Electra."

The last stop with Bushnell was at the Skylarks' DC-7B, where he examined the logbook writeup of the last trip and reviewed the proposed flight plan and paperwork for the next one. Flight attendants were readying the interior for the upcoming trip, and Harry Maugans had given them last-minute instructions.

Before we left, Bushnell spoke to the mechanic doing a pattern check of the plane. "I see you got the shoulder harness installed in the back end of those side-facing seats." He referred to the one small violation the club has had in five years, for which a fine was levied.

"Yes," the mechanic answered, smiling. "Sometimes that happens, doesn't it?"

—Text and photos by Thom Hook



Principal air carrier inspector Bill Bushnell checks work by a mechanic for the Skylarks on the aircraft's nose gear.



# Learning Can Be Beautiful Through Aviation

For some, education is a chore to be endured, and as such becomes a waste of time. This is often the case with disadvantaged youths, characterized by disaffection with the educational system, low self-confidence and esteem, belief that teachers are prejudiced and little faith in the future. But aviation has become a means to changing all that.

Aviation education specialist Charles Dobson knew about the "Learning Through Aviation" project of the Richmond, Calif., school district. It was a program of teaching English, social studies, mathematics and industrial arts through the exciting stimulus of aviation. It was a resounding success, resulting in fewer disciplinary problems, fewer dropouts, better attendance, better grades and more self-confidence. Exposure to aviation became exposure to

Acting as technical advisor for the TV program, Chuck Dobson (left) with Richard Krengel, Western Region GA accident-prevention specialist, watch the filming at the Santa Monica Airport with bushy-haired actor Dave Jollif.



Discussing the proposal for an aviation-education segment on ABC-TV's network show Room 222 are (left to right) Administrator Shaffer, actor Lloyd Haynes, chief of Aviation Programs Div. Mervin Strickler, Jr., Assistant Administrator for General Aviation John Baker and education specialist Charles Dobson, who initiated the idea.

real-world conditions and occupations that produced better motivation and realistic aspirations.

So, when Dobson read about TV actor Lloyd Haynes, his Bellanca and his interest in aviation education, he called Haynes to discuss the idea of a Room 222 segment. Following meetings in California and at the FAA, Haynes co-authored a script, "Lift, Thrust and Drag." When it came to filming the show, Dobson was selected as technical advisor.

Filmed in the Twentieth Century-Fox studios in Hollywood and on location at the Santa Monica Airport, "Lift, Thrust and Drag" is the story of just such a disaffected high-schooler, whose horizons widen through an aviation-education program tried out at his school.

## ROOM 222 Lift, Thrust and Drag



Eddie and teacher Pete Dixon visit an airport. Eddie is surprised to learn that Pete is a pilot.



Looking at and touching a real plane thrills Eddie. Pete then offers to take him up for a ride.



The aviation-education class is launched, but the principal tells Pete there's no money to continue it.



The news discourages Pete, but teacher Liz McIntyre reminds him that the course was a success.



Eddie is also upset, but Pete encourages him to use his knowledge and confidence to achieve his goals.



The principal says the school board will try to fund it next year. Pete then coaxes him into his first flight.





Eddie Simpson, played by Mwako, is marking time in his classes, evidencing little interest in anything. Teacher Pete Dixon (Lloyd Haynes) takes an interest in the youth and invites him for a ride to the local airport, during which they can talk about Eddie's problem. The planes fascinate Eddie, as does Pete when he learns that Pete is a pilot. A flight with Pete really caps Eddie's day.

Later, Pete convinces the school principal, Seymour Kaufman (Michael Constantine), to program a ground-school course for a dozen students. For the initial try, Pete's friend Fred (Paul Picerni), a flying-school operator, donates his facilities.

Although the project is going well, Pete learns that the school board cannot fund its continuation.



*It's lights, action, camera for actors Denise Nicholas and Lloyd Haynes leaning against Haynes' Bellanca in on-location shooting at the Santa Monica, Calif., Airport.*

Teacher Liz McIntyre (Denise Nicholas) assuages Pete's ire, reminding him that the program was designed to turn the students onto their school work, which it has done, not to make pilots of them; that it's linked their school studies with practical application and given them insights into learning and living. Pete agrees that the program has done its job. But then, Pete must explain to Eddie that the loss of the program need not be the end to Eddie's new-found plans; that if he really wants a career in aviation, he'll have to work at it with or without the high-school course. He tells him that there are a growing number of black pilots, but "no matter how many there are, without you, there'll be one less."

The epilogue shows Pete and Liz conning the principal into taking *his* first flight.

Through FAA and men like Chuck Dobson, the word on aviation education is really getting around.

## Mobility Gulch

*Is there a move in your future? Are you planning a vacation away from home? Do you have a house you wish to sell-rent-buy? This column is your stepping stone to planning ahead. If your home will be up for sale, another FAAer coming your way might be a likely customer. A home advertised from your future post is the place to look into first on your free house-hunting trip. A mountain retreat may be just the ticket for vacationing flatlanders, or a beach house for the land-locked . . . and you can arrange for it before you slam the car door. Do you have an airplane to sell? An FAAer within flying distance may be looking for you.*

*This free service is open to principals only. Ads will appear approximately six weeks after submission. Send your ad with address and phone number, including the area code, to "Mobility Gulch," FAA WORLD, 800 Independence Ave. SW, Washington, D.C. 20591.*

House for sale in Huntington, Long Island (north shore), New York; wooded lot in beautiful area, short walk to beach; "move-in" condition for immediate occupancy; 3 bedrooms, 2 baths, dining room, living room with fireplace, eat-in kitchen, finished playroom, basement with shop and outside entrance, 2-car garage, aluminum combination storm windows; \$45,000. Call 516-HA 7-8040.

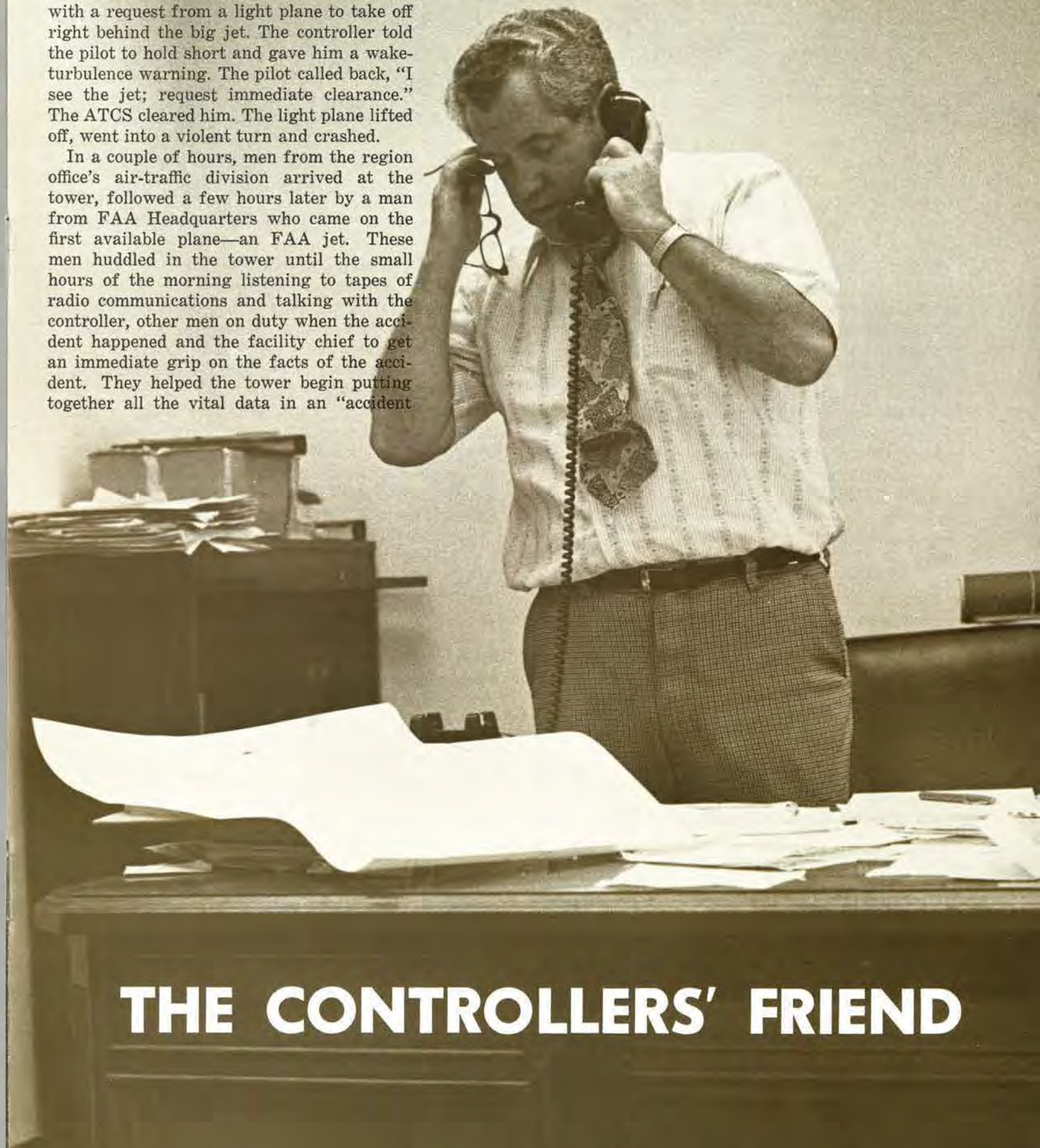
House for rent in Kings Park West, Fairfax, Va., 45 minutes from FAA; 4 bedrooms, 3 baths, formal dining room, eat-in kitchen, large paneled family room, carport, walk-out basement, central AC, dishwasher, wall-to-wall carpeting throughout, some drapes, wooded lot, newly painted inside and out, 2½ years old, near schools and bus, pool membership available, no pets; \$340 per month. Call 703-323-5598.

River Park co-op apartment for sale in Southwest Washington in April, 10-15 minutes walk from FAA; 2 bedrooms, 2 baths, all modern with swimming pool, day-care center, wood and metal shop; \$5,700 down with 8% return. \$244 per month including principal, interest, utilities and maintenance—43% tax deductible. Call 202-484-3180 for Apt. 349 South.

Chesapeake Ranch Club lot at Drum Point, Va., for sale, 1 hour from Washington; 100x150 feet, wooded and level; club has adult and teenage clubhouses, golf course, swimming pool, tennis courts, 2 beaches on Chesapeake Bay and one on a fresh-water lake, 2 marinas, 2400-foot landing strip, own water system, police and security system; asking \$6,500. Call 301-577-1486.

The tower controller cleared the jet for takeoff and watched it roar down the runway and lift off. Then his headset crackled with a request from a light plane to take off right behind the big jet. The controller told the pilot to hold short and gave him a wake-turbulence warning. The pilot called back, "I see the jet; request immediate clearance." The ATCS cleared him. The light plane lifted off, went into a violent turn and crashed.

In a couple of hours, men from the region office's air-traffic division arrived at the tower, followed a few hours later by a man from FAA Headquarters who came on the first available plane—an FAA jet. These men huddled in the tower until the small hours of the morning listening to tapes of radio communications and talking with the controller, other men on duty when the accident happened and the facility chief to get an immediate grip on the facts of the accident. They helped the tower begin putting together all the vital data in an "accident



## THE CONTROLLERS' FRIEND



A paper-filled afternoon—Justice Department lawyer Philip Silverman (left) pens the questions he'll ask Ed Burke of the Accident/Incident Analysis Branch, as Burke makes a point about air-traffic procedure. They were preparing Burke's testimony in defense of the government in a trial resulting from an airplane crash.



package" that would be sent to Headquarters and reviewed. The National Transportation Safety Board immediately started its investigation to determine the "probable cause" of the accident.

But what about the man in the tower? What happens to a controller when he's involved in an accident? He isn't left to flounder alone with doubts and misgivings or to face lawyers by himself.

"Right after the accident we sent a man out to the controller to get his comments, to talk with him, to counsel him, to show him that he wouldn't be left to fend for himself," said Bernard Curtis, a controller for 14 years and now with the five-man Accident/Incident Analysis Branch of the Evaluation Staff in the Air Traffic Service. The branch is responsible for finding out just how involved, or at fault, the FAA air-traffic system is in an accident.

"Sure, we want to find out what happened and why, but we're also there to support the controller," said Curtis. "I was on the firing line myself, so I know how an accident can shake up a controller. He'll usually wonder, 'What more could I have done?' or 'If only I had done it this way . . .'"—even

Awaiting the start of another day in court, Len Ceruzzi (left) of FAA's Office of the General Counsel, Leo Garodz, a wake turbulence expert from NAFEC, and Silverman hash over a couple of points of law and flight.



when our investigation shows he met all the requirements and did everything he could. These men are their own hardest judges. The point is," Curtis added, "the people in the accident branch in Washington have been controllers themselves and care about these guys, and they have the expertise and understanding to help them."

After an accident, a controller may be drawn into a world that's completely unfamiliar to him to testify on what he did. First, there are the NTSB hearings. Then, if the government is sued for negligence, sometimes years later, the controller may be called to answer questions in a fact-finding pre-trial "deposition" and, later, to testify in court.

At every step, the controller is counseled and accompanied by a specialist from the accident branch and by lawyers from FAA's Office of the General Counsel and the Justice Department.

"We try to have the same person from the accident branch work with the controller throughout the process," said Curtis, who's been with controllers on many cases. "I'll spend weeks with a guy going over the accident, then relaxing and socializing with him, then back to the accident, so the two of us can build rapport and particularly so he can gain trust in me. It makes a big difference to the controller when he's on the witness stand if he can look out at the courtroom and see someone he knows and trusts, someone from FAA who's been with him right down the line."

A controller involved in an accident—a mid-air collision—speaks: "I was pretty upset right after it happened. I just walked around the facility in sort of a stupor for a while. Then I started putting my thoughts and recollections down on paper. People from the region office and Washington got there within a few hours. They were right there to help me, and I've got nothing but praise for the job they did. They were very reassuring. In fact, they were almost overprotective toward me. You know, when the agency hires you, they say they'll help you if anything like this ever happens, but to be honest, I

didn't know if they were gonna help me or hang me. Maybe other controllers wonder about it, too. Well, these guys did a hell of a job."

When an accident goes to court, the full strength of FAA's technical and legal expertise goes with it. FAA people spend months gathering evidence based on transcripts of pilot-to-controller communication, air-traffic-control procedures at the time of the accident, the weather, physical evidence of the crash, the pilot's experience, the availability of aeronautical information to the pilot, and more. The Justice Department handles the cases with assistance from FAA's Office of the General Counsel and delegates some cases entirely to FAA lawyers.

During a long afternoon recently, Ed Burke, chief of the Accident/Incident Branch, and Justice Department lawyer Philip Silverman toiled over the testimony Burke would give the next day as the government's "expert witness" on air-traffic-control procedures. A lot of homework by Burke, the accident branch and Silverman had preceded this meeting. For the last time, Silverman reviewed the questions he would ask Burke. Then he fired questions that the lawyer for the widow and the insurance companies would probably ask during cross-examination in an attempt to punch holes in Burke's testimony and the government's case. The government was being sued for \$3.1 million for negligence in not providing a warning of wake turbulence, the alleged cause of a fatal crash.

"The controller involved in that accident was called to testify by the party suing the government," said Burke. "It's been a couple of years since the accident, so a specialist from the accident branch spent a long time with the controller, bringing him back to the time of the accident, refreshing him on its details and on the specific air-traffic-control procedures that were in effect at the time."

James W. Nimmo of the Air Traffic Service (left), who testified on an FAA wake-turbulence pamphlet, raps with NAFEC's Leo Garodz, another witness.



The controller gave a deposition outside the court, with government and opposition lawyers present. The opposition lawyer questioned him.

"The controller is required to tell only what he saw, what he heard, what he did, and not to give opinions or draw conclusions," said Burke. "He's a 'factual witness' and doesn't have to answer a question like, 'Why did you think it was safe to clear the plane for landing?' The expert witness gives opinions and draws conclusions. Even so, lawyers for the other side usually try to make controllers feel guilty by the tone of their questions, but we prepare the controllers for these tactics."

Each year about 30 controllers testify in different cases.

"We know the air-traffic system, and we admit a mistake when we make it," said Burke. "But we're defending a system that's many times unfairly criticized by people who don't know better, and by some who do. In a recent case we won, the judge himself said that our opponent had been 'creative' in his attempt to build a case to prove we were negligent."

"There are plenty of people quick to point accusing fingers at air-traffic control and air traffic controllers, but none of them are here. There are people here to support controllers when they need it most."

—Text and photos by Don Braun

## faables



"I expedited his landing because of an emergency . . . He called in saying he was flying on one engine !!"



# FACES AND PLACES



**EXCELLENCE IN EVERYTHING**—Designed and built by personnel of the Denver Center, this "Service to Man in Flight" float has won first prizes in four Colorado parades, competing against hundreds of other floats. ATCSs Russel Root (left) and Al Smith show off a trophy.



**CAPITAL COACHES**—Manager Ed Hall (left), team supervisor at the Washington Tower, and coach Steve Arate, radar controller at the Washington Center, coached their Little League team, the Vienna, Va., Nationals, to the finals in the world series, representing the southern U.S.



**RUNWAY CHORUS LINE**—Pausing for a photo are members of RM's Field Maintenance Party busy with converting Denver's Runway 35 eight-loop localizer array to a V-ring antenna system. Left to right are Pete Smith, Tom Wilson, Ed Taylor, James Harrison, Paul Krenzer, Bill Shoemaker, Pat Benard and Bill Thatcher.



**GOLF ANYONE?**—Twenty-four Falls Church, Va., AT and R&D personnel answered the call for the start of a new league. First-round winners received trophies from R. F. Frakes (left), R&D division chief. From left, Brooks Goldman, Configuration Management Branch chief, got the Booby Prize; John Marut, Facilities Systems, won first place; Don Dunlap, ARTS III Implementation Branch, second place; Bob Conway, Terminal Branch, third place.



**OLYMPIAN SPIRIT**—George Haines (left), Santa Clara, Calif., Swim Club coach and mentor of the U.S. Olympic contingent, presents a plaque to ATCS Dave Solomon who spearheaded an Olympic fund-raising drive at the Oakland Center. Gold Medalist (800-meter freestyle) Keena Rothhamer's father is Oakland controller Grant Rothhamer.

**OUTSTANDING**—Based on a tricky save under the most adverse conditions, Henry A. (Buddy) Bayeur of the Annette, Alaska, FSS was selected by the National Association of Air Traffic Specialists as the NAATS Outstanding Specialist of the Year in the field of flight safety.



**PRE-FLIGHT BRIEFING**—Ready for their annual cross-country to southern climes, three ducks attend a special safety seminar given by Lee Ruebush, Great Lakes general aviation accident prevention coordinator.



**ON HIS WAY**—Willie Hester (right), teletypist in NE Regional Communications Center, now an ATC trainee, gets advice from Operations Branch ATCS Jerry Walton before leaving for his new post at the Worcester, Mass., tower.



**HEFTY EXPERIENCE**—Service pins awarded to eight in the new SRDS Airport Division represent 183 years of experience. From left to right, Joseph Fretz, Edmund Bromley, Frank Melewicz, Joseph Adair, Joseph Gamble and Max Coggins. Not pictured are James Muncy and John Sullivan.







Shaking hands on their matched 152s and wishing the best man . . . are LeRoy Wade (left) and Joe Potts at the first tee of their sudden-death playoff. It took only one hole as Wade won it.



Looking none-too happy after finishing the tournament are (left to right) Tom Rheineck and Phil Krinsky of the Green Bay, Wis., Tower and Jim Mott and John Cielinski of the Cleveland Center.



Finishing one, two in the Low Net were two Cleveland Center controllers. Holding the first place trophy is Bill Stives (left), who scored a 122. Runnerup Al Divitio scored a 124 for the 36 holes.



Great Lakes' first annual 36-hole golf tournament got off to a good start despite heavy rains and climaxed in a sudden-death playoff between two Cleveland Center controllers. Eighty-odd FAAers turned out at the Elbell course in South Bend, Ind., with AF technicians LeRoy Spear and Don Rowe making it 350 miles from Wausau, Wis.

Joe Potts and LeRoy Wade evened up at the 36th hole with 152, leading to a single sudden-death hole to break it. Potts hit a big one off the tee that faded to the right and into a deep rough, while Wade's

drive was right down the middle of the fairway. Wade's approach shot followed almost perfectly, and the tournament was over. Taking third high gross was Green Bay Tower controller John Montividio.

Green Bay Tower's Gary Blahd won the "Closest to the Hole" trophy, and South Bend controller Greg DePaw hit the longest drive—some 300 yards.

The tournament was organized in three weeks primarily through the efforts of J. R. White, Ed Ellis, Art Sharp, Bobby Lutes, Gerry Miller, Maggie Kepler, Gerry Hintz and Dave Flail.

## FORE... AND AFTER

Great Lakes held its first annual tournament as New England teed off in its fourteenth



The small pennant marks the 15 inches from the pin that Bert Harding achieved with his six iron. The Associate Administrator for Manpower netted a prize for the accomplishment.



Vin Scarano, Airports Division of the New England Region drives off the tenth tee with an iron, displaying top form.

"Nice out!" thinks New York Center chief Bill Vincent (left) as he watches Clay Hedges, EA Air Traffic chief, blast out of the sand trap. Wonder what he thought about his own ball sitting nearby in a sand depression.

The more venerable New England Regional Open Golf Tournament had its best weather in years. Among the 188 participating were representatives from three regions, headquarters and the Air Force, coming to Westover AFB, Chicopee, Mass., from as far away as Chicago.

Administrator John Shaffer, who played in this tournament in the past, couldn't make it this year, but another slick-shooting golfer from Washington took his place: Bertram Harding, Associate Administrator for Manpower, not only scored a 72 net, but won the "Closest to the Hole" prize.

Taking top honors with lowest gross was Dan Downing, New York CIFRR. Second place was carded by Dan Haywood of the Bradley, Conn., Tower; third, by Ed Chicoine of the Otis AFB RAPCON.

In the Low Net category were B. Calamia, New York Common IFR Room; Dick DeCola, Boston Center; and taking third, Clay Hedges, Eastern Region AT Division chief. Don Brunner from the New York Center was adjudged "the most honest golfer."

At right, Dan Downing (left), New York Common IFR Room, receives his prize from Leo Nangle, tournament director from the Boston Center. Downing took first place in Low Gross score. Below, Nangle clowns as he presents a prize to the second Low Gross winner, Dan Haywood (left) of the Bradley, Conn., Tower.





# DIRECT LINE



**Q.** In accordance with my grade and step, I am supposed to have annual wage of \$16,395. The base hourly rate on this is \$7.88221, which is rounded off to \$7.88 for payroll purposes. As a result, the employee never receives his full annual wage. In this case, \$4.60 is lopped off each year. This same problem holds true for over-time worked. What happens to all this money?

**A.** The computation of hourly salary rates is made by the Civil Service Commission in accordance with Section 5504 of Title 5, U.S. Code. When hourly rates are computed by dividing the annual salary by 2,080 (annual hours) and the result adjusted to the nearest cent, the employee receives less than his full annual salary when a fraction of less than one-half cent is dropped. By the same token, the employee receives more than his full salary when a fraction of one-half cent or more is raised to the next whole cent. This method is administratively advantageous in processing the payroll and, over a period of time, is equitable to the employee, because in some years he receives a few dollars more than his quoted annual salary and in other years a few dollars less.

**Q.** My recent performance-rating interview by my supervisor began something like this, "We have been advised that our facility ratings are too high and to get them down. Mine has been lowered and the chief said Branch told him that all ratings will be reduced." My rating was satisfactory even though the values in many of the factors were reduced from last year. I discussed the matter with the reviewing official and got a "that's the way it is" response. I believe that the reason for the lower rating should be entered in the "Remarks" section by the rater to insure that a future reviewer knows that it was not due to a lower performance. Also, there are a number of people at the same GS level as I, whose rating anniversaries are some seven months away. Wouldn't they come out better on a mutual bid before then, based on my new rating?

**A.** The agency has begun using a new appraisal form, DOT F 3430.1, Performance Evaluation Record. Although it appears identical to the superseded EAR, there are some differences that are explained in N

3430.4, dated 19 April 1972. It also provides rating guidelines to achieve greater standardization among rating officials and more "correctness" to the ratings. This very possibly could result in a lower evaluation on the new PER without a corresponding drop in actual performance. In any event, we would agree that an explanation by the rating official in the remarks section would be in order. But further, the employee being rated may use the remarks section to explain his or her viewpoint concerning the evaluation. On the last point, the answer is "no." As of August 1972, all employees applying for consideration for MPP must be evaluated in Part IV of the new PER, irrespective of their rating anniversary dates.

**Q.** Is there a regulation concerning the establishment of a "slush" fund in FAA offices and services? We have one and I resent being approached monthly for a contribution, and I know others feel the same.

**A.** We assume you mean a sum of money to be used for such things as purchasing flowers for hospitalized co-workers. There is no regulation governing such funds. Contributing is purely voluntary, and it is up to the participants to decide if they prefer to contribute at the time of need or into a continuing fund.

**Q.** I have worked for FAA since June 1967. My employee personnel profile has never been correct in my opinion. My latest profile has over 1,000 hours of technical training left off, which is directly related to my job as an electronic technician. Why?

**A.** Due to the increasing length of our regional computer personnel profiles, a decision was made to eliminate some of the training listed by employees. We have received many queries on the arbitrary elimination of such data from the personnel profile printouts. As a result, our advice to employees affected has been for them to note the training that they wish added to their profile on their current printout, particularly prior to bidding under MPP, and forward it to the employment branch. A determination will then be made as to the appropriateness of reentering it on the employees' profiles.

**Q.** Early retirement with more-liberal annuity payments for FAA controllers will entail greatly increased costs for the Civil Service Retirement System. Who will pay for these increased costs—the controllers, the government or all Civil Service employees?

**A.** During hearings before the House Committee on Post Office and Civil Service, 92nd Congress, Andrew Rud-dock, Director, Bureau of Retirement, Civil Service Commission, had similar questions posed to him. He pointed out that "under the retirement system, an employee is guaranteed that either he or he and his survivors will get back every penny he has put into the system. So it's impossible for one employee to make a contribution which will pay the benefits of some other employee. I think what we are doing really is allocating a larger share of the government's contribution to a

recognition that air-traffic safety requires early retirement provisions for air traffic controllers, rather than placing this burden on other employees."

**Q.** I have heard for years about changes that will be brought about as the result of the 6040.3 Outage Reports from the field. The 6040.55 SO Sup. 1, 30 July 1972, says, "Through this data, system trends are detected and necessary corrective actions taken." What are some of these changes resulting from the reports?

**A.** The uses of facility-performance data are numerous and varied. Primarily, it serves to monitor the performance of selected major facility types. From it, we establish performance trends that are used to assist in top-management decision-making for improving performance by replacement, relocation or modification of equipment. A few examples are (1) Replacement of the troublesome Frequency Diversity en route radars, such as FPS-24, 27 and 35 with more reliable units. (2) FDEP enhancement program, which included redundant printers as well as spares for failure-prone printed-circuit boards. (3) Early analyses of the performance of solid-state ILS equipment for specifications in later contracts. (4) A major role in the assessment of ARTCC/RCAG TELCO line performance, helping us to point out field problems to AT&T.

**Q.** When officially detailed with CSC approval to a higher position and grade level—a GS-10 FSS specialist detailed to GS-12 facility chief for four months—is the specialist entitled to benefits and pay at the GS-12 level, provided he performs satisfactorily?

**A.** Under these circumstances of a temporary detail, an employee officially detailed to higher graded duties continues to receive the pay and allowances of his regular position. For further information on details and assignment to higher graded duties, see Chapter 5 of the Internal Placement Handbook, PT P 3330.9, and Chapter 1, Paragraph 2h of the Merit Promotion Program Handbook, 3330.1A.

**Q.** Our Level II tower has developmental personnel, GS-7s and 9s, who have been signed off on each position and are area-rated. Other developmental personnel have been signed off on one or two positions, but are not area-rated. Are either of these groups legal in being used as part of the watch schedule, working unmonitored except for the general supervision of a GS-11 acting watch supervisor, who simultaneously is signed on and responsible for a tower position? Who is responsible for decisions and actions taken while these developmentals are working positions unmonitored?

**A.** See Page vii, Organization and Classification Guidelines, GS-2152-0, 23 September 1968. It was intended that the developmental controller would receive training and acquire competence in performance of duties at the next higher level. He normally works under direct supervision at the outset, but when checked out for particular positions, he performs those duties under general supervision. According to AT Order 3120.4C,

Paragraphs 104 and 110, developmentals checked out on all positions are issued a facility rating. They may then work any position under general supervision and be responsible for their own decisions and actions. The same is true for specific positions checked out. When working positions for which they are not checked out, they must work under direct supervision, and the person with whom they sign on assumes overall responsibility for that position. The instructor controller should not have collateral duties that in his own judgment prevent him from exercising the degree of supervision necessary to preclude an emergency situation.

**Q.** We read in our manuals that "Many flight service stations are being equipped with radar scopes remoted from Weather Bureau radars" (Phase V, the Pre-flight position, Vol. III, F-5/3). How many by actual count is "many"?

**A.** The answer is contained in Part I of the AIM, P. 1-83. Additional facilities quite likely will have this capability in the future in view of the En Route Weather Advisory Service (EWAS) program recently inaugurated at four West Coast locations and programmed at 40 other FSSs on a phased basis over the next three years. An EWAS FSS colocated with a National Weather Service WX radar site will be provided with a full-time remote display from that equipment where remoting capability exists. One not colocated will have a full-time remote display from the nearest WX service radar (type 57) covering its local area.

**Q.** What is FAA policy on EARs? Can an "acting" supervisor legally give a rating to an employee who has been under his indirect supervision for only one month?

**A.** The rating official is defined in Paragraph 4.c. of Handbook 3430.3, Evaluating and Improving Employee Performance, which states that the supervisor is the rating official for employees under his immediate supervision. A person designated as acting supervisor, if delegated the powers of a supervisor, as stated in the cited paragraph, does have the authority to assign ratings, and, therefore, can rate an employee who has been under his supervision for only a month. Normally, however, the rating official postpones the rating until he has had more time to observe the employee's performance—up to 90 days.

Is there something bugging you? Something you don't understand? Tell it to "Direct Line." We don't want your name unless you want to give it, but we do need to know your region. We want your query, your comment, your idea. All will be answered in this column, in the bulletin-board supplement and/or by mail if you provide a mailing address.

Better two-way communication in FAA WORLD's "Direct Line" is what it's all about.



# POWDER PUFFERS

## BUILD AVIATION SKILLS

Women in aviation are a devoted lot, anxious to build their skills through training and competition; and FAA is there to assist them.

Jean Schiffmann is a busy lady, with her heart in aviation. The wife of Charles (Pat) Schiffmann, general-aviation operations specialist in Western Region headquarters, and a mother of four, she copiloted for Emma McGuire in this year's Powder Puff Derby and later took home an Amelia Earhart Memorial Scholarship from The Ninety-Nines, the women pilots' organization.

Her credits in aviation span a generation. She was one of the first female aircraft communicators for the old CAA, earned her private license and a Commercial Pilot Certificate and now is nearly ready for her Flight Instructor check ride. She has worked for an FBO and expects to again soon. In her community, she has worked at trying to introduce aviation education into the public schools and at developing an aviation day camp for the Girl Scout Cadettes. She has been active with The Ninety-Nines and the Powder Puff Derby for four years. The Amelia Earhart award will be used to get her an instrument rating.

At the other end of the country, controller Pete Pellegrino watched Mrs. Schiffmann and 96 other Powder Puffers descend onto R. J. Miller Airpark in Toms River, N.J. Pellegrino, of the North Philadelphia tower, was sitting in the portable tower at the

Not everyone heeded the notices of the temporary tower frequencies posted for the uncontrolled airpark that Jerry Roberts of the Powder Puff Derby points to. Engineer Don Dunning (left) and chief controller Pete Pellegrino watch the traffic come in after one incident.



Pilot Jean Schiffmann in a characteristic pose.

normally uncontrolled strip. With him were ATCSs Robert Bryan, New Castle, N.J.; Charles Guensch, Reading, Pa. and John Greenwald and William Roeder of Atlantic City, N.J. Don Dunning, AFSSO acting chief at North Philadelphia, kept the tower in operating condition, while Bob Leana of the Philadelphia FSS headed up the advisory crew.

The makeshift operation had its problems: like Dunning's repeated 45-minute trips into town for diesel fuel to keep the generator running . . . or the pilot who hadn't noticed the temporary tower frequency posted in the Airman's Information Manual or at the airpark terminal.

"At the height of the action," Pellegrino related, "we had four in the pattern and two Powder Puffers preparing to make their pass, when an AT-6 flew in unannounced, cut out two aircraft on final and started to make touch-and-go's. When we collared him on the ramp, the ladies had some words for him. He got the message; called on ground control for departure and apologized three times; then called on local control for takeoff and apologized three more times."

Despite the hectic traffic, power failures and IFR weather closing in, everything went fairly smoothly at the airpark.

Said Jerry Roberts, chairman of the Powder Puff Derby Terminus, "As a past contestant, I have felt for a long time that personal contact with the FAA during the race has promoted good feeling between general aviation and the government services. The cooperation of all was commendable, and better than that was the good nature and humor of all the FAA people. We'll always be in their debt."

### ... Like it is!

#### NO MINORITY QUOTAS

The President has asked all agencies to insure that no minority employment hiring quotas are in effect. While numerical goals are useful for measuring progress in minority hiring, merit should be the criterion, the President said. The goals should not be used to impose quotas or directed toward proportional representation.

The number of women in upper-level Federal positions increased significantly in 1971, according to CSC. They accounted for over half the total increase in jobs in GS-7 through GS-12. At each grade from GS-9 through 14, the number of women as well as their percentage increased. ■ Civil Service has proposed new regulations to implement the Equal Employment Opportunity Act of 1972. They will:

- Strengthen EEO complaint and appeals procedures and speed processing;
- Assure that equal opportunity for women is an integral part of agency EEO programs;
- Provide for CSC review of agency assignment of manpower and resources to EEO programs;
- Authorize remedial actions for discrimination, including up to 2 years back pay and special promotion and hiring consideration;
- Set time limits for agency action on the finding of discrimination.

#### CSC EYES BLUE CROSS

An actuary from CSC has been assigned to the headquarters of Blue Cross-Blue Shield to verify the now projected surplus in the Federal health-insurance program. After premiums went up based on a projected deficit, it turned out that Blue Cross would in fact have a surplus. CSC expects the sur-

plus to be larger than projected and is auditing the company's accounts to disallow unnecessary administrative expenses.

#### ONE WAY TO GET OUT THE VOTE

The Senate has given the nod to an amendment to an appropriations bill that would give Federal employees another holiday every two years on national election day.

#### YOUR SALARY AN OPEN BOOK

Sen. Clifford Case (R-NJ) has introduced a bill to require the disclosure of all income for Federal employees earning over \$15,000 a year. The reports would be filed with the GAO and be open to the public. You'd have to report for yourself and wife the amount and source of income, security transactions and real-estate sales other than your home.

#### PENSION INCREASES IN WIND

The House Civil Service Retirement Subcommittee is considering a bill to increase Federal and postal annuities from 5 to 13 percent, the smaller pensions getting the biggest increase. Also, \$84.50 a month would be the smallest check, similar to that of Social Security.

■ A similar bill has been introduced in the Senate. ■ Social Security benefits on top of CSC pensions has run into snags. The Administration wants it mandatory for bookkeeping reasons, while the unions want it optional because of the burden of 12.4 percent to be withheld from lower salaries.

#### RETIREMENT SCOREBOARD

CSC reports the largest 3-month number of retirees in its history. From April to July, 80,000 Federal employees retired.





## Aviation News Cartoon Contest

### TAKE UP YOUR PENS

DEADLINE  
NOV. 30

If the muse can move you to compose verse, you may win money and fame—a little of each, that is. An agency-wide contest for safety cartoon suggestions is being sponsored by *FAA Aviation News*, the monthly safety magazine for general-aviation pilots, produced by the Office of Public Affairs.

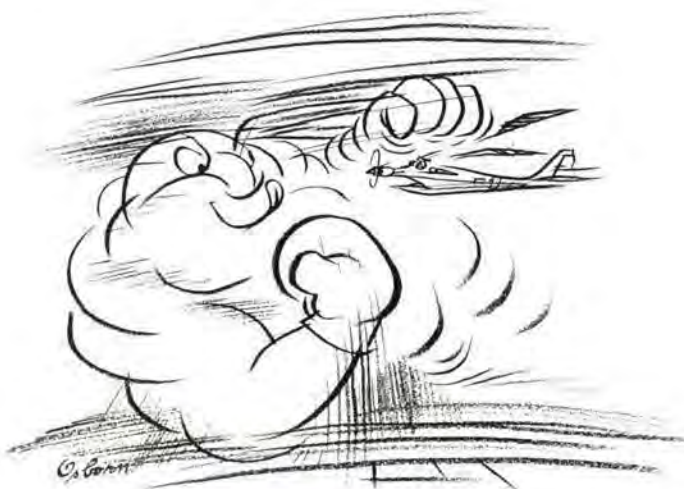
The cartoons, drawn by the noted artist Robert Osborn, appear monthly with rhymed captions on the back cover of the magazine and on safety posters, which are distributed throughout the country and abroad.

Twelve \$25 cash awards and a credit line in *Aviation News* will be given for the dozen best entries. All FAA employees, including those retired, may enter. You may submit as many entries as you

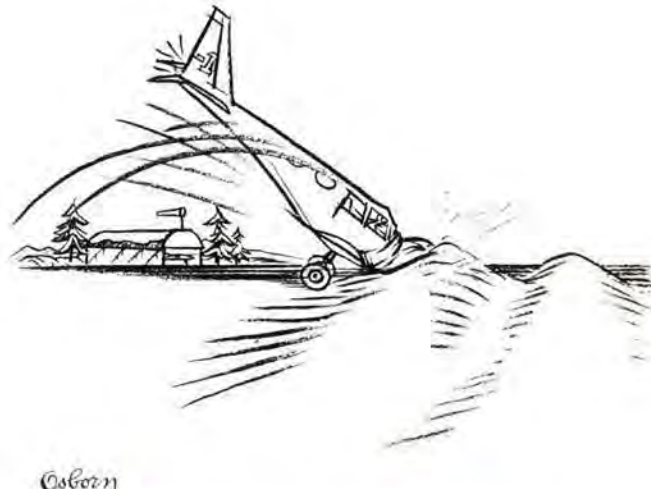
wish, and you may be considered for more than one award.

To enter, describe in a paragraph or two the most unusual or significant incident or accident affecting general aviation encountered in your area. Actual names of people and places are unnecessary. Conclude your description with a two-line rhymed couplet that summarizes the idea or moral of the story, as illustrated here. The couplet should express a *warning with wry wit* and, if possible, a local flavor. Precise meter is not important.

All entries must be received by November 30 by Contest Editor, APA-20, FAA, Washington, D.C. 20591. Winners will be announced in the February issue of *FAA WORLD*. Be sure to include your name, address, phone number and social-security number with your entry.



Avoiding adverse weather  
Could keep your plane together



Drifted snow may be solidly frozen  
Take care it doesn't push your nose in