

FAA WORLD

Service to Man in Flight

JUNE 1973



**Alphanumerics for Enroute Centers
College Days Beckon FAAers
FAA Rises to Ballooning Boom**



CONTENTS

Editorial	2
Up, Up and Away	3
Mobility Gulch	6
ARTS for Controllers' Sake	7
Faces and Places	8
Like It Is	10
College Days Beckon FAAers	11
Fables	13
Designing the Scope	14
They Watch by Night	16
Caring Means a Lot	17
Direct Line	18

Secretary of Transportation,
Claude S. Brinegar
Administrator, Alexander P. Butterfield
Associate Administrator for Manpower,
Bertrand M. Harding
Director, Employee Communications Staff,
Leo I. Beinhorn
Editor, Leonard Samuels
Contributing Editors,
Thom Hook and Theodore Maher
Editorial Assistants,
Don Braun and Steve Walters
Art Director, Osceola W. Madden

FAA WORLD is published monthly for the employees of the Department of Transportation/Federal Aviation Administration and is the official FAA employee publication. It is prepared by the Employee Communications Staff under the Associate Administrator for Manpower, FAA, 800 Independence Ave., Washington, D.C. 20591. Articles and photos for FAA WORLD should be submitted directly to regional FAA public affairs officers:

Mark Weaver	Aeronautical Center
George Fay	Alaskan Region
Joseph Frets	Central Region
Robert Fulton	Eastern Region
Neal Callahan	Great Lakes Region
Edwin Shoop, Jr.	NAFEC
David Myers	New England Region
Clifford Cernick	Northwest Region
George Miyachi	Pacific Region
David Olds	Rocky Mountain Region
Jack Barker	Southern Region
K. K. Jones	Southwest Region
Eugene Kropf	Western Region

The cover: Reflections of what's in this issue—Controllers brain-trusting alphanumeric radar for centers; FAA setting up more liaisons with colleges; and FAA taking a look at the burgeoning sport of ballooning.

—Rivier College photo by Mike Ciccarelli

CHANGE OF ADDRESS: FAA employees should send their changes of mailing address for FAA WORLD to the control point in the region or center where they are employed: AAC-44.3; AAL-52.1; ACE-20; AEA-20; AGL-13; ANA-11; ANE-14; ANW-14.7; APC-42; ARM-5; ASO-67.1; ASW-67.23; AWE-15; and Headquarters employees, AHQ-431. You should not send change-of-address information to Washington. If you move from one region or center to another, you should submit your change of address to the region or center to which you move.



Relationships

During 1973, we expect that some 30,000 FAA members at more than 1,000 facilities will be covered by national, regional, or local labor agreements. I want to reaffirm FAA's whole-hearted support of the President's efforts to assure effective labor-management relations in the Federal service.

As a matter of public policy, as well as by Executive Order, the labor unions have a legitimate role as a participant in the development of personnel policies and practices. And the relationship can be beneficial to both the agency and its employees through the pursuit of legitimate goals in a calm, constructive and reasoned atmosphere that will produce improvements in employee morale and efficiency. FAA is a dynamic agency in a dynamic society and recognizes that the interests, equities and obligations of both the agency and the unions must be sufficiently flexible to adjust to changing social and economic patterns and influences.

As we work together to accomplish our common mission, we must remember to recognize each other's rights to mutual respect and to be accorded reasonable cooperation in getting the job done. And, of course, we should strive to keep the lines of communication open so as to maintain an atmosphere of cooperation, trust and understanding.

I am confident that all of us will respond to our expanding labor-relations responsibilities. Working together can assure that FAA's labor-relations program ranks with the best in the Federal service.

Alexander P. Butterfield

ALEXANDER P. BUTTERFIELD
Administrator



up, up, and away!



Floating lazily above the mile-high city of Albuquerque, more than 120 balloons speckled the sky with their brilliantly colored air bags, while housewives, businessmen, schoolchildren and motorists gawked, sometimes with unfortunate results—like the motorists who ran into each other on several occasions. Albuquerque was experiencing the First World Hot Air Balloon Championship last February.

Famous for its fair skies and predictable winds, Albuquerque gave the balloonists a warm welcome—in terms of hospitality—but the weather played some tricks.

Prevailing winds did not prevail. They blew in all directions except from where expected, even though plans for the championship were based on weather trends over the past 50 years. One day the winds blew some of the balloons over Albuquerque International Airport, some three miles from the launch site at the New Mexico State Fairgrounds, causing

controllers to re-direct some plane landings and takeoffs. Another day, a sudden snowshower rolled in from the mountains. It cut visibility to 500 feet while several hot-air bags were in the air, temporarily halting the contest and preventing more launches. It forced the airport to close down for about 45 minutes because no one knew where three of the balloons were.

But these were really minor problems. Mostly it was a fun time, for both the balloonists and the townspeople. As Albuquerque deputy tower chief Curry E. Ellison described the week's events, "It was a thrilling experience" for FAA Flight Standards and Air Traffic people, who were there to assure that the balloonists and their balloons were qualified, airworthy and safely out of the way of airplanes.

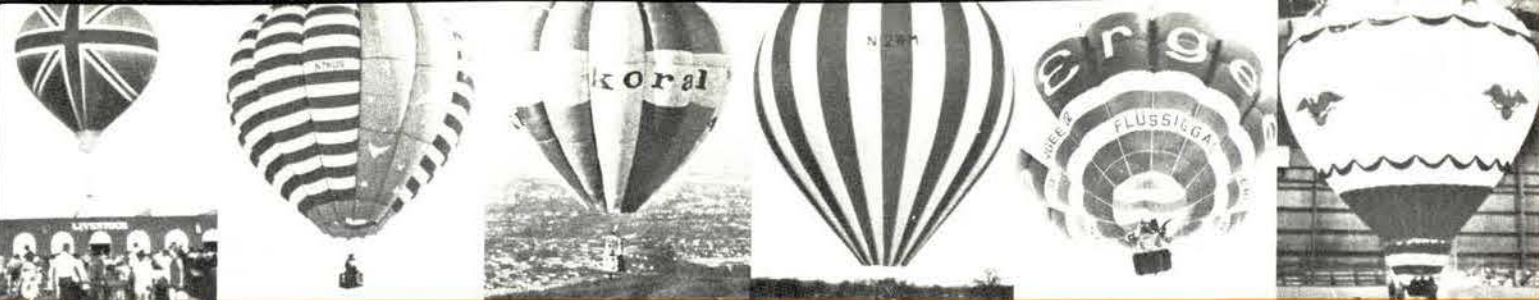
General-aviation inspectors C. G. Johnson, James R. Barnes and James Valentine from the Albuquerque GADO checked pilot ratings, balloon registrations and the balloons of all the American pilots before the competition began. (Foreign contestants received waivers since their standards are different.)

At the fairgrounds, controllers Jay Winder, James Anderson, Rex Finch, Donald Carpenter, Ephraim Johnson and Curry Ellison from the Albuquerque Tower worked with the GADO men, radioing back to the tower the launch times, number of balloons and the direction they were floating.

"We couldn't pick them up on radar, because they move so slowly the system doesn't even follow them," said Ellison. But the balloons' bright colors, intended to make them glitter against the sky as well as to make them pretty, helped controllers and hordes of people on the ground follow them. The balloons carried no radios, so the tower kept a careful watch for them while guiding huge jets and other planes into and out of the airport. As pilots are no doubt aware, the FARs say balloons have the right-of-way.

GADO inspector C. G. Johnson, a hot-air-rated balloon pilot, said the mood of the town was marked-





ly affected by the balloon invasion. "Everybody had a smile, and the races made kids out of everyone. It was really a happy event." Ellison echoed the feeling: "Everybody thought it was beautiful."

To keep it happy and beautiful—and safe—the air-traffic people restricted the airspace around the launch site. The Albuquerque Flight Service Station joined the GADO and the tower in the three-cornered FAA effort by issuing Notices to Airmen advising pilots of the restricted area and by including balloon-position reports in their pre-flight briefings during the championship week.

Only one airplane intruded into the restricted airspace. It was a rented plane flown by one of the losing foreign competitors who wanted to take a look-see. He made one pass and flew away, and took a commercial flight back to Europe that night. "We weren't able to give him a Safety Compliance Notice," Johnson noted wryly.

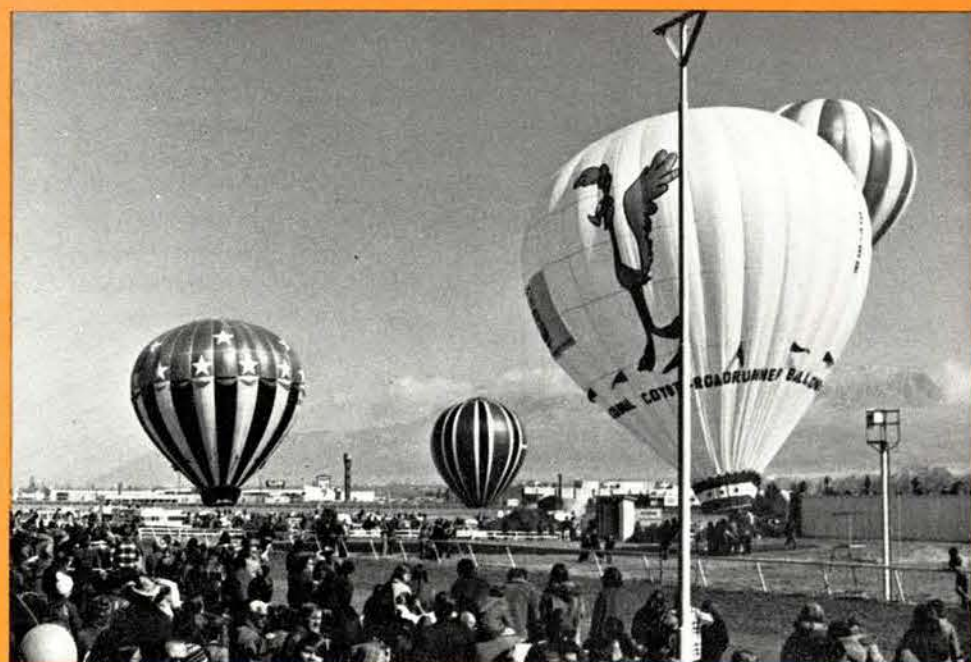
Run according to the rules of the Federation Aeronautique Internationale and the National Aeronautic Association, the Championship was scored on events calling for pilots to make measured ascents and descents and to maintain altitude for certain periods. Another event was the spot-landing contest. Most balloonists missed the target by several miles. Balloons, you see, are relatively easy to con-

trol vertically, but trying to fly them in a given direction depends less on pilot skill than on the will of the winds.

There were landings in schoolyards, backyards, parking lots, shopping centers, the Navajo Indian Reservation and in the secret Manzano military facility, where servicemen treated the wandering balloonists very courteously.

Dennis Floden of Flint, Mich., flying the "Eagle II", won the championship. He beat out 78 other competitors, 50 from the U.S. and 28 from 14 foreign countries. Fifty other balloonists who didn't have enough flying hours to qualify for the championship came to fly in the "Fiesta Races."

The most interesting Fiesta event was the hare-and-hound race (the Roadrunner and Coyote race as they call it in the Southwest) in which an official balloon took off, changed direction several times and landed 12 miles away, to be followed by the others who were to try and land as near as possible to it. One balloonist in this event had a "flameout" of his burner and landed on a snowy slope six miles from the Roadrunner balloon, damaging his balloon. Another knocked down a telephone wire in his descent. But these were the only untoward incidents of the entire week-long competition. Dennis Floden, also competing in the Fiesta event, described his per-

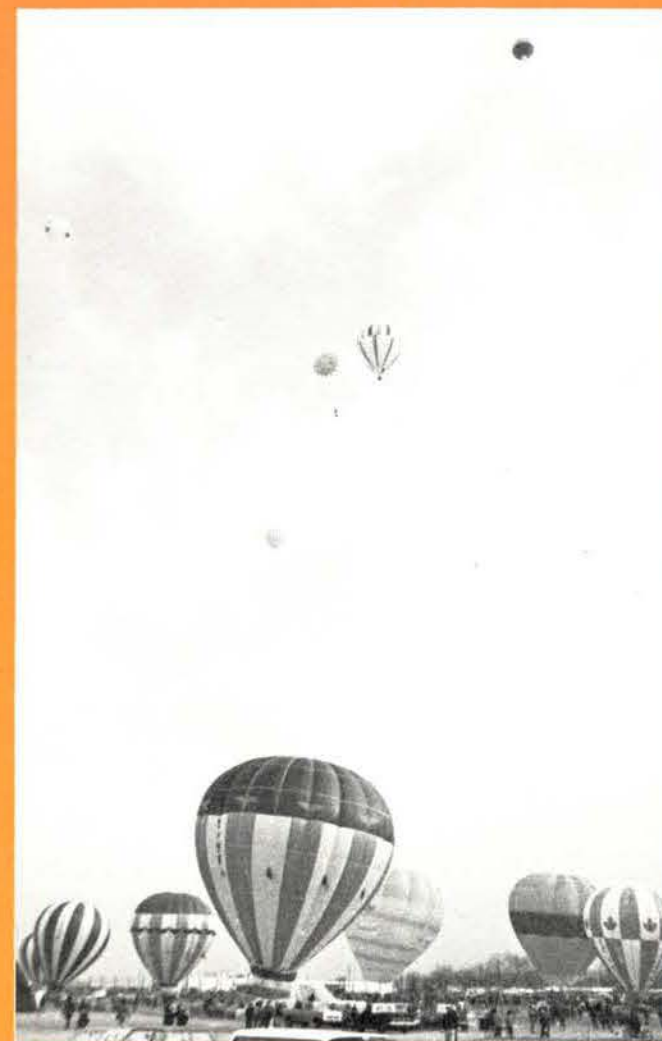


The "Coyote-Roadrunner" balloon prepares to launch before being chased by other balloons in the competition at the New Mexico State Fairgrounds at Albuquerque.



Southwest Region Director Henry Newman addresses the crowd as the Roadrunner balloon ascends languidly behind him.

Balloons strain at their moorings in perverse winds as the mass ascent of 123 hot-air bags begins.



formance this way: "As the Indians would put it, I landed many moons away.

The fancy-free week was climaxed by the mass ascent of all 123 balloons on hand. One hundred twenty-three blobs of brilliant color in the sky at the same time! They were launched in waves of 20 from rows on the ground with numbered spots. Since the mass ascent wasn't part of the official races, passengers were allowed aboard, and as the balloons floated up and away, the sky was so filled with bloated shapes it looked like a parachute jump had been made from a troop-carrying airplane.

Juan Croft, general-aviation operations specialist in the Flight Standards Service at Headquarters, thinks that sport ballooning may really mushroom in a few more years. Right now, there are about 200 balloons in the entire country. Croft estimates there were only one quarter that number five years ago. The agency is hard at work developing study materials for prospective balloon pilots to use before they take FAA tests. The Engineering and Manufacturing Division also plans to upgrade airworthiness standards for new balloons.

From the looks of the skies over Albuquerque last February, FAA inspectors and air-traffic specialists may find themselves pretty busy dealing with the hot-air division of aviation before very many more years go by.

—By Don Braun

Mobility Gulch

This free service is open to principals only. All property advertised must be available on a nondiscriminatory basis to persons regardless of race, color, religion, sex or national origin. 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.

ALABAMA

House for sale in Mobile, 20 minutes from FAA; 2302 sq. ft. living area on ¼ acre, 4 bedrooms, 1½ baths, central air conditioning-heating system, central vacuum cleaning system, large double carport with utility, fenced yard, screened porch, terrace with gas grill, small greenhouse; one of best neighborhoods near 3 public and 6 private schools, 5 churches, shopping centers, country club and neighborhood swim club; \$35,000. Call 205-661-1411.

FLORIDA

Two adjoining lots of 10,000 sq. ft. each in heart of retirement country at Port Charlotte on the Gulf Coast; all improvements now in or going in; \$2,600 per lot or \$4,750 for both. Call 206-243-1140 eves, or write A. W. Schilling, 18222 35th Ave. S., Seattle, Wash. 98188.

Two lots in Goldcoast retirement mecca of Port Charlotte, 30 miles north of Fort Myers; corner lot 100 x 125 feet deep and adjoining lot 80x125 feet, located ½ mile from Charlotte harbor, near waterway and manmade lake; \$9,000 for both. Write William D. Murray, 1516 Gattis Drive, Orlando or call 305-273-2248.

Retirement home in Pinellas Park (between Clearwater and St. Petersburg) on corner lot; 3 bedrooms, 1 bath, den, air conditioned, refrigerator, built-in stove, new drapes; \$20,000. Call 813-544-7903 eves or write to P.O. Box 23124, Tampa, Fla. 33622.

Middle-executive rancher in exclusive Nautilus area of Miami near better golf courses; 3 bedrooms, 2 baths, paneled Florida room and formal dining room, eat-in kitchen with all like-new major appliances, air conditioned, 12 x 22-foot roofed patio, "move-in" condition for immediate occupancy; full asking price \$47,000 or \$20,000 down and take over total payments of \$279. Call 305-538-5680 or write M. Forrest, P.O. Box 2041, AMF, Miami 33159.

MARYLAND

Bayshore Apartment in Ocean City available for rent for spring, summer and fall; 1 bedroom, sleeps six, fully furnished except for TV and linens, located on ground floor with boat dock at the back door; \$155 per week. For reservations and information, write Rodney D. Opitz, 6324 Norma St., Fort Worth, Tex. 76112 or call 817-451-9488.

Furnished apartment for sale on bayside at Ocean City; 1 bedroom, air conditioned, heated, wall-to-wall carpeting, sleeps six, private boat slip at door; \$18,900. Call 703-356-5913.

Vacation home for rent at Ocean Pines, Ocean City, located on a canal; 4 bedrooms, air conditioned; pro golf course, boating, fishing, tennis, private Ocean City beach, beach club and swimming pools available; in-season rate \$295 per week, off-season \$200 per week. Call 301-384-4641.

MASSACHUSETTS

Colonial farm in good condition in Billerica, 15 minutes from regional office, 30 minutes from Boston Center, 45 minutes from Logan Airport; 7 acres, half wooded, on main road, 4 bedrooms, 1 bath, utility room, attached garage, oil furnace, natural-gas service, artesian well, storms and screens, out-

buildings, picnic areas, 30 x 60-foot swimming pool; 20-year owner moving for PCS this summer; \$50,000. Call 617-667-7775.

MISSOURI

Retirement home for sale in beautiful Hollister-Branson Ozarks area near Table Rock Dam and state park, one lot from lake front near public access; lot size 75 x 140 ft., 6-room house, all electric, carpeted, screened-in porch overlooking lake, well, fireplace, separate furnished guest cottage; \$28,500. Call 417-862-8131 eves or write Floydine Punzell, 1335 E. Meadowmere, Springfield 65804.

NEW MEXICO

Spanish-style 1-year-old stucco house in Albuquerque, 10 minutes from ARTCC; 3 bedrooms, 1½ baths with marble vanities and 5-foot long shower, drapes, copper-tone gas range, double stainless sink with disposal, mobile dishwasher, finished double garage, landscaped with guaranteed-to-grow plants, cedar stockade fencing in rear, low wall in front, living room-master bedroom-hall carpeted, kitchen oversized with floor-to-ceiling fireplace, forced-air furnace, water heater, washer-dryer connections; near Arroyo del Oso golf course, good schools via bus; available June 1; \$25,500. Call 505-299-8732.

NEW YORK

Hi-ranch house for sale in North Baldwin, Long Island, 12 miles from JFK International Airport; 4 bedrooms, 1½ baths, recreation room, patio, built-in dishwasher, wall oven, 2-car garage with automatic opener; beautifully landscaped 6,000-sq.-ft. lot, first-rate school system; \$45,000. Call 212-995-3385 days, 516-223-2534 eves, or write M. R. Boles, 991 Wood Park Drive, Baldwin, N.Y. 11510.

Colonial house in Huntington on Long Island's north shore; 4 bedrooms, 2½ baths, dining room, living room, family room, big eat-in kitchen, paneling, fencing, patios, pool; \$45,490. Call 516-864-4074.

NORTH CAROLINA

2 chalet lots of about ½ acre at Beech Mountain year-round resort at 4,000-ft. elevation; highest ski slopes and golf course in the East; both lots have water, sewer, electricity and frontage on roads; \$7,500 cash or \$8,500 terms. Call 703-280-5881.

Beach house for rent on unspoiled stretch of beach in Nags Head, N.C.; new chalet has 3 bedrooms, 1½ baths, beautifully furnished, sleeps 6; off-season \$135 per week, July-August \$200 per week. Call eves 301-656-3447, days 202-755-1442.

PENNSYLVANIA

Cottage on Harveys Lake near Wilkes-Barre on 50 x 100-foot lot; 5 rooms, 3 bedrooms, 2 porches, needs well and septic tank; \$5,500. Call 201-288-3501.

VIRGINIA

Fully furnished rambler home for rent in North Arlington, 20 minutes from headquarters; 3 bedrooms, 1 bath, separate dining room, breakfast nook, carport, patio, air conditioned, nice back yard; rental by week or month, longer-term lease will be considered. Call 703-524-0011.

Total electric rambler in Sterling Park, 5 minutes from Dulles, 15 from Leesburg Center, 50 from Washington National and headquarters; 3 bedrooms, 1½ baths, family or dining room, large eat-in kitchen, all appliances, utility room, garage, patio, storms; walk to schools, June occupancy; \$34,950. Call 703-437-0892.

Lot on Shenandoah River near Front Royal in Blue Ridge Mts., 1 hour from Dulles Airport; 600 x 100-feet, cement porch, sidewalks, gravel drive, steps and retaining wall at river, electricity, well and septic tank, access to 2 swimming pools, tennis courts, 2 lakes, recreation hall, fishing, hunting, has security system with deputy sheriff; \$7,500 but will consider monthly payments with good down payment. Call 703-635-3725.

Split-level in Herndon, 5 minutes from Dulles Airport; corner lot, 3 bedrooms, 1 bath upstairs, 1 bath downstairs, dining room, family room; excellent schools; \$39,750 and terms available. Call 703-532-4265 or 703-820-2318.

ARTS for Controllers' Sake

Air traffic controllers at 69 of the nation's low- to medium-activity radar towers can look forward to a new ARTS system in the near future.

ARTS II (automated radar terminal system) will provide a reduction in the radio communications workload of the controllers and help them to devote more of their time and attention to air-traffic-control functions.

Built around a minicomputer system, ARTS II can be programmed to retain information about aircraft in the terminal area, providing a full alphanumeric data block on planes equipped with discrete-code beacon transponders. Included in the data block on the radar screen is the plane designation and altitude, along with a target symbol indicating arrival or departure.

With non-discrete beacon equipment, the ARTS II has the capability of identifying the aircraft as an arrival or departure by code read-out and will provide altitude if the aircraft is appropriately equipped.

A prototype of the ARTS II was recently put through its paces in a six-week test conducted by the Systems Research and Development Service, NAFEC personnel, and controllers at the Wilkes-Barre/Scranton Airport in Avoca, Pa.

The test was described as "very favorable" by Archie Millhollon, ARTS II program manager. Bert Coval, chief of the Wilkes-Barre/Scranton Tower, said that like anything new, it took the controllers a little while to get used to using the new system. He added, however, when he went to a meeting with some people from SRDS about the equipment, he

asked the controllers if they would like to have it taken out. He said they answered, "No, no. Leave it."

Unlike its big brother, the ARTS III, ARTS II is non-tracking—it is not programmed to follow planes. However, it is designed to replace older model beacon encoders, which merely identify transponder signals. These older encoders do not have the capability of storing information on the discrete-beacon signals as does the ARTS II with its computer-backed system.

Another selling point of the ARTS II is that as traffic patterns increase at the low- to medium-activity towers, the system will not become obsolete. It is designed with the future in mind. Both the ARTS II and III systems have in common the capacity to have their functions enhanced with the addition of other equipment. In the case of the ARTS II, the capability of tracking planes could be added if the traffic flow warrants it.

According to Hugh McEvoy, chief of the SRDS Terminal Branch, the major difference between the ARTS II and III systems is that ARTS III simply has a larger data-processing subsystem and therefore is able to do more.

Seventy of the ARTS II systems, also known as TRACAB/TRACON (terminal radar approach control facility), are expected to be put into service in 69 radar towers and at the FAA Academy for training between July 1974 and February 1977.

These additions will mean that 134 of the 155 radar towers in the United States will have some type of ARTS equipment helping controllers guide aircraft more safely through the skies. —By Steve Walters



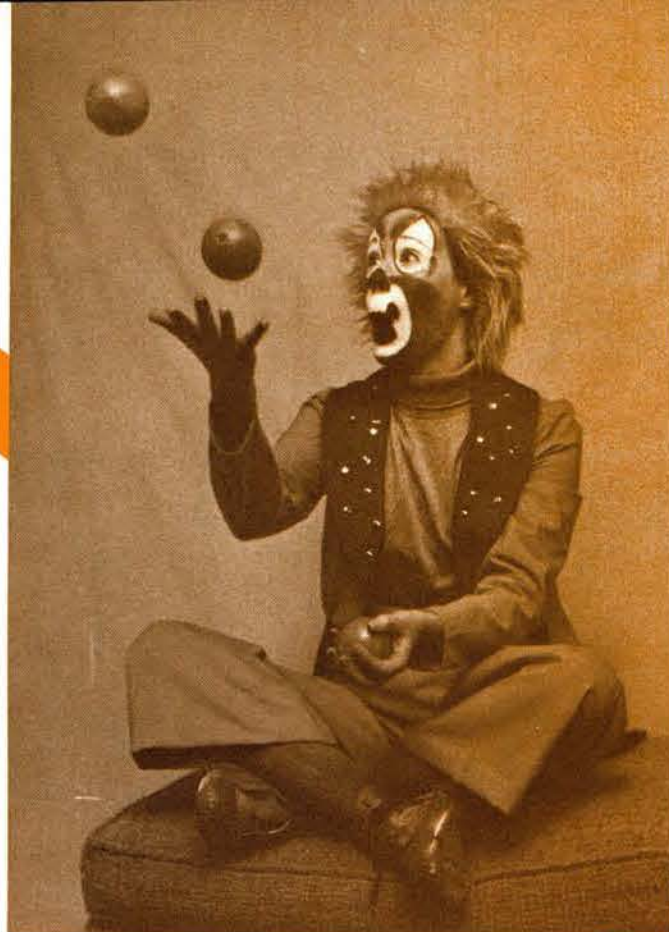
Controllers at the Wilkes-Barre/Scranton Tower try out a third hand in the form of a programmable ARTS II, which gives some flight data right on the scope.

FACES AND PLACES



A HAND FOR THE AERIAL COP—That was the title of a Boston Globe story by Ann Wyman (left) on the efficiency of the ATC system, following interviews with many FAAers, including Boston Tower chief Bill Keepers.

DAYS OF WINE AND ROSE—Showing good form are archery enthusiasts Rose Valentine (left) and Evelyn Wine of Eastern Region's Airway Facilities, who compete in tournaments for the Long Island Bowmen Club.



ALL THE WORLD LOVES A CLOWN—Elton Freeman of the Des Moines, Ia., FSS is proud and envious of his daughter, Beth Ann. She's a graduate of the Ringling Brothers Barnum and Bailey Circus "Clown College" in Venice, Fla., and is now looking for a job to help the world laugh.

DISTAFF INSPECTOR—Minette Marie Learned is the first woman operations inspector in Pacific-Asia, working out of the Honolulu FSDO. She is rated for single-engine, multi-engine and helicopters, ATR, flight instructor and ground instructor and has amassed 2,600 flight hours. She has also had considerable professional recognition.



MERIT AWARD—Lt. Col. Stewart Gable, USAF, until last year served as intelligence officer in the Office of International Affairs. Recently, at the Naval War College in Newport, R.I., he was presented the Legion of Merit by Vice Adm. Stansfield Turner for exceptionally dedicated and meritorious conduct during his DOT service.



FACILITY OF THE YEAR—Chief Frank Skopinski (left) receives "Facility of the Year" for 1973 certificate for the Milwaukee GADO from Great Lakes Region Director Lyle Brown.



TALENT ON LOAN—Frank J. Griendling, chief of training at NA-FEC, teaches at Mays Landing, N.J., while on loan to the local county administrator's office under the Inter-Governmental Personnel Act. He will be providing management training for nearly 60 county supervisors.



CLOSE-SHAVE SAVE—Portland, Ore., FSS specialist Bill Hammer (left) received a Special Achievement Award from George LaCaille, Northwest Region Executive Officer, and an Air Traffic Control Assn. citation from Portland Tower chief Larry Fortier for his work at the Tucson, Ariz., FSS in rescuing a woman whose husband had died at the controls of their light plane lost above an overcast.

SCOUT POWER—Hiding in the rear of this 27-boy troop sponsored by FAAers in Puerto Rico are (left to right) San Juan Tower chief Bill Czervinske; Marv Goff, radar engineer; and Bob Crane and Bill Sly of the IFSS.



... Like it is!

THE RETIREMENT FRONT

Social Security benefits for Federal employees are news again. Sen. Vance Hartke (Ind) and Rep. Robert Roe (NJ) have introduced bills in their respective houses to provide optional Social Security coverage via payroll taxes. ■ The House Civil Service Committee has approved a bill to permit early voluntary retirement during RIF at 50 with 20 years' service or at any age with 25 years. It's backed by the Administration. But the committee agreed to retain the under-55 penalty of 2% per year. ■ AFL-CIO's Government Employees Council has asked the House Ways and Means Committee to launch a bill to exempt Federal annuities from taxes, as is the case for Social Security and Railroad Retirement pensions. Meanwhile Reps. Jerome Waldie (Calif) and Dawson Mathis (Ga) have introduced one bill and Rep. Torbert MacDonald (Mass) another to exempt from income taxes the first \$5,000 of income from public retirement and Social Security benefits. And Sen. Abraham Ribicoff (Conn) has put a bill in the hopper to increase the retirement tax credit for public employees not covered by Social Security. The credit would rise to \$3,750 on joint returns. ■ Rep. Bertram Podell (NY) has introduced a bill to exempt pension contributions from income taxes.

WHITHER THE HATCH ACT

The Supreme Court is expected to rule on the constitutionality of the Hatch Act this month or next. Some pundits believe the High Court will overturn the Court of Appeals ruling that the law is too vague, or at least reaffirm that some parts are constitutional.

A MATTER OF LOYALTY

Rep. Richard Ichord (Mo) and other members of his House Internal Security Subcommittee have introduced a new loyalty-security bill to bar Federal employment to those unwilling to support the Constitution or who are members of organizations to be listed as advocating overthrow of the government. An FBI and CSC security check would be made and a loyalty oath required.

EMPLOYEE RIGHTS

Proposals to change the adverse-action appeals system have been published by CSC for comment. Among the proposals are eliminating appeals at agency level, reducing CSC appellate levels to one, providing open hearings on request. ■ The Supreme Court is expected to rule on a government appeal of a District Court case where the panel ruled that it was unconstitutional to fire an employee before completion of hearings and appeal, that an employee has the right to criticize his superior publicly and that firings "to promote the efficiency of the service" is too vague. ■ Vincent Connery, president of the IRS union, NAIRE, says CSC can't both oversee agency operations and manage the rights of employees. Connery told the *Federal Times* that a little National Labor Relations Board should be set up to be the workers' guardian.

HEADS-UP THINKING

From the "Coconut Wireless" in United Airlines' *Friendly Times*: The controversial "head tax" problem at Chicago's O'Hare Airport has been solved. Mayor Richard Daley ordered an end to pay toilets there.

COLLEGE DAYS BECKON FAAers

From the Atlantic to the Pacific, FAAers are entering college classrooms in ever-increasing numbers, thanks to the growing cooperation of colleges in recognizing the value of FAA training.

Similar to the program at Dowling College on Long Island ("Chalk One Up for FAA Training," *FAA WORLD*, December 1972), agreements have been set up with eight colleges and more are in the negotiation stages. They allow FAA employees to take college courses as part of a degree plan that gives credit for much of their FAA training.

Most of the colleges are allowing about 60 credit hours for courses taken at the Academy or other courses taken to gain proficiency in FAA jobs. Most of the beneficiaries of the programs have been controllers and Airway Facilities technicians, who receive the bulk of specialized agency training. In some cases, the programs are open to all FAA employees, although they may not receive as much extra college credit. The arrangements for the degree programs are being set up through the agency, but students have to make their own arrangements for the tuition.

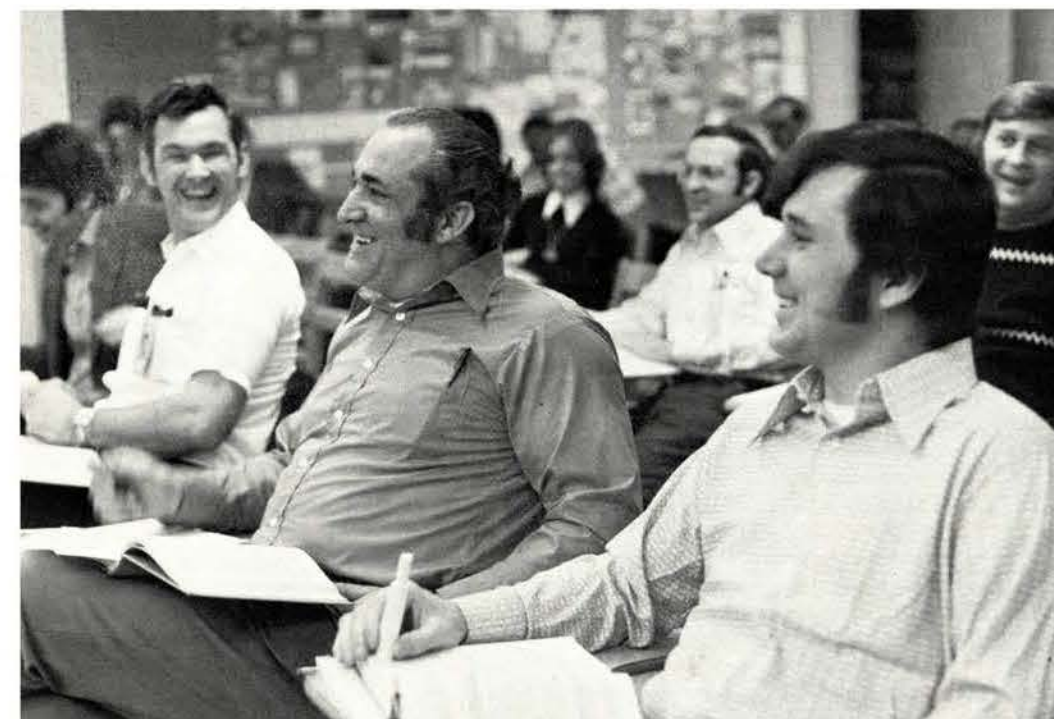
The training-credit programs vary considerably

because they are set up on a school-by-school basis. The first, at Dowling College, was handled through the regional training office. Currently, the programs use a higher-education committee that includes FAAers who may attend the colleges, a method pioneered in New England's Rivier College program. No standard formula exists for crediting FAA training; some colleges offer only one degree, while others accept FAA courses in several degree plans.

One of the problems that FAAers had faced in the past in pursuing college careers had been rotating work schedules, which made it nearly impossible to schedule classes. Now, under these programs, some colleges are offering the same classes day and night so that FAAers can attend as work schedules permit.

Howard Richardson, Director of the Office of Training, said he was pleased with the programs from the point of view both that colleges were recognizing the agency's high-quality technical training and that the courses tend to broaden the individual's perspective for himself and the job.

Expanding on that line of thought, Sid Wugalter, chief of the Chicago ARTCC, said, "Experience teaches us that employees who are independent are



A lighter moment in class at Rivier College brings smiles to Boston Center FAAers (first row, from left) DSS Roland Young, SATCS Alfred Casciano, ATCS George Jones and (second row) ATCSs Roger Bouthillier and John Zuscin.

better employees, and a college degree can provide that type of independence."

Roger Bouthillier, a former controller and now a personnel assistant at the Boston Center, attends Rivier College in Nashua, N.H. "I look on the program as an opportunity to better myself as a person and to improve my chances for advancement in the FAA," he said.

The wife of another Rivier College student—SATCS Chuck Kowalski—herself a college graduate, has gone to literature classes with Chuck simply to audit the course when she can. Frances Kowalski's companionship is morale-building for Chuck, who figures it will take until 1977 to earn his BA in business administration.

Speaking of wives, Don and Jeannine Eno even enrolled in the same classes in the fall semester. They are the parents of six children, and he is an Evaluation and Proficiency Development Specialist, who has been with the agency for 17 years.

Mrs. Eno said, "At first, I thought we might feel funny being in the same classes, but it hasn't turned out that way at all. On the contrary, we find taking the same courses, studying together and discussing what we are learning is stimulating." Don Eno adds, "After 18 years of marriage, we have a new stimulus for conversation; we can communicate on many levels both with our children and each other. It's a satisfying experience."

On the other end of the FAA student spectrum is Neil Guild, a bachelor living alone, who says he has to "... work at disciplining myself to sitting down and studying at home." After 16 years as a controller, Guild has been away from formal education for 20 years, but he has his sights on a business degree.

Training Director Richardson says the agency is trying to get the program set up on a national basis.



Signing the pact for the Western Region's agreement with Pepperdine College are (seated, from left) Robert O. Blanchard, Deputy Director, and Ralph Lipptman, director of Program Administration at Pepperdine. Observing are Pepperdine's Harriet Porch and George Rugg, Training Branch.

This would entail contracting to create guidelines for the program and get it working in 20 localities. After this initial phase, information on how to design individual programs would be available.

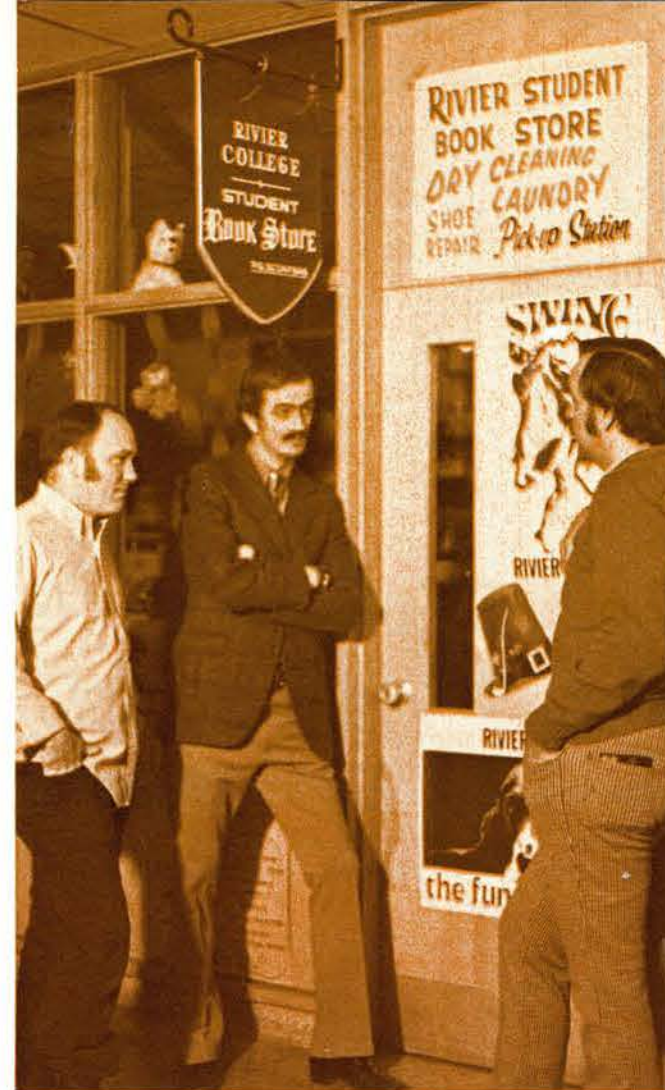
A look at the programs that have begun via regional efforts show:

Rivier College (Nashua, N.H.), where Boston Center controllers and other New England Region personnel may receive up to 64 credits for training received with the FAA. There were 93 students in the program last fall and 104 enrolled in the spring semester. Several degree programs are available on both the associate- and bachelor-degree levels.

Aurora College (Aurora, Ill.), where on-the-job training is recognized for up to 78 credit hours in elective courses or about half the number needed for a Bachelor of Arts degree. There were 81 FAAers signed up for classes in the spring semester in sev-



At signing ceremonies for the Higher Education Program with Jones College in Jacksonville are (seated, from left) Dean Richard Salter and ARTCC chief Jim Pound. Watching are personnel specialist Paul Pascel, DSS Roy Sheppard and ATCS "Hap" Gaynon.



Chatting on the campus of Rivier College, Nashua, N.H., between classes are Boston Center controllers (from left) Bill Healey, Ernie Van Tassell and Stan Babinski.

eral different degree areas. A similar arrangement has been launched for Indianapolis Center people at Marian College.

Prairie View A&M (Prairie View, Tex.), where personnel from the Houston Center may receive up to 64 credit hours for FAA training towards degrees in business administration and electrical engineering. There were 73 FAAers enrolled in the program during the spring.

Jones College (Jacksonville, Fla.), where 100 controllers from the Jacksonville area launched their college careers this spring and are more than half-way into earning their bachelor degrees. A maximum number of 141 credit hours may be allowed for FAA training, with only 45 hours of resident studies required to graduate.

Pepperdine College (Los Angeles), where Air Traffic, Airway Facilities and Flight Standards employees may pursue a Bachelor of Science degree in Administrative Science. Up to 60 units of credit may be granted for FAA training.

Other colleges where programs have only recently been set up but have not yet accepted students are:

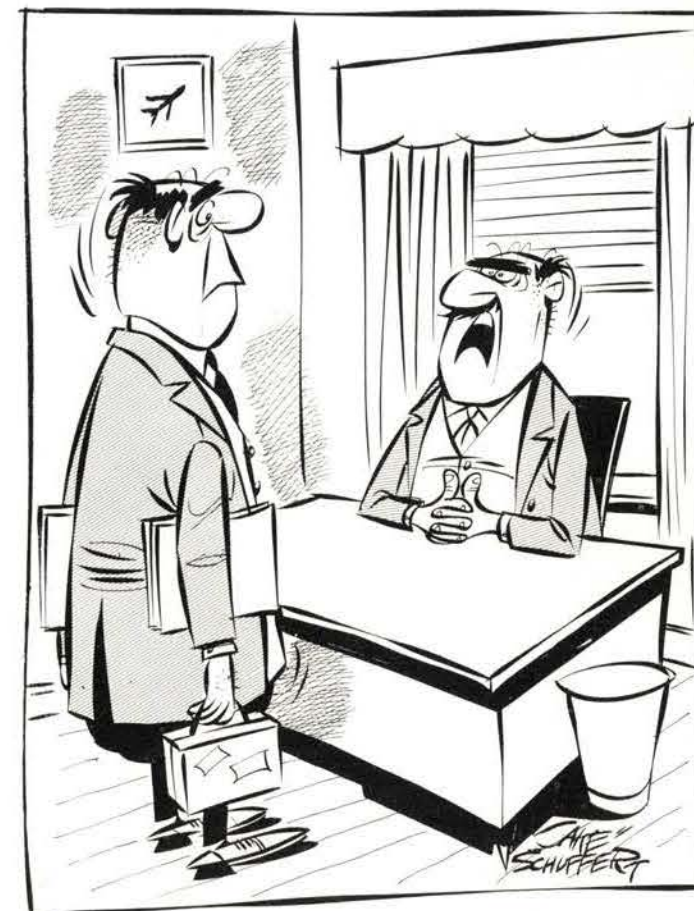
Hawaii Pacific College (Honolulu), where as many as 60 semester hours, or junior standing, will be allowed for journeyman status, although the program will not be limited to controllers—many professional specialists will be allowed some college credits. The degree program is for a BS in business administration.

Mid-America Nazarene College (Olathe, Kan.), where a Bachelor of Arts in seven degree areas is available, and where as many as 18 of the 36 courses necessary for graduation may be allowed for FAA training.

Dying, not dead

Readers have pointed out that airway beacons may be moribund but not extinct ("The Last Lighthouse", FAA WORLD, April). Whitewater Hill may have had the last in the Western Region, but there are about two dozen vestiges of this venerable species still scattered around the country.

faables



"Make it short, Nastage . . . Can't you see I'm a busy man?"
Reprinted from *The Federal Times*



DESIGNING THE SCOPE TO READ RIGHT

"TWA 432, come right to 270 degrees," the controller said, his face bathed in the greenish light reflected from the alphanumeric display in front of him.

Although he could conceivably be controlling traffic at any one of the enroute centers, the center he is at isn't really part of the National Airspace System, and the traffic he is controlling is generated by a computer with a tape called a universal data set. Still, he is deadly serious about the job.

He is one of scores of ARTCC controllers who have spent up to six weeks at NAFEC analyzing, checking and improving the alphanumeric system soon to become standard at the 20 NAS enroute centers—the enroute analog to the ARTS III at terminals.

These controllers worked with NAFEC controllers and test personnel in the operational tests conducted by NAFEC's System Test Branch. Alphanumerics spell out aircraft flight information directly on the

radarscopes, replacing the old hand method of using "shrimp boats," to determine the plane's identity and assigned or reported altitude.

The last group of controllers from 19 of the 20 centers recently packed up and returned home, but the influence of this group and the others who preceded them will be felt for many years to come. Fresh from the field where they were controlling live traffic, the center controllers gave the system a thorough checking over to see whether this equipment would stand up and be usable in the real world of aircraft separation, sequencing and hand-offs.

As they went along, they made suggestions for improving the system. For instance, controllers found they wanted more to say about what was displayed on the scope. As a result, new intensity display-control arrangements are being investigated to allow more flexibility for the controller to "point up" what he wants to see. The controller will be able to vary the intensity of the background information display-

Working a computer-generated simulated mission with the enroute alphanumeric equipment at NAFEC are (left to right) controllers Richmond Ohman, NAFEC test manager; Dennis Ferguson, Seattle; Ted Randall, NAFEC test controller; Tom Nottingham, Atlanta; Bob Darden, Albuquerque; Jim Wolter, Minneapolis; Ted Marten, Salt Lake City; Wayne Clyatt, Jacksonville; Joseph Wester, Houston; and Charles Moll, Kansas City.

ed, with local map features or the weather picture superimposed on the screen made brighter, dimmer or eliminated completely.

Most of the controllers also had suggestions about the position of the data block. To eliminate confusion, they remarked that it was sometimes desirable to lengthen the "leader line" from the data block to the target. At other times, it was necessary to move the block from one side of the target to the other. They also found that under some circumstances, they preferred to have only limited information displayed, such as just altitude.

There were other things that the controllers didn't like too much, and improvements based on these suggestions are being cranked into the system. An almost universal complaint was that the glare of the display bothered the controller's eyes, and a bothersome feature was occasional "track swapping," or the losing of targets. Track swapping may occur when two planes pass close together (but safely separated by altitude), and the identifying alphanumeric tags switch so that the wrong tag subsequently follows the wrong target. A solution to this situation and to the losing of a target—which can also happen if the aircraft depicted makes a tight, unexpected turn—are both being worked on.

The controllers who went to NAFEC also found a lot of good things to say about the system. First of all, they liked the entire alphanumeric concept. They said that the digital target was much more distinctive and therefore much easier for them to keep track of.

They were enthusiastic about the reduction of the communications workload, pointing out that they no longer had to waste a lot of time identifying the target or determining its altitude.

They liked the automatic handoffs, although they felt there should be some better handoff/accept "attention getter," such as a light or bell.

But what they liked best about the whole program was that they had been asked—that FAA management along with the manufacturers devising the equipment and writing the programs were really listening to what they had to say.

Ed Forsythe from the New York Center put it this way, "These controllers are the people who will be using this equipment on a day-to-day basis. We wanted to come here and find out what it was all about. We are enthusiastic because they respect our opinion and something is being done about what we say."

The staff at NAFEC was equally enthusiastic. Joseph Levy, program area leader, had this to say about the program: "It was great to work with these field controllers. They provided us with a cross-section of the people out there doing the job, and we appreciate the opportunity to get information direct from the eventual users, which makes the entire evaluation process more valuable and meaningful."

—By Theodore Maher



Getting ready to simulate traffic control with the newest alphanumeric design for enroute centers are controllers from the field (left to right) John Turner from Albuquerque; Charles Brown, Fort Worth; and Bill Pryor, Houston.

THEY WATCH BY NIGHT

The Flight Inspection District Office in Battle Creek, Mich., is a "fly-by-night" outfit. No, we're not putting it down. It really is—it's the only FIDO in the nation that regularly schedules night-flight inspections.

Unlike at other FIDOs, the Battle Creek inspectors must fly at night because among the 220 airports they check is Chicago-O'Hare, the world's busiest—too busy to check regularly during daylight hours. In fact, O'Hare's traffic volume makes it more difficult for them in the entire metropolitan area.

In their soon-to-be-consigned-to-the-museum DC-3s laden with instrumentation, the Battle Creek inspectors check over 600 different instrument approach procedures serving the 220 tower-equipped airports in Indiana, Ohio, Michigan and the eastern half of Illinois, as well as the enroute nav aids.

In a month's time, several days and seven to ten nights are spent flying at O'Hare. At least 13 different approaches must be made—sandwiched between late flights and cargoliners—to check instrumentation from VASIs (visual approach slope indicators) to complete Category II instrument landing systems.

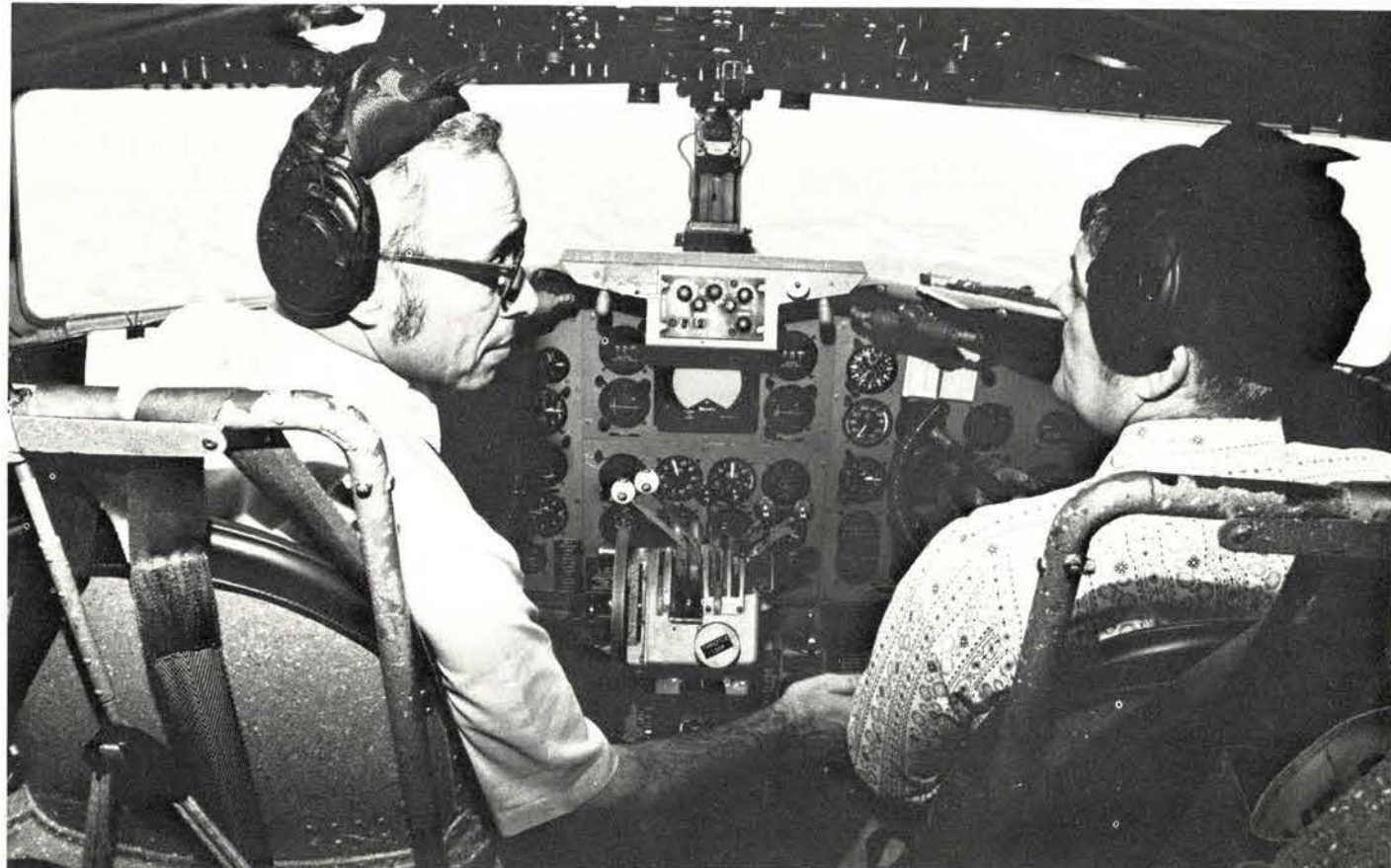
Little of the night work, though, is as fascinating

as the daytime glide-slope check, during which they may fly directly toward a plane landing at the other end of a runway before swerving sharply to the side and upward at a safe distance. The daytime checks are done without disrupting traffic. Generally, this work is not attempted in really bad weather because the controllers in the towers are too occupied with the traffic. However, the FIDO crews do check runway instruments and nav aids in any kind of weather after an accident.

The flying of the FIDO pilots is intricate and precise—more accurate than any airline pilot's because they must compute their altitude within 10 feet to properly check out the equipment. The technician sits at a console behind the flight deck with his own set of instruments—a gyro compass, airspeed indicator, altimeter, free-air temperature gauge and radio magnetic indicator—to monitor the pilot's accuracy and the equipment being checked.

The Battle Creek FIDO has more personnel (39), more air navigation facilities, instrument approach procedures, airports and programmed flight hours than almost any other. Add to this the night work at O'Hare and the fact that it is the only FIDO administering airman written examinations, and it be-

"Shall we do it again?" asks Battle Creek flight inspection pilot Leo D. Fantin of his co-pilot, Robert M. Snider, during a Category II instrument-landing check at O'Hare International Airport.



Electronic technician Thomas W. Pennington's office in the DC-3 is right behind the flight deck. His instrument console keeps tabs on the accuracy of ILS and nav aid equipment being checked.

comes clear why it could never be considered a "fly-by-night" outfit in the usual sense.

Because of the expertise and dedication of FIDO crews working at all hours and often under adverse conditions, the flying public can be assured of its

safety in landing on instrumented runways. Thanks to the flight inspectors, no major accidents are known to have occurred because of a faulty instrument landing system since they were developed in the 1930s.

—By Marjorie Kriz

Caring Means a Lot

A gift of love is the best kind, and a team of controllers at the Jacksonville Center gave it last Christmas. They adopted a Colombian foster child in the name of their team.

Six-year-old Ingrid Alexandra Vargas has a mother, father and

younger brother, but with their poor economic condition, Ingrid's future would have been bleak. Primary school is free and compulsory, but all supplies, books and uniforms must be purchased, and the shortage of teachers and facilities forces many children to attend

private schools if they are to go at all. Ingrid is in kindergarten and dreams of becoming a teacher.

The gift of caring and a little money makes the difference in assuring the future health and hope for Ingrid and her family. The idea of becoming group foster parents was proposed by Frank Cernobyl, and the rest of the crew responded immediately. Each controller agreed to contribute \$25 annually toward the child's education, medical expenses and clothing.

The 10 controllers and Ingrid exchange correspondence monthly through Bob Irion, who often includes picture postcards and snapshots about the controllers, their families and life in America. Foster Parents provides the translations.

"I hope others will participate in this plan," says Cernobyl. "It makes all of us feel good to be able to do something for those less fortunate."



The caring and the cared for: Jacksonville controllers (left to right, top) Russell Osborn, Warner Gilbert, Robert Irion, Charles King; (bottom) George Chapman, Steve Smith, Herbert Brady, Frank Cernobyl and, not shown, Thomas Weimer and Joseph Kreuzer. At right is Ingrid, who lives in Bogota.



DIRECT LINE



Q. Re the Direct Line query in the February FAA WORLD concerning POV mileage for flight inspectors, I think the answer missed the point. If the employee travels by POV to his normal duty station, which is usually the flight terminal, he is using his POV in accordance with paragraph 825c of Order 1500.13A and is not using it for TDY travel. When he has driven to his office and has parked where he always parks when he comes to work and his RON flight is aborted, he is not entitled to mileage reimbursement unless his costs were in excess of his normal expense, such as when he needs to use a taxi. Please print an additional comment in Direct Line to clear this up.

A. When an employee is scheduled to perform TDY involving a scheduled overnight stay, and if he first reports to his official duty station, he is entitled to reimbursement for taxicab fare or mileage reimbursement from his residence to his official duty station. If the TDY is aborted for any reason beyond his control, he is still entitled to taxicab fare or mileage from his residence to his official duty station and return. Under such circumstances, it is immaterial whether the employee incurred any additional travel expenses or earned any per diem.

Q. I have three questions. Under the Performance Improvement Program outlined in Handbook 3430.3, is the main purpose to make the employee aware of how his performance is perceived by his supervisor so that he can improve prior to the annual rating? I thought the review was to be a two-way objective discussion. Second, as far as I know, all FSS journeymen in my region have the same performance standards. If this is the case, how can these standards be appropriate due to the large variety of duties between stations? Finally, if a supervisor refuses or fails to review your performance and/or the performance standards with you during the year, gives the employee a rating without benefit of prior discussion and rates him satisfactory when the employee thought he was doing outstanding work, can the employee request an administrative review?

A. PIP is designed to help the employee improve his performance. It is not a performance evaluation or appraisal program. The idea behind the PIP is to enable the supervisor to do a better job of reviewing the employee's performance when an appraisal is due. The PIP envisions a joint supervisor/employee cooperative effort in the development of meaningful written standards. The evaluations required under the annual Performance Evaluation Program become more meaningful when the supervisor and employee have a mutual understanding of the results expected of the employee's work. The agency has decided upon a "uniform" performance standard for some of the "bulk" jobs found in the agency, such as ATCS and electronics technician. However, you are quite perceptive and correct in your recognition that even though there are uniform performance standards for station specialists, ail specialists do not perform exactly the same work. Accordingly, managers are expected to "tailor" the performance standards so they really fit the real-life situation. You might want to read paragraph 2b(2) of appendix 2 to Handbook 3430.3 about that. The higher pay for years in grade is based on specific pay laws and is not a basis for requiring a higher performance standard. An employee who is rated satisfactory, but who believes his performance meets the criteria for outstanding as established in law (Handbook 3430.3, paragraph 21c) may obtain an administrative review or file a formal appeal to the Civil Service Commission, but not both (paragraph 62 of the same handbook).

Q. I would like to know if Congress is considering any bill to include night and Sunday differential and holiday pay in the high-three average income for retirement.

A. We are unaware of any bill designed to change the criterion for basic pay. Night differential is already defined as a part of basic pay for Wage-Grade employees but not General Schedule. Here is Civil Service's definition: Basic pay . . . does not include bonuses, cash awards for suggestions or superior accomplishment, holiday pay or other compensation given in addition to the base pay. It does include within-grade pay increases, night differential for wage board, environmental differential pay, overseas differential pay in Panama and premium pay for standby time, affecting primarily firefighters.

Q. Can't the agency work from one manual on glide slope terrain clearance height? The figures are different if you use Order 6750.16, Siting Criteria for Instrument Landing Systems or Order 8260.3A, United States Standard for Terminal Instrument Procedures.

A. The correct method of computing terrain clearance height for ILS Glide Slope is that contained in Order 6750.16. Change 2 to Order 8260.3A (TERPS), dated May 4, 1972, removed the incorrect computation method from that order.

Q. I saw a regional announcement concerning VA benefits for veterans receiving on-the-job training in the GS-4 and GS-5 ATC and ET programs. The effective date for the program was Nov. 1, 1971, with benefits retroactive to that date. I'm a veteran who completed his OJT prior to that date. Since I'm entitled to veterans benefits, isn't this discrimination?

A. At this point, it's academic. The Veterans Administration cancelled the training benefits for FAA air-traffic and electronics-technician courses at the GS-4 and 5 levels. In approving FAA's agreement last year, the VA established that date as the commencement of eligibility. The VA had indicated informally that the training benefits were to assist those who were currently enrolled in training at the GS-4 and 5 levels. Consequently, those who had completed the training and/or were promoted to GS-7 prior to Nov. 1, 1971 were not eligible.

Q. Why hasn't Washington ever specified a sequence for radar hand-offs? The order the hand-off is given is just about as important. Each facility has its own particular sequence. I realize that in Phase 3DI, manual hand-offs will be limited; however, I'm sure there are millions of manual hand-offs yet to be accomplished. I would like to see a national sequence prescribed in the 7110.9 or an explanation as to why they feel one is not necessary.

A. A standard radar hand-off format proposal was forwarded to field facilities and industry for comment in the summer of 1972. The proposal is presently in the final coordination process and should appear in the controller manuals, Orders 7110.8C and 7110.9C, effective October 1973, as no unfavorable comments were received.

Q. I am one of the forgotten blue-collar Wage-Grade employees. There's considerable speculation on the legislation for the five steps and the percentage shift differential that we thought became effective in November. We thought we would surely get our step increase by April 30. There is talk now that our step will be deferred as was our differential, but we are long overdue for some kind of consideration.

A. Revised guidelines for the administration of Wage Grade pay were issued in a letter from Civil Service, dated November 13. These guidelines were to be applied uniformly by all agencies and all FAA regions. The effective date for new night differential rates was for the first pay period after November 17, the date on which FAA headquarters received the regulations and forwarded them to all personnel offices. The short notice made it impossible to adjust payroll procedures in time. Your region has had to make retroactive payments of the higher night differential pay. The new regulations on the fourth and fifth step have not been issued by Civil Service. The law states that an em-

ployee will automatically advance when he meets the 104-week waiting-period requirement and has a performance rating of satisfactory or better, the first step increase to have taken place with the first pay period after April 30 (effective date of May 13).

Q. Why doesn't the FAA pay for call-back-duty hours? Are you aware of the existing differences in the way that FAA handles large and small facilities? The technicians at the small facilities are really being discriminated against. At a small facility where technicians work 40 hours, the call-back duty at a B-2 level of response for fewer technicians has to cover 128 hours per week. Larger stations have 16- or 24-hour coverage with more technicians to split a maximum of 56 hours of leisure time for call-back duty. At the smaller facility, we don't have any time that we can fully relax from our jobs. Why should this be so?

A. FAA does pay for call-back duty, but has no authority to pay for telephone-availability restrictions on employees' free time, although we have supported legislation to this effect. Order 6030.31A, Restoration of Operational Facilities, states agency policy and guidelines for the level of response required, which is determined on a facility-by-facility basis in accordance with Air Traffic Service operational requirements and the restoration level established by your region for that facility. In cases where the B-2 level of response is determined to be adequate, it is the responsibility of each region to distribute any necessary restrictions on employees' free time as equitably as possible. In fact, two objectives stated in the order are to eliminate all unnecessary management restrictions on an employee's free time and to pay employees for restrictions to the extent permitted by statute and regulations. It is unfortunate that smaller facilities have a larger number of hours spread over a smaller number of technicians for providing telephone callback; however, this is a part of the working conditions inherent in a small station, which may tend to offset the positive benefits of a small-sector environment. In your case, if you can provide your region with a more equitable distribution of scheduled telephone availability, you should consider supplying your recommendation through appropriate channels.

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—with specifics, so that a specific answer can be provided. 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.

DEPARTMENT OF TRANSPORTATION

FEDERAL AVIATION ADMINISTRATION

Washington, D.C. 20591

OFFICIAL BUSINESS

PENALTY FOR PRIVATE USE, \$300

Postage and Fees Paid
Federal Aviation Administration
THIRD CLASS BULK MAIL
DOT 515



Dusk over Boston's Logan International Airport as a jet climbs out. At right, rises the world's tallest control tower, soon to be completed at over 298 feet.

