

APRIL 1974

# FAA WORLD

*Service to Man in Flight*



## Those X-Rated Birds



# FAA WORLD

APRIL 1974

VOL. 4, NO. 4

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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 Public & Employee Communications Div., Office of Information Services, FAA, 800 Independence Ave., Washington, D.C. 20591. Articles and photos for FAA WORLD should be submitted directly to regional FAA public affairs officers:

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The cover: Soaring silently is Flying Plank I, a tailless homebuilt sailplane, the precursor to Al Backstrom's powered Flying Plank II, a novel design amongst thousands of novelties. FAA-ers build and fly a good many of them.



## FROM WHERE I SIT

In this interview, Administrator Alexander P. Butterfield reflects on his just-completed first year with the FAA and gives his outlook for the future.

**Q** What do you consider your major achievements during your first year in office?

**A** Well, I think we have to be encouraged—but not complacent—about the success of our anti-hijacking program. The implementation of stringent new airport security measures resulted in a 100 percent reduction in attempted hijackings of air carriers—from an average of 30 per year to none in 1973.

We also can take pride in our environmental actions. We have taken under review the matter of sonic flights over the U.S., broadened our noise rule to include all new production aircraft and adopted a rule on engine emission standards, to cite only a few.

The terminal automation program is just about complete, with the last of the 64 ARTS III systems scheduled to be in use by mid-year. In the centers, the flight-data-processing phase of the automation program has been completed, and we are well along with the implementation of the radar-data-processing phase. We've also begun programming the modernization of our FSS network.

I should point out also that airport certification became a reality during the past year. FAA operating certificates went to nearly 500 facilities serving the scheduled airlines. We're now in the process of certifying smaller airports which serve air carriers on an irregular basis.

An important and, I think, very (continued on page 12)



Ben Rock flies his restored metalized Stinson Voyager.

## THOSE X-RATED BIRDS

Aviation has a special fascination. Few who are infected with it ever fully recover. So, it's not surprising that many FAAers combine vocation with avocation—flying, modeling planes, building real ones or all three. The younger ones often date the onset of symptoms from an Air Force stint; the older ones from jumping off a chicken coop with an umbrella or simply washing planes on a dirt strip for their first lessons. Some even modeled planes they saw at airports and then traded them to the owners for lessons.

You really can't rate building airplanes a casual hobby. It takes an unusual devotion in time, money and family patience, especially the last. Even though the builder's local GADO will be looking over his shoulder, he is going to be risking his life in the aircraft and investing a lot of time in the construction, so the homebuilder usually works with loving care and utmost attention to details. It seems that the average homebuilder puts in from two to four years in creating an airplane. With that much time invested, most of them want to be able to do it right.

Lowell Sandquist, an operations inspector at the Des Moines GADO, and D. J. Stoeger, Kansas City FIDO chief, went to night school to learn how to weld. Most of the first-timers join the Experimental Aircraft Association, not only for the community of interest but also for the help they can get on building problems; the members have been down that road themselves.

Some build from standard plans and kits that can

be purchased; the more knowledgeable or experienced modify existing plans; still others design from scratch. In all cases, the beginning and the end of the project is under the watchful eyes of the Flight Standards people.

Sandquist selected the Pitts Special biplane because of its proven design and aerobatic capabilities, as well as for the ready availability of design data and service experience. George Murray, who works as a navigator with the Honolulu Flight Inspection Group, admits that one of the appeals of buying a kit was "the low introductory price." He's well underway on a high-performance BD-5.

One of the latest jobs of Ben Rock, chief of the Teterboro, N.J., Engineering and Manufacturing District Office, was the rebuilding of a damaged Piper Cherokee with modifications, including the installation of a constant-speed prop. Prior to that he took a completely deteriorated Stinson Voyager down to bare bones and rebuilt it with flush rivets on an aluminum skin—a beauty that won several trophies. A look at Rock's credits shows where his expertise derives. He has a mechanic's A&P certificate, a commercial rating and 5,000 hours in single- and multi-engine planes.

Baltimore GADO inspector Robert Koch built a Great Lakes Trainer of 45 years vintage, substituting a wood rib for the stamped-metal original, installing a detachable engine mount and substituting square tubing for round to ease construction.

At the opposite pole is Albert Backstrom, an aero-

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Controller Roger Jennings gets a top cruise of 174 mph from his folding-wing Whitman Tailwind built from plans.



Thirty-two hand-rubbed coats of International Orange make E. R. Riley's Pitts Special sparkle. Riley is principal operations inspector in the Richmond, Va., GADO.



Lowell Sandquist in his aerobatic Pitts Special. He's now at work on a Steen Skybolt.



Chuck Tyler's Starduster Two was modified from original plans to increase its performance. It has a 200-hp engine with inverted fuel and oil systems.



This Busby Midget Mustang, built by maintenance inspector Jack Andrews of the Wichita, Kan., GADO, will do 180 mph.

It's a Ryan ST model and that's a sidewalk, not a runway. This 100-trophy winner is all metal and finished down to the last detail. Even the pilot's clothing and goggles are hand-made. This Ben Rock production flew 100 mph.

nautical engineer in Southwest's Flight Standards Division, who rolled his own. Flying Plank II is a tailless craft of his own design in fiberglass and fabric-covered steel tubing. The pusher prop rotates on a 40-hp, two-cylinder snowmobile engine. Flying Plank I from a score of years ago (see cover) was a wooden sailplane version. Backstrom, who has a commercial license and an aircraft mechanic's rating,

chose his design to get inexpensive flying with good performance.

Inexpensive flying, of course, is a commodity that is increasingly in short supply, when one considers the growing requirements for equipment, rising fuel prices and the cost of tie-down space. One of the things you can't get with a store-bought plane is towability. Pacific-Asia's Murray likes the idea of

the removable wings on his BD-5 that will permit parking it in his garage after an easy tow with his Volkswagen. Tony Spezio of NAFEC designed his Tuholer with folding wings so he could stick it in his one-car garage. Roger Jennings, who hails from the Greensboro, N.C., Tower, believes his elaborately equipped Whitman Tailwind is the only one to have folding wings, which lets him take it home, too.

The experience of building can be a traumatic one in many ways. Of course, there's cost, and many times there are overruns. Allan Brug, maintenance liaison officer at the Great Falls, Mont., ARTCC, says of building his "Teenie 2" single-seat monoplane, "Our savings went from nice to none, and then went the salary check." As a counterpoint, however, he relates the day of its flight test: "I've never been so excited in my life; my dreams had been fulfilled. I had built an aircraft, learned to fly and flew the aircraft I had built, all within a year's time!"

The frustrations in obtaining materials that often delay the construction are counterpoised by the fact that costs are stretched out over more paychecks. On that point, wives can have mixed feelings, for it means that the husbands are buried in their shops and the house is in disarray for a longer period of time.

Rock's disassembly of the Stinson left parts all over the garage, basement, living room and bedroom, and the dimpling operation for 3,000 rivets was done on the living room carpet to avoid scratching the aluminum skin. The plane's upholstery work also left the family sewing machine the worse for wear.

Chuck Tyler, Long Beach, Calif., Tower controller, assembled the wings of his Starduster Two, an open-



At the Wichita, Kan., GADO, maintenance chief Robert Maine finished his Stits SA3A Playgirl, a modified Stits Playboy that is rated for limited aerobatics.

Flying Plank II still needs some skin. It's a tailless pusher that uses 2.5 to 3 gph while cruising at 120 mph.



Allan Brug's pride and joy is the all-metal Volkswagen-powered Teenie 2 that cruises at 90 mph.





The Spezio Sport, better known as the Tuholer, has been copied at least 20 times. Built by NAFEC engineering technician Tony Spezio, the plane climbs at 2,000 FPM.



Bob Hayden, Tallahassee, Fla., FSS chief, finished this modified Jeanie's Teeny. The tail-dragger has a VW engine with magneto ignition and has only a 16-foot wingspan.

Adolph Rutkiewicz is proud of his cowbarn-built Skyhopper.



The Stolp Starlet is the second homebuilt executed by ATCS Paul Cochran of the Denver Flight Service Station.

cockpit biplane, in the living room during the winter. The idea was to have a constant temperature to ensure properly glued joints.

Adolph "Red" Rutkiewicz, a controller at the Albany, N.Y., Tower, built his two-seat Skyhopper a number of years ago. Although Mrs. Rutkiewicz pitched in to upholster the interior, Red built it under an agreement to forego building any others while he built a house for his family of seven.

Teodoro "Ted" Lujan, supervisory electronic technician at the Elmendorf RAPCON in Anchorage, had the reverse situation. When it was time to start on a six-bedroom house for his family, he had to stop work on his all-wood Teal amphibian that he began in 1962. Now, with the house almost finished, he's back to work on his "bad-weather" project—that is, when he can't get outdoors to hunt or fish. In the intervening years, Lujan got his private ticket and amassed 300 hours of flying.

One of the more unusual projects will come from the skilled hands of a homebuilder *par excellence*, C. M. "Marty" Lauridsen, QASAR manufacturing inspector at Los Angeles International Airport. What does a homebuilder do for an encore when he has built and rebuilt Pietenpols, Taylorcraft, Luscombes, Wacos, Piper J-3s, Sky Rangers, Aeroncas, Stinsons and a Citabria that he still flies? Why, build a real antique! He's undertaking the construction of the Wright EX, popularly known as the "Vin-Fiz." And he expects to fly this strut-and-wire open-fuselage Wright Brothers original, which was the first to fly across the United States.

Although all these planes may carry "experimental" tags, in many ways they and their pilots may be more airworthy than you might think. As Pacific-Asia's Murray remarked, "Once you build or rebuild an aircraft, you'd be surprised how acutely aware you become of the plane's capabilities and limitations. In a word, you become safe!" And then again, the homebuilder has had that GADO inspector at his elbow all the way.



**TALL STORY . . .** Is the Eiffel Tower a hazard to air navigation in South Carolina? FAA may be called upon to decide that question one day if a South Carolina businessman has his way. He plans to buy the 85-year old tower, which he says the Paris government is tired of maintaining, and move it to Myrtle Beach, S.C., as a tourist attraction. His biggest worry is that the 1052-foot structure may conflict with traffic patterns at a nearby airport and be declared a hazard to air navigation by FAA. Some people think that's the least of his worries. After all, anybody who can move the Eiffel Tower ought to be able to move an airport.

**SOUND OF SILENCE . . .** Builders of the new Northwest Regional Headquarters building were so concerned about noise problems from nearby Boeing Field that they went to extraordinary lengths to soundproof the structure. As a result, the building was too quiet, and background or so-called "white noise" had to be introduced over the public-address system. The speaker system is set at 40 decibels, giving off a slight hum that sound engineers say creates a better work environment than an office with no ambient noise level.

**MOVING MOUNTAINS . . .** When FAA decided to level the terrain around Puget Sound in the State of Washington, it did so without benefit of bulldozers, earth-movers or the various construction trades. The agency simply took regulatory action to remove the "mountainous area" designation for Puget Sound and its environs. FAA noted that the area "has excellent weather reporting facilities, is free from precipitous terrain and those other weather phenomena associated with other designated mountainous areas." Redesignation of the Puget Sound area permits much greater operational flexibility since pilots need only a 1,000-foot obstruction clearance instead of 2,000, as previously required.

**COINS IN THE FOUNTAIN . . .** One of the best investments FAA ever made was the installation of a memorial pool for John Foster Dulles in the terminal building at Washington's Dulles International Airport. Since the airport opened in November 1962, more than \$21,000 has been pulled out of the pool in pennies, nickels, dimes and other coins. Nobody at FAA gets to pocket this change, however. By Act of Congress, the money is turned over to the Travelers Aid Society to help stranded passengers and other wayfarers in trouble.

#### HAVE YOU MOVED?

We miss your readership! If FAA WORLD has not kept up with the pace of your job mobility or computer gremlins have fouled up your mailing label, now is the time to make a correction.

Fill out this form with your new address and social security number, and glue, tape or staple the mailing label in the old address space below. If you haven't been receiving the magazine at all, fill in the last address at which you did receive it.

Mail the label to the appropriate regional office indicated on the bottom of the inside front cover of this issue.

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**LABEL**



# DIRECT LINE



**Q.** Is it possible for an FSS specialist over the age of 39 to qualify for a terminal or enroute option if he has eight years FSS experience, but no military or FAA terminal or enroute experience?

**A.** The Air Traffic Control Career Act of 1972 provided for the establishment of a maximum age limit at the time of original appointment as a controller in towers and centers. The DOT Secretary proposed 30 as that maximum entry age, which was concurred in by the Civil Service Commission. Consequently, an FSS employee over 30 is not eligible for assignment to a tower or center if his original appointment was to a station, regardless of prior military experience.

**Q.** I would like to know why the great urgency for flight inspection to respond to flight check a navaid after an accident, often jeopardizing the crew and the aircraft by putting them in the same conditions that caused the accident in the first place. Nothing whatsoever is gained by charging into marginal weather, turbulence or icing, as air traffic control is unaffected, since aircraft continue to make approaches on the navaid after maintenance has ground-checked.

**A.** It is most important that the performance of nav aids that could be suspected of contributing to an accident be determined as soon as possible after the accident. The known performance in as nearly the same weather conditions as prevailed during the accident is highly desirable and invaluable in supporting the FAA position in litigation resulting from an accident. Flight-inspection crews are not asked to put their safety in jeopardy to conduct inspections. In fact, they are required to adhere to published approach criteria in every respect. Also, if there are conditions of icing or turbulence that exceed the operational capabilities of the aircraft, the flight-inspection aircraft must not be dispatched. It must also be recognized that the specially instrumented aircraft and the inspector's knowledge of facility performance equip him to quickly recognize abnormal conditions that might lead to a hazardous situation. In practical terms, a flight-inspection mission conducted in instrument-weather conditions is as safe as making a normal

approach to published minimums and missing the approach because the weather is too low. This has been an approved operational procedure for many years.

**Q.** Prior to agencywide adoption of the standard IBM Time and Attendance card, a larger form was used, from which the T&A clerk made a copy for facility files. With the adoption of this card, Handbook 2730.2A, Change 4, Paragraph 3f, now reads: "... no duplicate time and attendance reports or leave records be maintained." Management at my facility insists this strictly forbids any copies or reproductions. Many employees feel their T&A record has been incorrectly submitted. Is reproduction illegal?

**A.** The cited order clearly prohibits the maintenance of any kind of duplicate T&A records, because duplicate record maintenance is costly; employees initial their leave records and know the amount of leave charged; and T&A records are retained in the payroll office for later verification should there be a question. The T&A report developed for a new payroll system will provide for a carbon copy to be retained by the T&A office. In the meantime, however, the provision of the cited order will have to be followed.

**Q.** I have three questions relating to Air Carrier Operations Inspectors. First, why is the ACOI being denied promotional opportunities? In the last two years, there are instances of lateral transfers of GS-14 lead ACOIs to other positions, and those who fill lead vacancies are doing so at the GS-13 level with no apparent promotional opportunity.

**A.** By AFS-1 message, November 1971, the regions were asked not to promote any new lead inspectors to GS-14 until problems concerning lead ACIs were studied and reported. The GS-13 is filling in in what amounts to an acting capacity. We acknowledge that the problem appears to involve several open lead positions at the GS-14 level. This should be resolved pending acceptance and implementation of the final Air Carrier Operations Program Study Report, on which the regions are commenting.

**Q.** It appears the grades lost to the ACOI program are finding their way to maintenance, electronics and staff positions. If you check the percentage of GS-14s vs. GS-13/12s in the ACI program, I think you'll find an interesting comparison among these.

**A.** It's true there is a higher percentage of GS-14s in maintenance and electronics than in operations. On the other hand, it's also true there is a much higher percentage of GS-12s in maintenance and electronics than in operations. These comparisons can be misleading, however, since there are nearly three times as many Air Carrier operations inspectors as there are maintenance inspectors and six times as there are electronics inspectors. The statement about grades lost to the ACOI

program is inaccurate. The grade of each inspector job is classified based on the elements of authority and complexity of each individual position.

**Q.** Another interesting slap at the ACOI is that Handbook 8430.6A tells us that we must maintain pilot qualifications in our assigned aircraft and a first-class physical and that we will not use our authority for any hint of personal transportation, yet an ATCS with no aircraft qualifications can take a free airline trip to any destination his supervisor approves.

**A.** There is little comparison between a controller going on an occasional familiarization trip as approved by the facility chief and the ACOI who is regularly assigned to inspectional duties and possesses his cockpit authority by virtue of his position and credentials. However, after the inspector's official business aspect is satisfied, other reasonable diversions are not precluded; but frequent termination of inspection functions at well-known resort areas is not considered reasonable.

**Q.** Last year, positions were advertised in bid sheets for the Southern Region for EWAS specialists for several FSSs. Several weeks later, these positions were shown as "cancelled-expired." I would like to know whether or not insufficient bids were received and what the present target date is for instituting this EWAS service in the Southern Region.

**A.** The original Enroute Weather Advisory Service specialist positions were advertised "For Planning Purposes" with the expectation that the additional staffing would be received in the near future. We did not receive these additional positions in sufficient time to make the selections prior to the expiration date of the advertisement. The FSS option has been frozen at the Fiscal 1973 authorized level, and at this time, we do not have any information as to when this new program will be instituted in the Southern Region.

**Q.** Last year, I retired for medical reasons from the Southern Regional Office with a sick-leave balance of 2,504 hours. The month after, I permanently changed my residence from Georgia to Florida. I requested the Payroll Branch to discontinue withholding Georgia state income tax from my sick-leave pay but was told that the tax must be deducted regardless of where I live until the sick-leave balance is used up. Please determine if the region's interpretation is accurate.

**A.** The General Counsel's Office has reviewed the applicable laws of Georgia and has concluded that sick-leave pay is subject to withholding for income tax even though the recipient is no longer an employee or resident of Georgia. You retain your status as an employee until you have exhausted the sick leave. Sick-leave payments fall within the definition of "gross income," which is subject to state income tax. Under Georgia's laws, any person who is a resident of Georgia for

income-tax purposes continues to be a resident until he shows to the satisfaction of the State Revenue Commissioner that he has become a legal resident of another state. Upon such a showing, the person becomes taxable as a resident of Georgia only to the date of becoming a non-resident (Ga. Code Anno. Title 92-3002(4)). We suggest, therefore, that you take the matter up with state officials, inasmuch as whatever advice we may give would be subject to the state's interpretation of its own laws.

**Q.** I want to opt for early retirement after having 20 years of air traffic control and upon reaching age 50. Three of the 20 years have been spent as an assistant EPDO and EPDS prior to the enactment of the ATC Career Act. During these three years, I was required to maintain controller proficiency and currency and take an annual controller physical examination. Are these three years creditable toward early retirement?

**A.** As a general rule, only time spent in a controller position covered under Public Law 92-297 is creditable toward early retirement. This coverage does not include positions such as EPDO or EPDS, where the employee is temporarily assigned to the control of live air traffic primarily for the purpose of maintaining proficiency. However, you should refer your particular case to your Manpower office for a determination.

**Q.** A great many of the Washington personnel bid sheets are closed several days before they are distributed. What's the matter with FAA distribution?

**A.** We recognize that occasionally we encounter problems with the timely distribution of MPP announcements. The current MPP study has as a principal recommendation a review of the distribution system to speed up the process. Without specific information about the announcements you received after the closing date, it is impossible to comment further. When this situation occurs, we suggest you contact your servicing Manpower Division.

**Q.** Why does the notation "Evaluation will be made of appraisals, experience, training self development, awards and outside activities" not appear exactly the same on all bid sheets? Also, what specifically constitutes "outside activities"?

**A.** In addition to the basic factors in that notation, other factors may be considered if they are predictive of successful performance of the duties of the job. To get specific information about the evaluation factors used in rating and ranking candidates for a vacancy, you have only to contact your servicing Manpower Division. You have a right to know what the evaluation factors are, and an appropriate personnel specialist in Manpower will be able to discuss with you the rationale behind the use of any specific "outside activities" used in a merit-promotion action.



# FACES and PLACES



**GIVING THE MESSAGE**—Stay-in-school clerk Teri Cavallini of the San Diego FSDO is taking stewardess training and helping out with publicity for the accident prevention program, here with volunteer counselor Ted Steckbauer.

**BIRDS OF A FEATHER**—Bob Crane of the San Juan IFSS may have some sort of a record in five sons who are Eagle Scouts. Here, son Steve presents Eagle award to Jim, as Peter watches. Not shown are John and Chris.



**SOMEHOW FAMILIAR**—At a cub scout father-and-son cake bake, controller Bob Lambert found that someone had baked this replica of the Dallas-Fort Worth Airport. Since he was involved in the DFW TRACON, Lambert bought the first-prize delicacy. His own jetliner-cake entry took third prize.



**MERCY MISSION**—Ken Boettin, DuPage County Airport Tower controller, took leave and volunteered his piloting services to a woman with a premature baby needing specialized care, when emergency air transportation was unavailable. Boettin received a Certificate of Appreciation for the flight.



**CAREER EXPOSURE**—Eric Wilder, ARTS technician at the Washington National Airport AFS, explains equipment to a score of Washington girls who were shown the AFS and tower under the auspices of Project Women, designed to motivate them to stay in school and prepare for a career. Assisting was FAA's FWP coordinator Kathy Vitek.



**KUDOS**—Col. Robert Lewis, Reno FSS specialist, was honored for his leadership of the Carson City, Nev., Civil Air Patrol squadron by members of the squadron.



**HELPING HAND**—Washington National Airport firemen renew their sponsorship of The Chiefs, a Woodlawn, Va., Little League team. The men, who have no children in this league, donate money in support. Presenting the letter of agreement to firefighter Edmund Myer is Tom McGuire, president of the Woodlawn Little League.



**HOME-GROWN**—Assigned to FSSs in their home cities after completing the 17-week air-traffic class at the Academy are Alaskans (left to right) Walter Russell of Kotzebue, Anita McCoy of Anchorage and John Aldrighette of Fairbanks.



## FROM WHERE I SIT

continued from page 2



exciting innovation during the year was the start of the consultative planning process with the aviation community. This process already has yielded important dividends by facilitating agency/industry action for dealing with the energy situation.

Internally, we have gone forward with an organizational streamlining in both Washington headquarters and the field. We also negotiated our first national controller labor contract, renegotiated our FSS contract and initiated or completed a number of staffing, promotion and career studies.

In short, I think we've made a fine beginning and established a solid base on which we can build in the months to come.

**Q** *Probably one of the most important influences on FAA operations during the coming year will be the impact of the energy crisis. Would you give us your thinking as to how this will affect FAA's operations for both the short and long term?*

**A** I'm glad you said thinking—there are some imponderables that make estimating aviation activity, which is the driving force behind our operations, somewhat uncertain.

For the short-term, we have recognized some cooling-off trends, and consequently our staffing requirements, while still on the upswing, are substantially below what earlier forecasts of aviation growth had indicated they might be. Some stretchout and adjustments may possibly be required in our present plans for facilities improvement. . . .

We will certainly require the continued services

of all of our present employees. We could, however, be faced with reassigning employees from less-active locations for good utilization of our present manpower. We are currently reviewing air-traffic operations to estimate our future needs and have revised downward the estimated growth in controller staffing. This will mean a slower growth rate in the number of controllers hired and trained but no absolute reduction. We will, however, be adequately staffed for the time when the energy shortage is over and air transportation growth again accelerates.

For the longer term, I believe that our overall growth predictions are on the mark, although they will probably develop somewhat later than indicated by the earlier forecasts. . . .

Generally speaking, our plans call for improved systems and the advanced hardware needed to reduce congestion and delays and thus improve the efficiency of aviation-fuel use. I mean, we have got to make sure fuel is burned to get people where they are going, not to stand in line on the ground or fly holding patterns in the sky. Most of these programs were under way before the fuel crisis, and we are now taking a hard look to see if there is justification to accelerate them to relieve the situation.

**Q** *Union activity in the FAA has increased in recent years. What are your reactions to this increased activity?*

**A** Generally, I believe it has had a healthy effect upon employees and upon the FAA. Of course, there have been difficulties for both unions and FAA man-

agers striving to define and understand their roles in the program. Now that the growing pains are over, however, I see increasing benefits for everyone. Certainly, a clear benefit to the FAA has been the development of a whole new channel of communication with our employees. Through the give-and-take of our dealings with unions, we have gained considerable insight into the views and feelings of our employees, and this has helped us in determining what is needed and what we should be doing.

**Q** *What do you anticipate in the future for the FAA labor-relations program?*

**A** Many recognized bargaining units have not yet negotiated contracts, and we certainly anticipate an increase in such activity. Overall, however, I feel that we can look forward to a period of relative stability with both labor organizations and management becoming more sophisticated as they gain in experience.

**Q** *Are you satisfied with FAA's record in the civil rights/EEO area?*

**A** No. I think this is an area where no matter what we're doing we're probably not doing enough. I think the problem here is two-fold: First, we have to bring more minorities and women into the agency and, second, we have to facilitate the advancement of those we already have, many of whom are stuck in low-grade, non-professional jobs.

**Q** *What are your plans for improving our performance in the EEO area?*

**A** Our EEO program objectives were spelled out in my memo of February 14 to the Associate Administrators and the Region and Center Directors.

First, we've established a hiring goal of 23 percent minorities and 30 percent women agencywide. Our objective here is to insure that all groups within the job market are given a chance to compete for employment with FAA, and under no circumstances are we establishing a "quota system."

I've also ordered the re-establishment of EEO recruiter positions in those centers and regions that are having problems meeting their hiring objectives. I think the use of these specialized recruiters will greatly facilitate our efforts to find and employ qualified minorities and women.

In addition, I'm ordering the expansion of the 150 Program by 100 positions. This has been our most

successful program for recruiting minorities and women; it deserves the support of every manager.

Two additional proposals that may facilitate appointing minorities and women also are under review. The first one, cooperative education, has been tried experimentally in FAA, and we are taking a comprehensive look at our experiences in this area, as well as its potential to supply the kinds of employees we are seeking. The second will identify, earmark and, if appropriate, restructure downward a predetermined number of entrance-level positions in as many of our occupations as possible, with special attention given to filling them with minorities and women.

This is rather a fast summary of our EEO activities, but I hope it conveys my personal commitment and that of the agency to this worthwhile and essential effort.

**Q** *Where do we stand with FSS modernization and where are we going with this program?*

**A** As you know, the basic concept entails the consolidation of lower-activity FSSs with busier facilities at a rate of about 30 per year over a five-year period, with a concurrent expansion of our unmanned flight-service facilities. The program was to have started this fiscal year, but Congress intervened and directed us to take no action pending the successful development of an automated system for FSSs. We're planning to appeal to Congress on this, and I hope to move ahead with the initial consolidations later this year. Our FY 1975 budget request, for example, calls for remoting 30 FSSs and establishing 60 unmanned stations. Meanwhile, the FAA is proceeding with the automation studies and live-environment tests.

**Q** *What do you consider the most significant R&D programs now under way in terms of their impact on both the users and FAA employees?*

**A** One of the most important programs is the expansion of our NAS automation base. With the flight-data and radar-data-processing stages nearing completion, a systematic program is being developed to get full utilization of available computer capability. Initial add-on functions include conflict detection and resolution, enroute metering and sequencing, flow control and final spacing in the terminal area.

Another principal development item is the Discrete Address Beacon System (DABS), which, in effect, upgrades the present ATC Radar Beacon System. The chief feature of beacon upgrading is that



each aircraft under surveillance will be addressed individually and only that aircraft will reply to a given interrogation.

A major upgrading activity is the Microwave Landing System program, which is about halfway through a five-year development cycle.

Other important work under way includes a wake-turbulence-avoidance system; increased and improved capability for area navigation in the terminal area; improved guidance and control of surface traffic under low visibility and high-traffic loads and on complex runway and taxiway layouts; and oceanic communication over the North Atlantic and Eastern Pacific via aeronautical satellite.

**Q** To get back to automation for a minute, how do you see the air traffic control system evolving beyond NAS stage A, and what will be the role of the controller in that system?

**A** NAS Stage A, as well as ARTS III, represents a base of ATC automation from which we expect, over the years, to add more capabilities and functions to assist the controller and ease his workload. Others have described automation as a ladder, on which we now have achieved only the first or second rung. The present level of automation has essentially been directed to organizing, combining and presenting available flight-plan, beacon and radar data in a way that facilitates the controller's task of situation monitoring, decision-making, coordination and taking action.

In the future, we believe that the controller can use the computer to assist in these more sophisticated tasks. This will be done gradually and only where warranted on the basis of comprehensive test and evaluation. Greater use of the computer by the controller will require experience, education and



confidence. But we must ensure that the evolving design of the computer hardware and software is responsive to the needs of the controller and is highly reliable.

**Q** Mister Butterfield, we began this interview by asking you to list the outstanding achievements of your first year in office. We'd like to close by asking what are your principal goals and priorities for the year ahead?

**A** I've given top priority this year to three areas in which FAA has already made considerable progress: the anti-hijacking program, year-round consultative planning with industry and automation of the air traffic control system. I also want to see increased positive action this year in these areas:

- Stepped-up efforts to improve the environment via a systems-planning approach that involves airport planning, R&D and operational techniques.
- Solutions to the energy crisis, while representing aviation's best interests in this.
- Increased emphasis on international aviation in an effort to expand U.S. influence abroad and enhance the nation's historic leadership role.
- Recruitment of young, qualified and imaginative people to seek careers in FAA where their aeronautical and managerial skills may be fully developed and utilized.
- The representing of the interests of U.S. civil aviation with wisdom and determination in the cost-allocation study, as well as in the matter of administrative user charges.
- The conduct of FAA affairs in the most economical and efficient manner so as to conserve resources and enhance safety.

It's a proud moment for students Debra Faber and Alonzo Alexander, as they accept the DOT award on behalf of August Martin High School. Making the presentation is DOT Under Secretary John Barnum (left) with school principal Dr. Lawrence Costello assisting.



## SELLING THE SIZZLE IN EDUCATION

**P**arents of students attending August Martin High School in New York City's Borough of Queens never wonder any more where their kids are during the week. They're right where they should be—in school, and thereby hangs a tale.

Recently, August Martin won the Annual Unit Award sponsored by the Department of Transportation's New York Field Coordination Group, presented annually to that organization that contributed the most during the year to the accomplishment of the DOT's mission.

If the connection between students being in school and a DOT award seems vague, let's explain. August Martin High School is a success today because it adopted a curriculum based on "learning through aviation." Before this new approach, it was typical of many high schools in New York and other major cities—beset by poor attendance, a high dropout rate, inadequate funding and community apathy.

Then, when the bottom seemed near, 2½ years ago, school and community leaders met with labor and aviation-industry representatives to chart a course of action to save the school and the young people for whom no one seemed to care. Situated as it was near JFK International Airport and not far from LaGuardia Airport, the school formed a Task Force and Advisory Commission that chose aviation as the central theme through which student interest in completing a high school education would be motivated. To help launch this noble experiment, the school asked for and received the enthusiastic support of the FAA, the airlines and the Port Authority

of New York and New Jersey, which operates JFK. As motivational projects, the school worked into the curriculum:

- Mini-courses that offered students a wide variety of first-year programs to assist in determining areas of interest and emphasis,
- Flexible module training that permits students to deviate from formal educational structuring by taking courses of interest in desired specialties,
- Exposure to career opportunities in aviation through career seminars and visits to FAA facilities, airline offices and aerospace plants,
- Regularly scheduled flights over the metropolitan area, which provide the rare experience of an airborne geography lesson,
- The formation of a flying club to learn the basics of flying, ground-school operations and the use of simulators.

Located in a predominantly Black community, from which came August Martin, the nation's first Black airline captain, the school was renamed at the inception of the program from Woodrow Wilson Vocational High School to August Martin High School. Employed by Seaboard World Airlines, Captain Martin was killed while flying a volunteer mission ferrying relief supplies to Biafra for the Red Cross.

The experiment has succeeded far beyond anyone's expectations. Student interest is so high that the school's attendance record is now the second best in the entire City of New York. In this short span of time, a community blight has become an asset and a great source of pride to the community.





Photos by Clinton C. Epps

## Flights and Floribundas

At the Wichita Rose Society's annual rose show in the spring of 1972, it seemed that a rose by any other name was a Harold Dugan.

A Harold Dugan is not a varietal but a green-thumbed controller from the Wichita, Kan., Tower. That year, he claimed six blue and two red ribbons and a quartet of trophies as well—the last being for Queen of Show, Princess of Show, the Ardan Award for five specimen red hybrid tea roses and the Denker Award for the best medium pink. Through the years, Dugan has picked up other awards for his roses.

During the warmer parts of the year, when he isn't controlling aircraft, he's exercising firm control over the environment of his hybrid teas, grandifloras and floribundas, which number more than 70 in 40 varieties.

Since spring is about to break over your windowsills, a number of you might be interested in Dugan's prize-winning techniques.

Dugan's prize-winning hybrid tea rose, "Mr. Lincoln."



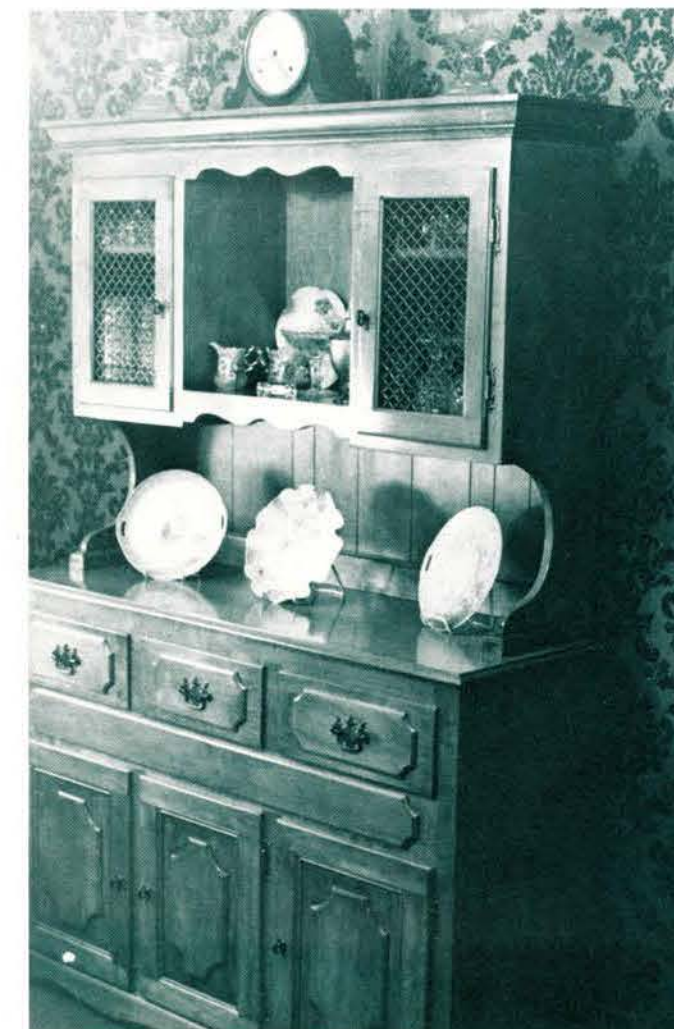
"You must begin with a good rosebed," says Dugan, echoing the old adage: Better a 50¢ plant in a \$5 hole than a \$5 plant in a 50¢ hole. Initially, he hauled in fresh soil and mixed it generously with compost and leaves. After planting and spring pruning, successful rose growing, according to Dugan, requires consistent watering, spraying and feeding. Water every day during the summer if it doesn't rain. Preventive spraying every two weeks should be done to preclude black spot, mildew, mold and red spiders (mites), but if disease should strike, Dugan recommends spraying every five to seven days until it clears up. Leaves with black spot should be removed before they fall into the rosebed to cause reinfection.

Any good rose food will do, he says, adding that granular fertilizer should be used once a month, supplemented with foliar feeding midway between.

When the roses aren't in bloom, Dugan is still an active guy. He and his son are at work restoring a 1921 Ford coupe or making Early American furniture for his home. Among the pieces showing his fine craftsmanship are a triple dresser, dry sink, hutch, stereo cabinet, night stand and tea cart. This past winter, he was at work on a cabinet for a grandfather clock. And he still finds time for the tower.

—By Clinton C. Epps

Dugan's attention to fine detail shows his craftsmanship in building this Early American hutch.



Dugan "in the pit" restoring a 1921 Ford coupe.

One of the Wichita controller's 1972 trophies.





# Federal Notebook

## PAYPOURRI

The U.S. Court of Appeals in Washington has ruled that the President can be sued when he fails to enforce an act of Congress. In effect, the ruling on the suit by the National Treasury Employees Union orders back pay for the 1972 5.14 percent pay raise that was delayed from October until the following January. Because of the \$500 million cost, the Civil Service Commission and the Office of Management and Budget at press time were urging the President to take the issue to the Supreme Court, at the same time testing his executive powers. ■ CSC is studying the use of salaries of 11 million state and local government employees in addition to private workers to judge pay comparability. This approach would be expected to shave future raises. The study would also evaluate localized pay schedules according to geographical areas.

## NEW HEALTH SYSTEM

The Comprehensive Health Insurance Plan (CHIP) introduced by the President is expected to lower health insurance premiums for Federal employees while increasing coverage. Designed for all Americans, CHIP would provide for full Medicare benefits for an additional salary deduction.

## HOME AWAY FROM HOME

The Comptroller General has ruled (B-174522) that a Federal employee using a privately owned camper-trailer as a place of lodging while on official business may claim per diem for it.

## NEW APPEALS ACTION

The General Accounting Office has endorsed CSC proposals to permit

Federal unions to negotiate agreements to permit them to take their members' appeals from adverse action to binding arbitration. Congress would have to pass a law on this. GAO also supports the CSC plan to give employees a single appeal to CSC, eliminating agency appeals systems. ■ Employees who lose their jobs from RIFs are not obligated to accept part-time positions offered by their agencies to remain on the agency's re-employment list, according to a ruling of CSC's Board of Appeals and Review. ■ The Supreme Court decided that employees will have to prove to Federal judges that they will be financially ruined or suffer severely in their reputations before the courts may grant injunctions delaying their firing by agencies.

## PENSIONS PRESERVED

Under amendments to a Senate bill, the House Post Office and Civil Service Committee has expanded survivor pension benefits. The bill was designed to restore full pensions to annuitants who became unmarried. They would no longer take reductions in their pensions; and survivor pensions would be provided at no cost to the annuitant. ■ After losing the first round, the National Treasury Employees Union has appealed to the Circuit Court in Cincinnati the government's right to tax retirement contributions as income. Rather, the union contends, it should be taxed when received as an annuity.

## BETTER MILEAGE

General Services Administration regulations now authorize 12 cents a mile for official business POV. GSA is also asking Congress to raise the maximum allowance to 16 or 18 cents because of gas costs.

## From Phobia to Flying

Great Lakes' first woman general aviation operations inspector, Christine Winzer, had a phobia about flying but now holds an ATR.

"I had developed an illogical fear of flying and hoped knowledge would overcome fear," she says. "It did and in a very short time." Now, Mrs. Winzer is one of only 76 women in the United States to hold an airline transport pilot certificate, in addition to ones for commercial glider and flight instructor, airplane and instrument.

But of airline flying, she says, "It's not my cup of tea. Too routine. The airline captain has little or no contact with passengers, and I wasn't interested in corporate flying because of the number of hours of waiting around." While she has a DC-3 rating, she mostly flies her

GADO operations inspector Christine Winzer enjoys flying her own Stearman aerobatic, named Chris's Craft.



On the job, Mrs. Winzer consults with the DuPage GADO's Operations Unit chief Dave Kress.



radial-engine Stearman bi-plane, which she acquired because she wanted to learn aerobatics. She knows whereof she speaks, for her former husband was an airline pilot and both her married children learned to fly in their teens.

She began her own quest for "knowledge" by doing manuscript typing at home to help pay for flying lessons; then she worked full time as an executive secretary to pay for her instrument rating. Obviously, she had gotten the bug, and went on to earn her DC-3 rating with the aid of a 99s Amelia Earhart scholarship. After becoming a full-time instructor, she served as chief flight instructor at Ohio State University, Manchester, N.H., and Grosse Ile, Mich., and worked as an accident prevention counselor.

An inspector at the Westfield, Mass., GADO suggested her working for the FAA. "The seed was planted, and six months later I applied," she recalls. "And here I am." Here is the GADO at DuPage County Airport, the second busiest in the Great Lakes Region. Mrs. Winzer has brought her Stearman to DuPage, plans to complete her seaplane rating and is looking forward to working again with youth groups and with the accident prevention program. In between, she'll work in some skiing and tennis.

## HEADS UP

### EUROPE

Roger Pierre has transferred from Washington headquarters to Paris, France, as the FAA representative.

### NEW ENGLAND

The new chief of the Airports Division is Gerald D. Curtin . . . Michael Ciccarelli has been promoted to public affairs officer . . . the new chief and assistant chief of the Flight Standards Division are, respectively, Jack A. Sain and Henry S. Hubbell.

### SOUTHERN

Dan Carr transferred from the Western Region Planning & Programming Branch to chief of the Atlanta ARTCC . . . Philip Loftin, a Palm Beach controller, was selected as chief of the Key West Tower . . . Douglas Whitson, former data systems specialist at the Jacksonville Tower, has become the chief of the Hawkins Tower in Jackson, Miss . . . controller T. A. Stephenson from the Nashville Tower was selected as chief of the Key Tower in Meridian, Miss.

### CENTRAL

William M. Massey of the Northwest Regional Office is now the chief of the Civil Rights Staff here.

### SOUTHWEST

A new assistant chief of the Phoenix Tower is Charles Kienitz, who came from the Aeronautical Center . . . Herman C. Reyenga took over the duties as chief of the Moisant Tower in New Orleans . . . Stacy Moore is the new chief of the Air Carrier Branch of Flight Standards . . . Joe McKnight went from Austin, Tex., Tower assistant chief to chief of the Waco, Tex., Tower . . . former New Orleans FSS assistant chief James Glendenning reported in as chief of the Gage, Okla., FSS . . . the new manager of the El Paso, Tex., Airway Facilities Sector is Vernie Heffer . . . Dick Giffen is the new chief of the New Orleans GADO . . . Bill Howard has become chief of the Albuquerque Airports District Office.

### WESTERN

Dick Miller, an operations specialist, has taken over as chief of the Miramar, Calif., RATCF.

### AERONAUTICAL CENTER

New England Region's Flight Standards assistant chief, R. Neil Whitten, has reported in as chief of the Air Carrier Operations Section.



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*Attention to detail is what makes these x-rated birds the joy they are. At right, Marty Lauridsen works on the engine of his Piper J-3 restoration. George Murray (below right) studies the plans for the fuselage of his BD-5, now that the fixed portions of his wings are pretty well finished. Ted Lujan has gotten back to work on his 12-year-old project of building a Teal amphibian (below). See the story on page 3.*

