

SEPTEMBER 1975

FAA WORLD

Service to Man in Flight



a touch of paradise

Federal Notebook

THE MANY VIEWS OF PAY

In a report to Congress, the General Accounting Office called for pay comparability with the private sector to be computed on fringe benefits as well as salary, saying that Federal benefits have out-paced those in the private sector in the last nine years. Of the total Federal payroll expenditures last year, GAO points out, nearly 27 percent went for such benefits as annual and sick leave, retirement, health and life insurance, awards and severance pay. ■ The President's Panel on Federal Compensation, under the chairmanship of Vice President Nelson Rockefeller, is planning to consider:

- * Should the pay-comparability system be broadened to include fringe benefits as well as base pay?
- * Should some white-collar employees be paid under local prevailing-rate systems?
- * Should within-grade step increases be used as performance incentives instead of for length of service?
- * What roles should be played by the Executive Branch, Congress and the unions in determining Federal pay and benefits?
- * How much should pay and benefits adjustments be affected by the economic and fiscal concerns of the government?

Mr. Rockefeller has stated his belief that Federal pay must remain highly competitive with industry salaries to keep the best employees. ■ Meanwhile, next month's pay-comparability increase may be one of the highest on record. Private white-collar salary increases averaged about 9% for the past 12 months, according to BLS figures, and it's expected that a raise of about 8.7% may be recommended by the President's Agent. The final figure depends on the recommendations of two other

advisory groups, the President's own recommendation and Congress.

THE WORKING RETIRED

A Civil Service Commission study shows that 0.1% of the Federal workforce return to Federal jobs after retirement, and 85% of these are working for the same agency from which they retired. While recognizing the value to the government of annuitants' expertise, CSC hopes for legislation to require agencies to fund their full salaries, not just the difference between the pensions and the salaries, thus reimbursing the Civil Service Retirement Fund.

THE COLA STORY

Based on living costs in non-foreign areas compared with Washington, CSC has announced the following cost-of-living allowances: Virgin Islands--10%; Alaska--22.5% for Anchorage, 25% for the rest of the state; Hawaii--12.5%; Puerto Rico--7.5%; Guam--7.5%.

THE HATCH BOX

The House Post Office and Civil Service Committee has approved a bill to reform the 1940 Hatch Act. It would remove restrictions on partisan political participation by Federal employees, including running for office, while strengthening prohibitions against political coercion. The bill would establish an independent Board on Political Activities to consider violations and authorize CSC to investigate alleged violations. A number of groups oppose the bill, fearing it would permit the abuses the Hatch Act was designed to prevent. These include such diverse groups as one employee union, the Republican National Committee and the Wall Street Journal.

FAA WORLD

SEPTEMBER 1975 VOL. 5, NO. 9

CONTENTS

Federal Notebook	2
Editorial	3
A Touch of Paradise	
Life in the Zone	4
In the Canal's Shadow	9
Faces and Places	12
Africans Learn Radar Ropes ..	14
Word Search	15
Toot Your Own Horn	15
Direct Line	16
From Wradar to Wrecking ...	18
Heads Up	19
Small World	20

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The Cover: A microwave dish at the long-range radar on Semaphore Hill overlooks the Gaillard Cut, which carries the canal through the Continental Divide. Photo by Jack Barker



Encourage Willing Hands

We all know what our mission in life is as FAA employees—aviation safety, above all. We always have been dedicated to this purpose, resulting in a safety record of which we all can be proud, and we will continue to promote safety in every way possible.

Much of the time, however, we think of safety in terms of air traffic control, of the quality of aircraft construction, of providing adequate and trouble-free navigation aids and of the inspection of pilots, equipment and maintenance and training. In fact, we tend to think mainly of our own operations and responsibilities; but there is a big aviation industry out there that is equally safety conscious and whose efforts do not go unnoticed.

Certainly, people in industry are concerned with the safety of the flying public, as well as with the integrity of their equipment and the viability of their business, but we find there's much more. There's a dedication on their part, too—a spirit and standard of excellence. We should never forget that no matter how many rules we propose, no matter how many regulations we enforce, in the final analysis, we depend on the cooperation and support of individuals in and out of the FAA to maintain and improve our safety record.

For 12 years now, we have honored industry aviation mechanics locally, regionally and nationally for their contributions to the safety of aircraft, and for three years, we have taken similar action with flight instructors for their contributions to the safety of the people who fly them. We also have sustained the eminently successful volunteer program of accident-prevention counselors, whereby FBOs, flight instructors and other knowledgeable and experienced people in aviation stump for safer pilotage.

For the agency and the aviation industry as a whole to derive the maximum benefit from the awards and accident-prevention programs, I urge a broader base of participation throughout the agency to encourage industry and local public involvement in gaining recognition for the vital work performed by these unsung heroes in building aviation's outstanding safety record.

James E. Dow
JAMES E. DOW
Acting Administrator

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a touch of paradise

LIFE IN THE CANAL ZONE

Stories by John G. Leyden

"This place is a paradise, man. Anyone who says it isn't is crazy."

The speaker is Walter C. Watson, and he is talking about Panama, where he has spent the last 36 years with the Navy, Panama Canal Company and the FAA. An

agency employee since 1962, he presently is the aviation liaison/public information officer in the Balboa Area Office.

Watson is the first to admit that he's somewhat biased on the subject, but he says he honestly has never met anyone who didn't like

living in Panama. He concedes that there are some who may not like the current uncertainty generated by the treaty negotiations between the U.S. and Panama on the status of the Panama Canal.

"Anyone who doesn't like it here wouldn't like it anyplace," the

Photos by Jack Barker



A tanker moves through the mile-long Miraflores Locks en route from the Atlantic to the Pacific. These locks raise or lower ships in two steps a total of 54 feet.

Facing page: Many a stateside dream is reflected in radar technician Bob Shideler's "private island" in Gatun Lake in the Panama Canal. He put up or improved most of the structures.

Virgin Islands native says. "And I'm not just talking about the FAA. It's true throughout the government. The military looks on Panama as damn good duty."

Watson's sentiments are echoed by Ginger Rood, whose husband, Ken, has been assigned back to the U.S. after 15 years with the FAA in Panama.

"We don't want to go but we have no choice. If I had my way, I'd stay at least three more years until we got our son through school. But we've been told to go and we are. It beats starving to death."

And Pat Bosley, who is returning to the U.S. after 10 years so her controller husband, Joe, can begin second-career training, expresses similar regrets.

"I really don't think enough people appreciate where they are and what they have here," the transplanted Tennessee native says. "My husband and I fell in love with Panama right away. We're lucky in that we're both the kind of people who like to travel, like to explore, like to try new things. I know we're really going to miss this place."

In many ways, the Bosleys typify the kind of people who bid on a Panama assignment; that is, people motivated by a sense of travel, excitement and adventure. Many previously have served in such far-flung FAA outposts as Guam, Wake Island, American Samoa, Alaska, Puerto Rico and the Virgin Islands.

Mel Larsen, a former Airway Facilities technician who took over as the Balboa Area Manager in April, is himself an example of this mobility. A veteran of 17 years with the FAA, he was an Airway Facilities sector manager on Wake from 1966 to 1968 and

Area Manager on American Samoa from 1971 to 1973. He also served in the Honolulu Regional Office and Washington Headquarters and was involved in the agency's Executive Development Program when he was picked for the Balboa assignment.

"I think you get two kinds of people who bid on jobs in places like Panama," Larsen says. "You get some who are trying to escape

from life and others who are enthused with life and looking for new experiences. From what I've seen in my short stay here, I'd say we have a very high percentage of the latter."

Despite all the positive aspects of living and working in Panama, there are problems as well. For example, Carol Saiz, who came to Panama with her controller husband from Albuquerque, found

It's a thousand feet down to the waters of the Gulf of Panama below GFET Jerry E. Denton climbing a VORTAC antenna pole on Taboga Island.





On the Atlantic side of the Panama Canal, there are eight FAA housing units at the old Coco Solo Naval Base, which is now run by the Panama Canal Co.



Most FAAers live on the Pacific side in Cardenas Village near Balboa, where the agency has 107 housing units, most of them pastel-colored duplexes. They are rented at extremely reasonable rates, compared to stateside prices.



Helping to administer the housing at Cardenas Village is a housing committee made up of FAA employees. Meeting here in the Balboa headquarters building are (from the left) electronics technicians Doug Yarborough and William Collins; Cecil Taylor, AF chief; and Charles Harrison, chief of the CERAP.

Panama's relatively high humidity hard to take at first.

"I thought I'd never adjust, but I did and now I'm very happy here," she says.

Another complaint has to do

with the conduct of life in Panama, which suffers by comparison with American efficiency in the distribution of goods and services.

"One of the frustrations of life here is that you can't get things as

easily as you can in the States," says Bob Shideler, who is serving his second two-year tour in Panama. "You end up in many cases ordering by mail or asking friends back home to ship you a particular item. Still, it's something most people get used to."

Paul McSmith, who also is serving his second Panama tour, says he misses the change of seasons, but he's "content" and may even apply for a third tour.

A recent government action which implemented the U.S. minimum-wage law in the Canal Zone also has caused problems. "A year ago almost everybody had a maid and now almost nobody does," one woman observed. "And that's important to some people, especially women who work."

For the most part, however, FAA employees in Panama are spared the "cultural shock" that hits Americans at other overseas locations where the language and customs are markedly different than their own. The reason, of course, is that FAAers live and work in the Canal Zone, a 10-mile-wide, 50-mile-long strip of North America in the middle of Latin America. There are some 45,000 U.S. citizens residing in the Zone, and for them, life goes on much as it did back in the States.

FAA can trace its presence in Panama back to 1942 when its predecessor, the Civil Aeronautics Administration, established a communications station there at the Navy's request. The agency's role subsequently was expanded under a 1949 agreement which called for the U.S. to provide air traffic control services for the Republic of Panama. This function was performed initially by the Air Force but was transferred to FAA after the agency came into being in 1958.

Currently, FAA has 131 people in Panama, including 29 in the air route traffic control center/radar approach control facility (CERAP), 14 in the International Flight

Service Station (IFSS) and four on the Area Manager's Staff. The remaining 84 are assigned to the Airway Facilities Branch, and branch chief Cecil Taylor notes with a smile that this is one of the few places in FAA where the technicians outnumber the controllers.

In addition to supporting the CERAP and IFSS, the AF Branch is responsible for the airport surveillance radar at Perico, the long range radar on Semaphore Hill, a VORTAC on the beautiful island of Taboga in the Gulf of Panama and another VORTAC at France Field on the Atlantic side as well as a number of other communications and navigational aids.

Headquarters for the FAA operation is the town of Balboa, which is the Pacific terminus of the Panama Canal. The Area Manager's office, CERAP, IFSS and AF Sector all share a modernistic building built there in 1962.

In addition, there are 13 FAAers based on the Atlantic side at a place called Telfer's Island, although it's not really an island at all. Actually, the only division between the "island" and the mainland is a narrow ditch marking the futile French effort to build a canal in Panama in the 1880s.

Area Manager Mel Larsen notes that there are many material advantages to FAAers living and working in Panama including an inviting "tropical pay differential," good housing and working conditions, a wide range of recreational and travel opportunities, excellent schools and a surprisingly agreeable climate. In addition, he points out that there are some compelling short-term career reasons for serving a couple of tours in Panama.

"Working here does a great deal to broaden your perspective," he says. "A controller, for example, will find out a lot more about the work of the Airway Facilities and flight service station people here than he will anyplace else. Then, too, to the extent you're involved here in the international environ-

ment, your horizon is expanded just a bit more. When you leave here you know that aviation is international."

Panama also is "a good place to save money and get ahead" to repeat an observation made by several FAA employees. The principal reason is the 15 percent tropical differential which FAAers receive there. It differs from the cost of living allowances paid in other overseas locations in that it can be applied in the computation of an employee's "High Three" for purposes of retirement. As a result, some FAAers have actually taken a downgrade to work in Panama figuring they will come out ahead in the long run.

In addition, FAA employees enjoy commissary and PX privileges at the various military installations, as well as commissary privileges with the Panama Canal Company (Pan Canal), the U.S. Government corporation which operates the canal and provides most of the support services in the Zone. Prices in these facilities are considerably lower than those in commercial establishments.

FAA also operates 107 attractive housing units on a rolling bit of countryside outside Balboa known as Cardenas Village, which are rented to employees at reasonable rates. Another eight housing units

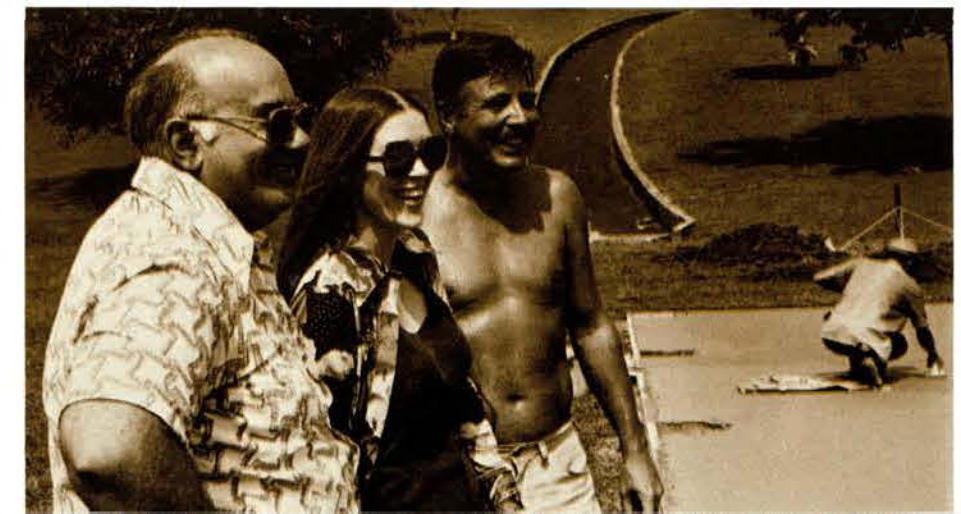
are located at the former Coco Solo Navy Base for FAA technicians at Telfer's Island. These homes overlook the Atlantic terminus to the canal and FAAers can sit in their backyards and watch the ships of all nations pass in review.

To assist the Area Manager in administering Cardenas Village, FAA has a nine-member Housing Committee. AF Branch chief Cecil Taylor, one of its permanent members, notes that the group functions much like a city council, and at a typical meeting they will discuss such subjects as bus service to the village, controlling dogs and motorcycles and mosquito- and other insect-spraying operations.

Children of FAA employees can keep busy out of the rain at the Cardenas Village Recreation Center near Balboa.



Looking over a construction project at the Cardenas Recreation Center are (left to right) Walter Watson, aviation liaison/public information officer; Doreen Hill, president of the women's club; and Bob Shideler, radar technician. A 40 x 20-foot bohio (palm-thatched, open-air structure), which Shideler has some experience in building on his leased island, is being built for picnics and other social activities by FAA volunteers. The women's club is paying for it.



However, he emphasized that the committee has only advisory powers and the final authority rests with the Area Manager.

Other important and influential employee organizations are the Federal Aviation Club, which, among other things, sponsors a car rental service for FAAers whose own vehicles are on the high seas either coming from the U.S. or going back, and the Cardenas Womens Club, which supports a wide variety of community, social and charity programs.

Doreen Hill, the energetic president of the women's club, says she is especially proud of the group's work with orphans, the elderly and the blind. "We try to find needy programs to support. In Panama, it's not all that hard," she adds.

Just about everyone working for the FAA in Panama is enthusiastic about the school system there. Operated by Pan Canal for residents of the Zone, it receives almost universal praise.

"It's the best system I've ever seen," says Paul McSmith, an electronics technician with 12 years service. "We had our kids in the FAA school on Wake, and that was good, but this is even better. The teachers are very highly qualified and a great many have their master's."

McSmith himself is attending the Canal Zone Junior College

nights, taking engineering courses, and notes that quite a few young people from FAA families attend this school for a year or two before going back to the States for further education.

Another reason people like Panama is the "fabulous fishing," according to Jim VanZandt, assistant chief of the IFSS. Not a fisherman himself when he came to Panama, VanZandt says he took up the sport when he "found out how easy it is down here."

But FAA's champion angler—by general agreement—is Winchell "Casey" Stengl, who is considered "part fish himself" by his co-workers. Stengl estimates that he pulls in a ton of fish a year out of Gatun Lake, the 26-mile, man-made body of water that serves as the central passage for the Panama Canal.

Many FAAers also own boats like Bob Shideler, who has had three in a little over three years. He says he'll probably sell his present 17-foot model also in about a year "because you can make money on boats down here."

Shideler, who joined the FAA 5½ years ago after 20 years as a radar technician with the Air Force, also has his own private island in Gatun Lake which he leases from Pan Canal. It's one of 400 or 500 islands which the company makes available to boat-

owners in the Zone for the nominal charge of \$12 a year.

However, Shideler has erected a number of palm-thatched structures (bohios) and "poured a lot of concrete" on the island. He says he has been offered as much as \$1,800 for the improvements by people who want to assume his lease. He says he probably won't sell right away, because he and his family enjoy their weekends on the island too much.

Travel opportunities also abound in Panama with such interesting cities as Bogota, Colombia, and San Jose, Costa Rica, only an hour away by air. There also is much to see in Panama itself, including the settlements of the Cuna Indians in the San Blas Islands where life goes on much as it did centuries ago.

Some FAAers actually drive to or from Panama in order to get a first hand look at Latin America. For an extreme example, Norm Wills, an assistant chief in the CERAP, made a 26-day trip from Anchorage earlier this year in a Triumph TR-6. Although he had to replace his shock absorbers in Guatemala, he said he enjoyed the experience very much.

Panama also is something of a surprise to new arrivals expecting to find a sweltering tropical jungle. Actually, to quote the favorite comparison of Canal Zone resi-

dents, "It's cooler here than in Miami."

During the dry season, which runs through the first four months of the year, the temperatures get well up in the 90s and the sun can get pretty hot, according to Walt Watson, who has been through 36 such seasons in Panama. "But there always is a trade wind blowing to cool things off, and at night you actually need a sweater or jacket," he adds.

Temperatures are lower and the humidity higher in the rainy season, which begins around the end of April and lasts seven or eight months. During that period, it rains at least part of every day with few exceptions.

"You almost can set your watch by the rain," says women's club

president Doreen Hill. "You know it's going to begin between 12 and 1 and clear up between 3 and 4. If you've got something to do outside, you get it done in the morning."

Because Panama has proved such a popular duty station, FAA instituted a mandatory rotation policy in the late 1960s to insure a productive turnover. However, employees who were there before the new policy went into effect have "grandfather" rights, as long as they remain in the non-supervisory category. Some FAA people have been there for more than 20 years.

Area Manager Mel Larsen says he strongly favors the rotation policy but would like to explore the possibilities of liberalizing the

present limitation of two two-year tours for each employee. Currently, a third tour is approved for journeymen only for compelling reasons of benefit to the government. There are no exceptions for supervisors.

Larsen thinks a more flexible policy permitting a third tour for non-supervisors might produce considerable savings in employee moving costs. However, he emphasizes that the primary consideration must be to maintain facility efficiency and insure a fresh flow of new ideas.

"Whatever the outcome of the current treaty negotiations," he adds, "I believe the agency will continue to play a vital role in Panama, and we must have a team here that is equal to the task."

a touch of paradise IN THE SHADOW OF THE CANAL

Finding people to live and work in Panama has never been a problem for the FAA. Quite the contrary. All too often in the past, the problem has been to get people to leave and keep the workforce from becoming stagnant.

But this situation could change as a result of two recent developments: (1) A requirement that all new air traffic controllers assigned to Panama be fluent in Spanish as well as English and (2) Intensified efforts to negotiate a new treaty between the U.S. and Panama on the status of the canal and Canal Zone.

In fact, Area Manager Mel Larsen notes, we already have a bit of a problem recruiting controllers because of the bilingual requirement. We've been relying heavily on controllers of Spanish ancestry from the Southwest Region, but that source is pretty well depleted.

The treaty negotiations are an even more important factor, however, and Larsen says they could have a significant effect on recruit-

ment efforts. "People may be reluctant to enter into an uncertain or unknown environment," he says.

The present treaty between the U.S. and Panama was negotiated in 1903, following a revolution in which Panama won its independence from Colombia. The treaty gives the U.S. perpetual rights to the Canal Zone, "as if it were the sovereign of the territory."

Efforts to negotiate a new treaty have been underway for more than a decade, and considerable progress has been made in recent years. In February 1974, Secretary of State Henry Kissinger and the Panamanian Foreign Minister signed an agreement of guiding principles that would serve as the basis for a new treaty.

Under the agreement, any new treaty would be of fixed duration instead of giving the U.S. perpetual rights. Although the U.S. would continue to run the canal during the treaty period, Panama would assume increasing responsibility for its operation and defense.



Astern the FAA launch heading for the island of Taboga in the Gulf of Panama is the bridge across the canal at Balboa. It was built to provide the Republic of Panama with free access through and across the 10-mile-wide Canal Zone.

Within the Canal Zones in Balboa is the headquarters of the Panama Canal Company sitting atop a hill. At the foot of the hill is a monument to the American engineer who built the canal, Gen. George W. Goethals.

An anomaly in Panama City: This is a monument to the French who tried and failed to build a canal across Panama, but there isn't any similar monument to the Americans who not only tried but succeeded a quarter century later.





Mel Larsen—in his Balboa office—took over as Area Manager last spring.

to Panama for use of its territory. The U.S. wants a 50-year pact and is offering \$50 million a year. Panama is proposing 20 years and \$100 million.

Mel Larsen is quick to point out that FAA's presence in Panama is not related in any way to the 1903 treaty but stems from a 1949 Letter of Agreement, whereby the U.S. consented to provide Panama with air traffic control services in exchange for certain air route concessions. "We're essentially non-political here. Our job is to keep the airplanes flying safely."

Despite the uncertainty generated by the treaty negotiations, which has put FAAers in a "holding pattern," according to one description, agency employees report no real problems with the Panamanian people and have generally good relations.

"It's important to remember that Panamanians look at us differently than they do the canal people," says Walt Watson, FAA's aviation

liaison/public information officer in Balboa. "We're providing a service the Panamanians want and need."

Watson says he makes this point whenever he finds himself with a group of Panamanian students or others disposed to take a nationalistic view.

"The first thing I tell them is to forget Hay-Bunau Varilla (the 1903 treaty). We date from a 1949 agreement which says we will provide air traffic services for the Republic of Panama until such time as your government elects to do it or is capable of doing it. We're happy to do it but you can have the job anytime you want. That puts a zipper on their mouths right away."

And electronics technician Tony Bibbo, who has spent 25 years in Panama with the Navy and the FAA, says, "There is no anti-Americanism here—not among the Panamanian people anyway. You may find some of it from people with ulterior motives, but that doesn't reflect the feelings of the average Panamanian."

Charles Harrison, CERAP chief, says his tour of duty in Panama has provided him with a "real college education."

"Like most gringos, I had a lot of misconceptions about Panama. I thought of it as a 10-mile corridor, 50 miles long with a 40-foot fence around it and armed guards every few feet. But it's not like that at all. Except for some military security areas, there is generally free transit between Panama and the Zone." Echoing Bibbo, Harrison says, "Despite all the problems they've had here, Panamanians still think the world of Americans. We enjoy good relations with them and have many Panamanian friends."

A dissenting view was expressed by another FAAer, who says he feels very strongly about the present efforts to negotiate a new treaty:

"One thing that really scares me is a foreign government having the

power to throw me in the slammer. As far as I'm concerned, any treaty that turns the police power in the zone over to the Panamanians would violate my contract here, and I would get out even if I had to quit."

But most FAA employees seem optimistic that the present situation will be resolved in a manner that will be fair and mutually beneficial to all parties involved.

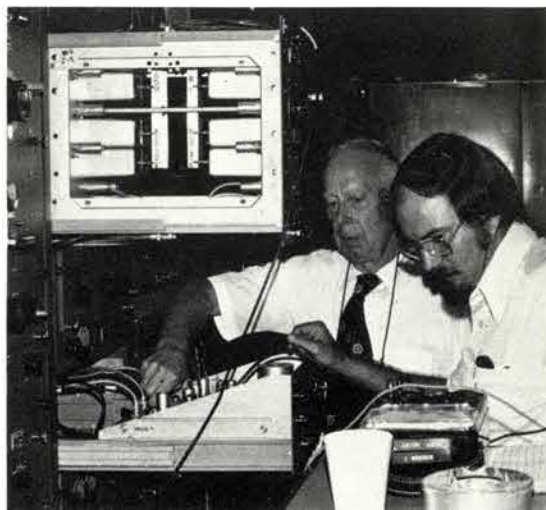
"Some people are concerned about the outcome and some aren't," says Jim Carr, the supervisory electronics technician at the Semaphore Hill long range radar site, "but I think the majority of people are taking it with a grain of salt."

The growing nationalism in Panama, which has fostered the demands for a new treaty, is at least partly responsible for FAA's increased emphasis on providing bilingual air traffic control services.

"One of the manifestations of nationalism in any country is to conduct the business in the native language," Area Manager Mel Larsen notes. "We'd certainly be foolish to ignore that."

But there also are compelling operational reasons for the bilingual requirement that relate to the evolving nature of Panamanian society. Larsen points out that there is an emerging middle class in Panama that is gaining more and more responsibility and power and

Maintaining the equipment racks at the international flight service station are electronics technicians Oliver Kramer (left) and Donald Czarnecki.



The VORTAC sits on the highest point of Taboga Island, 999 feet above sea level. FAA technicians commute by boat every day from Balboa—a 14-mile trip.

filling an increasing number of jobs, including those in civil aviation.

"Generally, these people haven't had the educational advantages of the upper classes and may speak English imperfectly, if at all," he says. "Therefore, I think safety requires that we go increasingly to the use of Spanish in air traffic control."

This view is echoed by Norm Wills, an assistant chief in the CERAP, who notes, "Most of the Panamanian pilots know enough English to give you the basic aeronautical terms, but when they get in trouble everything goes out the window."

CERAP chief Charles Harrison noted that the agency already has implemented bilingual advisory service to aircraft operating under visual flight rules (VFR) within a 25-mile radius of the Balboa radar. The service is provided from 7:00 a.m. to 7:00 p.m. and averages 200 contacts a day, of which approximately 150 are in Spanish.

"This program has done more than anything else to win us friends down here," the 30-year FAA veteran said. "At least we have the Panamanian pilots talking to us now, and that's good."

The CERAP also has sponsored a series of highly successful Spanish-language versions of "Operation Raincheck" in which pilots are invited into the facility and briefed on its operation and services.

Harrison estimates that they reached more than 90 percent of the Panamanian pilot population with these sessions since they were launched in the fall of 1973.

To further expand the bilingual capabilities of the FAA staff in

Balboa, the Area Office began last month a series of six-week "total immersion" courses in Spanish for controllers, technicians and other personnel. Six employees will be

The CERAP, housed with the IFSS, combines enroute and approach-control functions. Working the positions are (from the left) Gerald Gordon, John Baum, Army Spec. 4 Keith Britton, Thomas Wallace and Robert Hill.

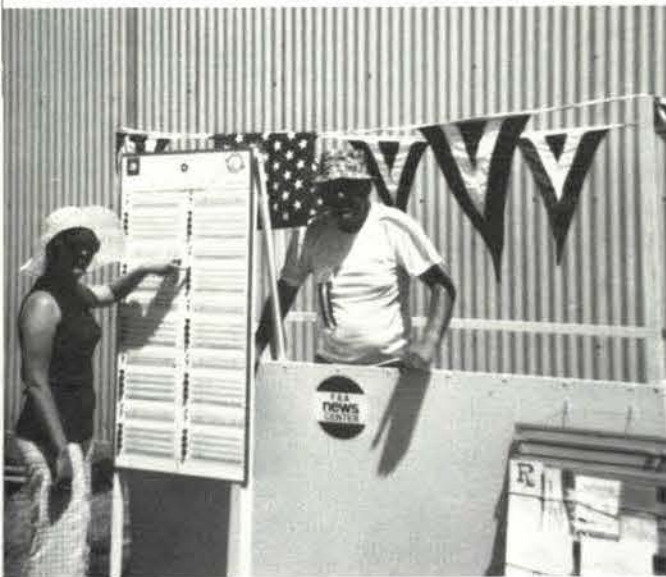


Watch supervisor Clifford Guetter (left) and air traffic specialist William Ross man the in-flight positions at the international flight service station in Balboa.



The FAA headquarters at Balboa houses the area manager's office, the CERAP and the IFSS. It was built in 1962.

FACES and PLACES



SOMETIME BUSIEST AIRPORT—Once a year, the Merced, Calif., Airport becomes the busiest airport in the West as it hosts an antique airplane fly-in. This year it handled 1,500 plans in 5,182 operations. The FAA question-and-answer display drew many pilots to accident-prevention specialist Jack Patrick's information booth.



NOS DOROVYA—A toast of mineral water sits on the table at a meeting of FAA R&D chiefs with their counterparts in Moscow for discussions on terminal and enroute ATC automation and microwave landing systems. Dr. G.A. Pakholkov of the USSR Radio Equipment Research Institute (RERI) addresses a group consisting of (left to right) S.V. Spirov, RERI director; G.N. Gromov of RERI, Jack Edwards and J. Del Balzo of FAA; A.F. Mishurovsky (rear), sector chief of the Aviation Research Institute, Moscow; and Frank Cunningham and Norman Edwards of FAA.

AVIATION SCHOLARSHIP—Outgoing president of the Pacific-Asia Region's FAA Women's Club Sonja Frost displays a check for \$1,200 raised for a scholarship fund administered by the Hawaii Aerospace Education Assn.



AP WITH CLOUT—Juneau, Alaska, accident-prevention specialist Orville Perley (left) presented a certificate to State Governor Jay Hammond, appointing him as accident-prevention counselor, as Juneau FSDO chief Sid Stone (right) observed. Governor Hammond is a veteran pilot.

THE WAY TO GO—Don Webster (right), Southern Region Civil Rights chief, congratulates Ronnie Williams, owner of a spanking new Afro-Caribbean shop at Miami International Airport, one of four shops dedicated there recently through the efforts of FAA, the Dade County Aviation Department, Small Business Administration and Office of Minority Business Enterprise in the Commerce Department. Photo by Frank Silva



POWERFUL EYE—FAA has contracted for 16 advanced Air Route Surveillance Radars (ARSR-3) to serve high-density air-traffic areas. They will provide improved target and weather detection and reduced clutter. The first—to be delivered in two years—will go to the Aeronautical Center for training purposes.



INTERFERENCE BAN VAN—Increasing congestion of radio frequencies has resulted in greater interference with aviation frequencies from such things as plastic welders, ships, garage-door openers, cars and other radio stations. To the rescue is this self-contained Electromagnetic Interference Van, which detects and measures the interference. John Guest, frequency manager of the Central Region operates the van.

GHOST BREAKER—The Tulsa, Okla., Tower was the test bed for an electromagnetic energy absorbing material developed by Rockwell International for eliminating ghost images on airport radar tracking scopes. In this case, the tower wall was the reflecting culprit, and installation of the absorptive panels turned the trick. Rockwell International Photo



FAAer HALF OF 99 TEAM—Co-pilot Anne Shields (left) of the North Philadelphia FSS accepts the winner's trophy with pilot Helen Zubrow for the All-Woman New England Air Race. Making the presentation are New England Regional Director Quentin Taylor and Lorraine Richard of the sponsoring Northern New England Chapter of the Ninety-Nines.



Africans learn the radar ropes



As part of their training and familiarization with American ATC, the Zairian group was shown the San Diego FSS direction-finding equipment by chief Ruth Dennis. From the left are Imabi Walubila, Ndapalu Mbunga, Nkake Bolla, Nkusu Meya and Ntumba Biselele. Photo by Ed Hutchinson

Because the U.S. air traffic system has become the standard for excellence in the world, FAA installations have become a mecca for foreign aviation officials; and because the U.S. is interested in developing a standardized world system and promoting its products in the underdeveloped nations, FAA welcomes foreign visitors, as it did this spring for a group from the Republic of Zaire.

Four air traffic controllers—Imabi Walubila, Nkusu Meya, Ndapalu Mbunga and Ntumba Biselele—and one airport manager—Nkake Bolla—all of the Kinshasa Airport, completed the Advanced ATC Course at the FAA Academy and toured facilities in the Rocky Mountain and Western Regions. In San Diego, they received training at the FSS, the Lindbergh Tower and the Miramar RATCF and spent a day at the Mt. Laguna long-range radar, through the cooperation of the San Diego Airway Facilities Sector and the Air Force. The latter trip was a special experience for them, since a late spring storm had dumped a few feet of snow on the site, something the Zairians had never seen before. (Zaire is the former Belgian Congo.)

The formal Academy training and the three-week on-the-job familiarization training in San Diego was programmed because of the African nation's rapid air traffic development, which has not yet been accompanied by radar. The five were selected for this special training primarily to study how to apply radar to their own AT systems.

According to San Diego FSS chief Ruth Dennis, San Diego was selected because the air carrier traffic

at Lindbergh Field approximates that of the Zairian capital's airport at Kinshasa. "However," she added, "they do not have the mixture with general aviation traffic that Lindbergh has. They have a separate airport on the outskirts of town for general aviation."

The Zairians showed they were impressed with the complexity of the operation at Lindbergh, the mixture of aircraft and the several positions of operation. They also got a chance to review airport security procedures with Don Kelly of the Air Transportation Security Field Office.

There was no real language difficulty, Dennis pointed out, except for some of our idiomatic phrases. Since both French and English are ICAO languages, the Zairians had been required to learn English as part of their original training. While some did better than others, she guessed that they could speak and understand about 60 percent. She found they enjoyed their newspaper and television interviews.

As part of their welcome, the FAA community made sure they had a full social calendar. Jim Brown of the San Diego Tower escorted them to the Wild Animal Park, Sea World and a baseball game, thanks to guest tickets from those businesses; Bob Romio of the AF Sector gave them a tour of North Island and the Cabrillo National Park; Captain Varner of the airport fire department invited them to a Black Firemen's Ball; Jim Lehman of the Tower hosted a day at the beach and a lunch; Bill Morley held a RATCF party; and George Batanian of the FSS and Larry Cheskaty of the AF Sector handled the logistics for arrival, accommodations, travel and departure.

WORD SEARCH

By Ed Nelson, Jacksonville, Fla., ARTCC, Retired

Here's another chance to have a go at puzzling out hidden words. This time, it's enroute air traffic control terms. The words or acronyms read forward, back-

ward, up, down and diagonally but are always in a straight line and never skip letters. The words overlap and letters are used more than once.

Use the word list if you must, but try covering it first. All 58 words can be found. Circle those you do find and cross them off the list. The word "enroute" has been circled to get you started. When you give up, the answers may be found on page 19.

EFWJCTOJMLHEADSETUC
MSRECORDERGLBCRURIO
EHKWAUQSYSNPEVPLOTN
RWFCKTAITOHKFNBPD
GUTHCNHDTCCSIFRQEQ
EOMEABUETA AEYDPORPO
NWRAJQRNRVOTNVBFUCL
CATDIGITALRGNTWQZTL
Y LXIHHJICPPUIOEUPRE
ZTVNTIGFOBPOWMCRKAR
FIXGRMAINTAINZTIFNX
LTDFSPEEDJESOPRFWSB
GUECTORRAXYYCOBNPE
CDCGACAETZMCDPUQOE
IEEMAYTDTBQTNMRCYNV
NORDOAUUCRAELISIDI
OENVKWAYAPAHKUBANET
SHIFTRPLMACHQGDEQRA
RAXGRIYZOPFVEKKGIXM
ECNARAE LCMICROWAVER
PQRTXPDLAWODFADTUGI
UZSVOCEANICUBCQITXF
SUXROJKURPZIDIKVUQF
INTERROGATORBHQEYWA

AFFIRMATIVE
AIRPORT
AIRWAY
ALNOT
ALTITUDE
APPROACH
ARTCC
ATC
ATP
CLEARANCE
CENTER
COMPUTER
CONTACT
CONTROLLER
CRD
DIGITAL
EMERGENCY
ENROUTE
FIX
FREQUENCY
HANDOFF
HEADING
HEADSET
HIJACK
ICAO
IDENTIFIER
IFR
INPUT
INREC

INTERROGATOR
JET
MACH
MAINTAIN
MEA
MICROWAVE
MOCA
NAS
NEGATIVE
NORDO
OCEANIC
PROP
RADAR
RADIAL
RECORDER
REPORT
SHIFT
SID
SPEED
SQUAWK
STRIP
SUPERSONIC
TRACK
TRACON
TRANSPONDER
VECTOR
VFR
VOR
WEATHER

Toot Your Own Horn

It was a small room the three of us sat in. Other than pencils and notepaper for each of us, the only thing on the table was a stack of papers and folders, which we split up and began to pore over. This triumvirate was a selection panel.

I worked through these documentations of people's lifetimes and found myself growing uncomfortable in the chore. Some were

not at all appropriate for the vacancy; some possibly were, but in the flood of job buzz words, it was hard to tell, and I wished there were more to suggest the individual's potential and talent, something not really possible in these terse forms.

Worse yet, I found all too many who didn't stand a chance, not because they might not be right for the job, but because they weren't telling me that they were. In one folder, the Form 171 was dated 1968, and the only thing

more recent was a PER that showed a current job title. In another, I found a job description purporting to show me what the applicant was doing. I'm not convinced that someone else's ideal of the job is the truth about what the incumbent is doing. Also, a PD says nothing about actual accomplishments. I pushed all these aside.

If only they had updated their 171s or submitted a cover letter highlighting experience pertinent to this vacancy. If you don't toot your own horn, no one will hear it!

DIRECT LINE



We suspect that a high percentage of "Direct Line" queries are submitted here first. Since everyone wants quick and detailed responses, we'd like to suggest, especially for personal problems, that you exhaust your local channels first—your supervisor, facility chief, Manpower office, EEO officer and appropriate regional offices. "Back home" is where your personnel records are maintained and where personal contact can provide specific data and specific answers. By all means, write us when you feel there's nowhere else to turn, when you have a national policy question or you feel you have to question anonymously. (Remember, an address speeds your answer, and we don't pass along your name unless you give us permission.) Following this method will permit us to serve you better.

Q. I was hired through the 150 Program in 1970 and was assigned to the Los Angeles Center. My GS-5 class was held at the regional office building for seven months, after which I elected to enter the flight service option. I became a journeyman and worked at three FSSs for 40 months. Then I went to work at the Los Angeles Center as a developmental controller in a bid for career diversification. Will my seven months that I had at the center during training be counted toward controller retirement, or does my time for this begin with my return to the center? Also, if the FSS option is included in "second career" in the future, will my FSS time be included retroactively or added to my center time? Finally, I worked for the FAA from 1966 to 1968 during college, putting in 16 hours a week during school and full time during the summer. Does this time of temporary employment, part of which was full time, count toward retirement and annual leave accrual?

A. From the data you supplied, it would appear that your work prior to your current center employment is not

creditable in the ATC Career Program under Public Law 92-297. We are unable to speculate on crediting work in the FSS option in the future, since we do not know of any plan to introduce covering legislation at this time. With respect to leave-accrual rate, when an employee has served on a part-time basis (non-full time with a prescheduled, regular tour of duty), such as four hours a day, five days a week, full credit is allowed for all time elapsing between the date of appointment and the date of separation. Full credit for retirement purposes is allowed for all civilian service performed on a part-time basis if there was a regularly scheduled tour of duty.

Q. In our FSS, we have no assistant chiefs. We are all the same grade, and one of the men on a rotating basis must act as assistant chief for his watch. Over a period of years, this can amount to a lot of experience. Can this accumulated time be entered in our training file? How much actual authority does this acting assistant chief have? Another point. In our FSS, a majority of the journeymen are presently non-union. If this majority votes to change the basic watch schedule as defined in the union/FAA contract, can it be changed without contacting the union?

A. The rotational position to which you refer is actually a "specialist in charge" position, rather than that of an assistant chief. Normally, the authority of a "specialist in charge" is that which is necessary to maintain the routine operation of a facility. Time spent in such a position is not entered in an employee's training file. The proper place to reflect the nature of the duties and responsibilities of a position is in the official position description, and if the duties in question are significant for classification purposes, they should be included in your position description. You may wish to discuss these duties and responsibilities with your supervisor and/or a classification specialist in the regional Manpower Division. On your last question, as long as a union is the certified exclusive representative of the employees at a facility, management is obligated to deal with the union as their representative regardless of the union affiliation or nonaffiliation of specific employees at the facility. This obligation includes adherence to the provisions of a labor agreement covering the facility.

Q. I read your article about the friendliness of the Dulles controllers with great interest. I have always considered myself to be friendly over the radio. My supervisors agree, but say that friendliness has no place in ATC. However, the fault does not lie wholly with our immediate supervisors. On one of our evaluations (spy in the sky), we were gigged because a controller said, "Hi, Manuel" over the radio. On another evaluation, we were marked because a controller started the ATIS with "good morning." We have six FBOs here; several have asked us why we are no longer friendly (a couple of us stop in on our way home to chat). What prohibits us from being friendly? Another question: The PATCO

contract defines the watch schedule and shift assignments (Article 33). Our basic watch schedule has been established as 15-15-10-07-07. Our chief says he can assign these shifts in any order he wishes; e.g., 15-10-07-07-07 or 15-15-07-07-07. Is he right?

A. Your objective in exhibiting a friendly attitude is commendable and is consistent with FAA policies. The use of nonstandard phraseology, however, is not the method to be used in attempting to foster a friendly atmosphere. In many instances, the use of nonstandard phraseology has proven to be a major cause of system errors. We are attempting to strengthen the use of proper phraseology, and we need your support. There are desirable ways to meet our common objective. For example, the SF-160 Program is an excellent way for pilots and controllers to meet and discuss mutual interests. The visiting of stations, terminals and centers by pilots and other interested citizens is also of great value. All Air Traffic divisions have received copies of a videotape entitled "The Communication Gap," which clearly demonstrates the need for standard phraseology. It would be helpful if you and your local-fixed base operators were to view this tape in the near future. As to the watch schedules, Article 33, Section 1, of the new PATCO contract states, "Basic watch schedule is defined as the days in the week, the hours of the day, rotation of shifts and change in the regular days off. The basic watch schedule will not be changed without prior consultation with the union." Therefore, we must assume that the rotation of starting times has been a matter of consultation between your facility chief and the local union representative.

Q. Employees on Guam have been getting a 20 percent post differential. According to law, after an employee absents himself from Guam for 42 days, the post differential ceases. Employees also receive home leave each year between contracts. The problem arises when an employee is assigned a training course at the FAA Academy in conjunction with his home leave. Rather than lose his post differential the entire period he is on home leave or in school, the employee returns to Guam for a day or so just to re-establish the differential or restart the 42-day countdown. This is causing additional expenses what could be eliminated.

A. It is true that the post differential will cease after 42 days of absence on detail, leave or both. The practice of returning employees to Guam for one or two days between details and leave to assure continuation of the post differential is not endorsed by the agency. Leave and training should be taken consecutively. While the loss of post differential may occur in such cases, it should be recognized that the employee has been removed from the environmental conditions for which the differential had been paid.

Q. In recent months, much emphasis has been given to monitoring the shipment of hazardous materials

aboard aircraft. Order 8000.36, Flight Standards EEO Objectives, suggests the re-engineering of certain Flight Standards technical positions, deleting certain sub-professional and non-technical tasks and establishing other positions with lower grade-entry levels to allow employees to enter and progress to the technical level. A number of possible positions are given in that order, including Hazardous Materials Inspector in lieu of the GS-1825 Aviation Safety Inspector. Are any of the suggested actions being planned in the Southwest Region? If so, what qualifications will be required for a Hazardous Materials Inspector? Are any restructured positions being established in field offices, or will they be confined to the regional level?

A. The re-engineering of positions to lower grade levels for recruitment purposes has been limited due to a severe shortage of authorized manpower spaces in the Southwest Region Flight Standards Division. Management is faced with the problem of increasing workloads and decreasing manpower ceilings. This situation makes it extremely difficult to provide career opportunities as described in Order 8000.36. Positive efforts will be made to provide such career opportunities when manpower ceilings have been increased to a level commensurate with workload requirements. No specifics have yet been developed concerning what qualifications will be required or where the positions will be located.

Q. At my FSS, there is piped-in music, which has been played constantly at a rather loud volume. I do not happen to appreciate this music and it disturbs my concentration. Is there any way that such music can be turned down to a minimum noise level or completely eliminated? A complaint was made but was not heeded, as the majority appeared to desire the music.

A. The agency considers this to be a matter that should be handled at the facility level by consultation between employee and supervisor. In general, the agency tries to please the majority of its employees on such matters of comfort, and from your statement, it appears the facility did.

Is there something bugging you? Something you don't understand? Tell it to "Direct Line." Don't supply your name if you don't want to, but we do need to know your region. We want your query, your comment, your ideas—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 do provide a mailing address.

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

From Wrecker to Wrecking



Art by Leonard Fletcher

There's a quintet of controllers in Minnesota who are quite a destructive bunch, but really it's for a good cause.

The fact is that the five Rochester, Minn., Tower controllers see this delectory behavior as a form of environmental conservation. Their thing is tearing down old farmhouses and barns to clean up the landscape and conserve trees.

The five of them—Don Lauseng, Mike Dubesa, Roger Cleve, Bob Ehlinger and Lyle Hinkel—took on their first wrecking job as a lark and because several of them had home projects requiring lumber, an expensive commodity these days. What they found was not only useful lumber for themselves but saleable beams and weathered boards, old brass light fixtures, square nails, "wavy" old glass, leaded glass and old bricks.

"There's a lot of good lumber in those old homes and barns," says Lauseng, business manager of what they call the Plum Creek Demolition Company. "In many places here, people will give away the materials just for tearing the structures down. It's a lot less wasteful than burning."

Mike Dubesa, "chief demolisher," explained that many farms in the Rochester area have been consolidated, so there are often several sets of farm buildings when only one complex is needed. In other cases, houses were home-built, making it difficult to modernize them, even though the original workmanship was good.

So far, their sole investment has been in time and transportation, since good do-it-yourselfers like this fivesome had their own hammers and crowbars, the only necessary tools. Hinkel, who started the whole thing, is president of the company, and Ehlinger is termed the "expediter."

"One of the interesting things about the lumber we're getting," points out Dubesa, "is that a 2x4 is really a 2x4 in those old buildings. Some of it is homesawn, but most was cut to size at local sawmills no longer in existence."

Most of the wood they're finding is pine or fir. Cleve says they're looking preferably for oak-built structures for their next project. Cleve is the "complaint department," which has nothing to do with this story.

—By Marjorie Kriz

HEADS UP

EASTERN

Harold Consaul has transferred to the Albany, N.Y., Tower as deputy chief . . . Richard Schmidt was promoted to an assistant chief's slot at the Teterboro, N.J., FSS . . . William B. Bracken has moved on to assistant sector manager at the New York Center . . . A new assistant chief at the LaGuardia, N.Y., Tower is Jesse D. Cookson . . . Taking over as chief of the Airway Facilities Sector Field Office in Hagerstown, Md., is Raymond P. Gillich . . . John P. Ryan has become the assistant chief of the Engineering Branch of the Airports Division . . . Selected as chief of the Labor Relations Branch was Robert Hunter.

EUROPEAN

William Huebner, former senior FAA representative in Frankfurt, Germany, is now chief of the Flight Standards Staff in Brussels.

GREAT LAKES

Laurel Smalley reported aboard as chief at the West Chicago GADO . . . The new chief of the Flight Standards Division is R. Neal Whitten.

NAFEC

John A. Wolcott has been appointed manager of the Atlantic City Flight Inspection Field Office . . . John G. Presley has been named chief of the Airport Operations Branch, thus manager of the NAFEC-Atlantic City Airport . . . Appointed special assistant to the Center Director was Frank D. Munroe . . . Joseph I. Higbee got the nod as chief of the Experimentation and Evaluation Branch.

NORTHWEST

Kenneth L. Spencer has reported aboard as chief of the Pasco, Wash., Tower . . . Bruce F. Harpham has taken over as chief of the Tacoma-Industrial Tower in Washington . . . Grant Sorensen, former assistant chief of the Sea-Tac Tower, is now deputy chief of the Seattle Center . . . Charles Abnet is a new assistant chief at the Boeing Tower in Seattle . . . Named assistant manager of the Portland, Ore., AF Sector was Rod Gill . . . An assistant chief at the Boise, Ida., FSS, Bill Crouch is now chief of the Baker, Ore., FSS.

EFWJCTOJMLHEADSETUC
MSRECORDEGLBCRURIO
EHKWAUQSYSNPEVPLOTN
RWFCKTAITOHKFNJBPD
GUTHCNHDTCCSIFRQEQ
EOMEABUETAAYDPORPO
NWRAJQRNRVOTNVBFUCL
CATDIGITALRGNTWQZTL
YLLXHHJICPPUIOEUPRE
ZTVNTIGFOBPOWMCRKAR
FIXGRMAINTAINZTIFNX
LTDSPPEEDJESOPRFWSB
GUECTORRAXYYCOBNPE
CDCCGACAETZMCDPUQOE
IEEMAYTDTBQTNMRCYNV
NORDOAUICRAELISIDI
OENVKWAYAPAHKUBANTET
SHIFTRPLMACHQGDEQRA
RAXGRIYZOPFVEKKGIXM
ECNARAELOMICROWAVER
PQRTXPDLAWODFADTUGI
UZSVOCEANICUBCQITXF
SUXROJKURPZIDIKVUQF
INTERROGATORBHQEYWA

WORD SEARCH ANSWER

(Puzzle on page 15)

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 Page 3 of this issue.

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PANAMA GHOST . . . On Semaphore Hill, site of FAA's long-range antenna in Panama, there are "things that go bump in the night."

And someone standing the solitary and lonely midwatch on the 800-foot-high hill listens to the wind in the tall trees, the coffee boiling on the hot plate, the antenna dish rotating far overhead and thinks he hears, now and then, some sounds he can't explain.

Is it, as some contend, the ghost of an Air Force technician who fell to his death during the construction of the tower more than a decade ago? Or is it, as others insist, merely the product of overactive imaginations?

Jim Carr, the supervisory electronics technician on the hill, isn't sure but says his people who stand the midwatch report hearing footsteps and strange moaning sounds.

And Bill Collins, a newcomer to the facility, backs him up: "You hear something, I'll tell you that. I don't know what it is, but sometimes, especially when it's quiet, you hear things and they certainly sound like footsteps."

Adding to the mystery of Semaphore Hill is the fact that the facility is subject to tremors almost on a daily basis, according to Carr. Sometimes it gets a couple a day.

"As far as I know no one has ever checked to see what causes them, but we have them just about every day and the whole place shakes," Carr says. "You can actually see it."

Phil Hock, another recent arrival at the facility says the tremors make him nervous. "I don't go out of the building when it happens, but I do get near the door. And if it lasts more than a couple of seconds, I start thinking of bailing out."

All of this leads some people to speculate that Semaphore Hill isn't in the Canal Zone at all. They say it's in the "Twilight Zone."