

FAA WORLD

OCTOBER 1976



*Is it a good day
for an accident?*



Q We're at a field location where there are very few positions for clerks. Flight Standards offices have the majority of GS-5 and 6 slots. Each time a GS-5 position becomes available there, the chief hires from the outside at the GS-4 level. The GS-5 positions are never advertised because "no one is qualified who hasn't two years in Flight Standards." Why can't many years of FAA service in other divisions be substituted? Meanwhile, in two years, the GS-4s in AT and AF will be watching those same GS-4s in FS promoted into a position that they didn't even have a chance to compete for.

A As was the case in a response to a similar query that appeared in the June issue of FAA WORLD, the GS-5 positions in Flight Standards have been identified basically as clerical, but with specific technical duties and responsibilities not required by the clerical positions in other program areas. Although the June response dealt with Aviation Clerk positions, the same reasoning is applicable to the Applications Clerk series (GS-963-4/5) being referred to here. The duties of these positions are quasi-legal and require substantial knowledge of FARs. This experience can normally be gained only in a Flight Standards facility. Incumbents of these positions have the responsibility of issuing certificates based on their own determinations, where an incorrect decision could be hazardous to the flying public. This is not meant to derogate the importance of other clerical positions but to clarify the very real and vital differences that have resulted in the existing classification of these positions. When there is no one qualified to fill these positions, we must train our own Application Clerks from clerk-stenographer or Clerk-Typist positions. As we pointed out in the previous reply, persons interested in the career progression offered by Flight Standards clerical positions may wish to make inquiry to the appropriate Employment Branch staffing specialist about procedures for requesting in-grade/downgrade consideration.

Q I am a cooperative education student with the FAA in the GS-301 series. If I should be converted to a GS-2152 controller upon completion of the program, will all the time from my entry on duty date, including leave without pay, count towards my retirement date?

A All of the time beginning with the EOD date as a cooperative education student is creditable towards retirement, including LWOP, as long as the LWOP doesn't exceed six months in the aggregate in any calendar year.

Q Paragraphs 48, 48a and 48b of Handbook 3120.4D were cancelled. These paragraphs outlined the qualifying experience used when

selecting personnel for the staff position of EPDO and EPDS in air traffic facility training departments. Can you provide any background or rationale for canceling these paragraphs?

A The cancellation of these paragraphs was completed in an effort to remove an unfair and arbitrary setting of qualifications that were found to be unnecessary for the Evaluation and Proficiency Development Officer and Specialists position. Specialists will now be judged on a broader set of circumstances, thereby permitting a more valid selection process.

Q I bid on a vacancy in my region and was notified that I was eligible and that my name had been referred to the selecting official. An outside candidate was selected for the position. The selection announcement indicated there were 12 bidders, but it didn't indicate how many were eligible bidders. Please explain how an outside candidate was selected in lieu of an eligible agency candidate. Do regulations permit government employees of other agencies to be considered as eligible bidders on a vacancy advertised under MPP?

A The merit promotion selection process is one that is often misunderstood. Eligibility for a position does not ensure selection but is merely an indication that all basic qualifications for the position have been met. Eligible candidates are rated and ranked based on experience, education, training, awards and performance. Usually from three to five of the best qualified are referred to the selecting official for consideration; however, the number of candidates referred may be modified. The selecting official may select any candidate on the promotion list, but he is not required to do so. He may fill the position through internal placement procedures or by the selection of an outside candidate. However, an outside candidate may not be appointed to a higher grade position than his last position or to a position with known promotion potential unless he is evaluated under competitive procedures with agency employees and found to rank among the best qualified. FAA Order 3330.1A encourages the resolution of MPP complaints by informal discussions between employees and their supervisors. In the event an employee cannot resolve his complaint in this manner, the complaint should be processed in accordance with formal grievance procedures or Chapter 6 of Handbook 3330.6B.

The cover: As the traffic builds in a busy terminal area, are the controllers facing a good day? Are the pilots? Are there such things as predictable good and bad days? The story on page 4 looks into the theory of biorhythms and its significance for aviation.

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EDITORIAL

Managing The Public Business

Administrator McLucas (left) listens to team supervisor Harris Benoit explain tower operations at Dallas-Fort Worth International Airport.



Anyone who reads the newspapers knows that the Federal government has not been getting a good press in recent years, and more particularly, in recent months. It's criticized as being too big, too expensive and too pervasive by all areas of the political spectrum.

There is a certain validity in these criticisms, but to a large extent all government agencies are caught between those who want more and better services, and those who want to reduce expenditures, which, by the way, are not mutually exclusive. The problem is that many are anxious to criticize a budget, but few are willing to take the steps necessary to achieve meaningful cost reductions. I saw this again and again as Secretary of the Air Force with respect to base closings, and I see it again now with respect to such programs as FSS automation and phased closings of stations.

No one is more aware of the problems and complexities

of big government than those of us who work for it. More than anyone else, we are acutely conscious of having to work within prescribed and restricting budgets and thus are concerned with holding down costs. Good management has the same premium in the Federal service as it does in private industry.

I think I can be pretty objective about the relative merits of Federal employees, having spent more than half my working life in private industry. Unequivocally, the average FAAer does not fit the bureaucratic stereotype. Traveling around the country, visiting one field facility after another, I have been continually impressed with the people I meet. They comprise a skilled and dedicated corps of professionals who have pride in themselves, in the agency and in the jobs they are doing. It is such attitudes that lead to good management and good husbandry of the taxpayer's dollar.

John L. McLucas
JOHN L. McLUCAS
Administrator

IS IT A GOOD DAY

FOR AN ACCIDENT?

A look at the biorhythm theory

Everyone has their good days, their bad days and some days they don't even want to talk about. But are these days cyclical, and can the good and bad days be predicted from the moment of birth, as advocates of the biorhythm theory claim?

Supporters of the biorhythm theory believe that human beings are governed by three cycles: a 33-day intellectual cycle, a 28-day emotional cycle, and a 23-day physical cycle. These cycles are usually depicted by a sine curve, with positive or high phases describing good days, negative or low phases describing bad days and zero or crossover points describing "critical days"—those days when poorest performance and greatest susceptibility to accidents is expected.

It is biorhythms' purported ability to predict those "critical days" and the theory's possible implications for aviation safety that aroused the interest of

Dr. Robert Yanowitch, a psychiatrist who works in FAA's office of Aviation Medicine, and three other scientists—Maj. John Wolcott and Lt. Col. Robert McMeekin, both of the Armed Forces Institute of Pathology, and Robert Burgis of the National Transportation Safety Board. They have worked together many times on studies of pilot behavior.

According to the biorhythm theory, the critical days, which occur about six times a month and generally last 24 hours, are supposed to represent periods when people are most likely to experience accidents. If the theory is true, then the researchers thought biorhythms might have potential as an accident-prevention tool.

But their study has led them to conclude that the current widespread interest in biorhythms is nothing more than a "fad," as Dr. Yanowitch puts it. The researchers concluded that "no significant correlation could be found between the occurrence of aircraft accidents and biorhythmic critical periods or negative phases of the pilots."

In the course of the study, the scientists reviewed information on 4,279 pilot-involved accidents obtained from the U.S. Army and the National Transportation Safety Board. The data were evaluated using a statistical test that enabled them to determine whether the correlation would have occurred by

chance alone or was actually the result of biorhythms.

Dr. Yanowitch and his co-workers found no statistically significant deviation from what would be expected from chance occurrence. In fact, they found that of the total number of accidents they investigated, only 20.78 percent occurred on "critical days"—not a significant deviation from the 20.36 percent expected rate.

Their findings contradict another major study conducted by Jacob Sanheim of the Naval Weapons Support Center in Crane, Ind., of 776 accidents from industrial, motor vehicle and community sources. Sanheim concluded that in 41.75 percent of the cases, the accident occurred on the critical days of the person involved—an accident rate that is approximately double that which is generally expected. Several other studies support Sanheim's correlation between accidents and biorhythmic criticality.

But Dr. Yanowitch and his co-workers criticize the procedure used in many of the studies supporting biorhythms. They claim that in many of the studies, the size of the sample was too small,

the statistical testing in some of the studies was incorrect and the length of the "critical period" was not clearly defined. (The critical period varied from 24 to 72 hours.)

Despite evidence contradicting the theory, the notion that human life may be cyclical seems to be appealing to those searching for a simple reason for their up and down days, and biorhythms seem to be catching on with the general public.

Actually, the cyclical theory of human nature is not all that new. The emotional and physical cycles were first discovered in the early 1900s by Hermann Swoboda, a Viennese psychologist, and Wilhelm Fleiss, a Berlin physician. Fleiss considered the 23-day physical cycle and the 28-day emotional cycle to be evidence of the fundamental bisexuality of human beings, with the physical cycle representing male characteristics and the emotional cycle, female characteristics.

The intellectual cycle was added to the theory in the 1920s by Alfred

Teltscher, an Austrian engineer and teacher, who observed the cyclical nature of his students' academic performance.

Although the theory may not be new, it is just recently, with modern computer technology, that biorhythms are gaining popularity in commercial use. The biorhythm theory has been used to evaluate sports performance, accidents and safety, police and criminal behavior and industry employee performance. Allegheny Airlines and United Airlines have experimented with charting the biorhythmic cycles of their employees, and one industrial concern—the Alan Wood Steel Co. of Conshohocken, Pa.—in charting the cycles of its employees found that "between 80 and 84 percent of all accidents in our plant occurred on a critical day for the employees involved."

Dr. Yanowitch would not find these increased accident rates threatening to his study nor would he be surprised if a biorhythm program that educated employees about their critical days re-

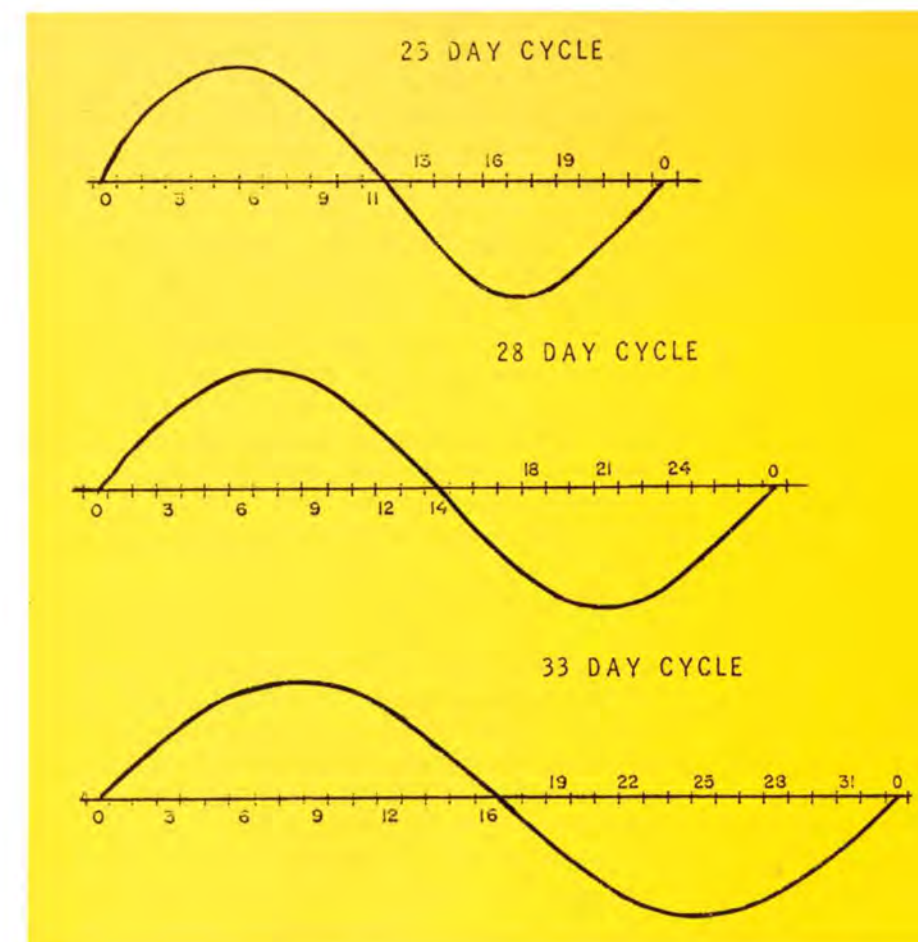
sulted in fewer accidents. The most recent study in which Dr. Yanowitch was involved states that "even if the theory is not valid, it is not too difficult to envision a reduction in the number of accidents when workers are briefed, prompting that extra care be taken around each critical period. Critical periods occur about six times per month. Being careful one day before and one day after each period means being careful over 50 percent of the time."

Still, there are people who swear by their biorhythmic charts, who won't go out of bed on their "critical days" and who cite disastrous consequences if they do.

Dr. Yanowitch has a simple response to these people. It's the "psychological factor," he says. By forecasting a person's biorhythm, you are, in effect, casting that person in a role, and most people will adapt to the role assigned them. "If you tell a guy he's going to have a bad day and he should stay in bed, if he does get up, he might very well cause an accident."

The theory has a "self-reinforcing" nature, which helps to account for its increasing popularity, according to Dr. Yanowitch. "The usefulness of the theory is reinforced each time a bad day occurs in conjunction with a critical period or low point in an appropriate cycle. Likewise, good days on expected good days strengthens the theory."

—By Susan Malkin



These sine curves show the periodicity, critical periods and highs and lows of the three cycles that people are subject to according to biorhythmic theory.

FEDERAL NOTEBOOK

KICKER KOMPROMISE

While the Senate has voted to dump the one percent annuity kicker by revising the pension system, the House Post Office and Civil Service Committee has considered three proposals to soften the blow of killing the kicker. ■ The plan of Chairman David Henderson (NC), which is said to have the most support, would shorten the time between the Consumer Price Index "trigger" and the effective date of the increase. The kicker was originally designed to compensate for this delay. ■ Another proposal by Rep. Richard White (Tex) would provide separate additional compensation for the existing five-month delay between the CPI rise and the effective date. ■ The third plan, supported by Rep. Norman Mineta (Calif), is actually the White plan delayed until Fiscal 1978. ■ Under the Senate's version, pensions would automatically be recomputed every six months and raised as much as the increase in the cost of living. Under this proposal by Sen. Lawton Chiles (Fla), the CPI wouldn't have to rise any particular amount to trigger an increase.

MORE ON RETIREMENT

The Senate Civil Service Committee approved the House-passed bill that requires Federal agencies to absorb the full costs of the salaries of rehired government retirees. This would eliminate the financial benefit to agencies of hiring retirees over hiring or promoting active employees. Now, agencies pay only the difference between the retiree's annuity and the job's salary. ■ Because a number of Senators thought they were voting for it instead of to table it, a tax bill amendment by Sen.

Joseph Montoya (NM) that would have provided for Civil Service pension tax exemption was tabled by a vote of 45 to 40. The amendment would have exempted Federal pensions from income taxes up to the maximum of Social Security pensions, which are already tax-free. Except for the confusion, the amendment had been expected to pass. Montoya will reintroduce it again next year.

UPBEAT CSC NEWS

Civil Service Commissioner L.J. Andolsek has criticized government critics in a speech before the National Assn. of Postal Supervisors. He denied that civil servants are underworked, overpaid, unproductive and overly secure in their jobs. They do a full 40-hour week and "most of them lean into it with vigor," he said. And he pointed to the number of Federal employees who are fired for cause each year. He told the gathering that he believed in the Federal employee's devotion to public service and noted the long list of civil servants' accomplishments. ■ CSC told a meeting of personnel directors that it is not CSC's or the Administration's intention "to undertake an over-zealous grade-cut campaign" in its review of job classifications. To ensure the equity of pay systems and effectiveness of organizations, CSC will make a one percent random sample survey of agencies' job classifications with periodic follow-ups. It's not a one-time campaign, CSC said. ■ Robert Hampton, CSC chairman, wrote to Hawaii Gov. George Ariyoshi that the commission has declined to endorse A GAO recommendation for abolishing the cost-of-living allowance for Federal employees in Hawaii.

Tuesday, July 20, started out to be another routine day for two New England Regional Office secretaries, but it wasn't to remain that way for long.

Christina Dalton of the Personnel Management Division was tapped to assist in the emergency delivery of a baby before she could leave for work that morning, and Kennetta Eberle of the Logistics Division found herself in a high-speed chase of a shoplifter.

Ms. Dalton's escapade began at 7:15 a.m. as she was about to leave her apartment for work. Responding to frantic knocking on her door, she found two very excited persons who could not speak English beckoning her to an apartment across the hall.

There, she found a woman who was in the late stages of labor. She, too, couldn't speak English. Dalton wanted to rush the family to the hospital in her car, but the mother-to-be became hysterical and would not leave the apartment. She helped the woman back into bed and called the "911" emergency number.

Firemen from a nearby station were in the apartment in a couple of minutes. As the fireman in charge rattled off the standard list of necessities—like towels, scissors, etc.—Dalton ran around gathering the items. The speedy re-



A department store security officer presents a check to Kennetta Eberle, New England Region Logistics Division, as a reward for her assistance in collaring a shoplifter.

SECRETARIES TO THE RESCUE!

sponses of Dalton and the firemen paid off, for five minutes after the firemen arrived, a child was born.

"Guess why I'm late?" Dalton asked her co-workers rhetorically when she walked into the office over an hour late.

The next day, the new father gave her a bouquet of flowers and thanked her profusely.

Kennetta Eberle had already put in half a day's work when her adventure started. As she drove by the front of the headquarters building on her way to lunch, a man, his arms flailing, waved her to a stop. Identifying himself as a plainclothes security officer from a nearby department store, he asked her to drive him quickly to the farthest point of the FAA parking lot.

There, the officer leaped from the car and ran across an adjacent field and into the woods.

At this point, a second security officer approached, identified himself and asked her to drive him out of the parking lot and along a road that led to the other side of the woods into which the first officer had disappeared. This she did at top speed, then turned into a side road that bore "no trespassing" signs. When he told her to stop, he jumped out and snared a man running from the woods. She overheard the suspect say, "Aw, give me a break; I just got out of jail!"

Eberle drove the officer and the suspect back to the department store, where she was asked for her name and address and given thanks for her cooperation.

Virtue was rewarded again, when the store called her the next day to say that there was a check for \$25 waiting as an expression of appreciation.

—Story and photo by Mike Ciccarelli

This news is based on information from non-FAA publications and does not reflect FAA policy or opinions.

BLACK PILOTS GROUP

EARNED THEIR WINGS THE HARD WAY

The way Robert H. Daniels, Jr., looks at it, he was three days ahead of everyone else in the invasion of southern France in World War II. But if it hadn't been for the honor of the thing, he'd just as soon have waited for the others.

That's because, for Daniels, a data system officer at the New York Common IFR Room, the price of beating the rush was having the engine of his P-51 knocked out by enemy gunfire, ditching an aircraft that seemed determined on having a second career as a submarine and spending the rest of the war in German prisoner-of-war camps.

That was 32 years ago, but the memories of those days were still vivid in Daniels' mind and in the minds of many of his comrades as they met in Philadelphia recently for the annual convention and reunion of the Tuskegee Airmen, Inc.

The organization gets its name from the town in Alabama where they trained for World War II, and its members are the men who served in this country's first and only all-black fighter and bomber units.

In addition to Daniels, 21 of the approximately 2,800 pilots and airmen trained at Tuskegee are FAA employees. These include William E. Broad-

water, Airspace and AT Rules Division chief, the organization's newly elected president, and Spann Watson of AT's Military Activities Branch, its outgoing president.

Among the FAA employees at the convention were Roscoe Draper of the Philadelphia Flight Service Station, who was a civilian instructor at Tuskegee when the units were being trained. (Also see box at right.)

Among those at the convention who are not FAA employees was Alfred (Chief) Anderson, a pioneer black pilot, who also helped train the Tuskegee Airmen and who is still training pilots in Tuskegee.

The convention would have been a disappointment to those who believe that former combat pilots spend all their time reliving old dog fights when they get together. For the most part, the talk was mostly about people and where they are now and what they are doing.

And there was little mention of the segregationist policies of the army at the time—policies which have since been abolished in the armed forces—that dictated the formation of the units.

But that doesn't mean that they've been forgotten.

Daniels, for instance, recalled applying for the Army Air Corps in the mid-1930s and getting a reply bearing the

signature of the then-Secretary of War. It said that "there is no provision for the training of colored men in the Army Air Corps."

And another remembers that "even with my lieutenant's bars and my wings, I still had to sit in the back of the bus."

The Tuskegee airmen didn't like it, but they endured it. They endured it because they believed that theirs was an unequalled opportunity to prove that, given the opportunity, blacks can do as well as whites, even in the demanding job of combat flying.

And they know that they did. They don't talk about it much anymore. But they haven't forgotten it either.

Charles W. Cooper, special assistant to the chief of Northwest Region's Flight Standards Division, joined the FAA after serving 24 years in the Army Air Corps and the Air Force, retiring in 1970 as a lieutenant colonel. Like Daniels, he flew P-51s in combat in the Mediterranean Theater.

He's proved his ability in logging more than 9,000 hours of flying time in a variety of civilian and military aircraft, ranging from a Piper Cub to the F-86 jet fighter.

But, back to Daniels. He eventually did get in the Air Corps. On Aug. 12, 1944, he found himself over the port

(Continued on page 13)



Tuskegee Airman Robert H. Daniels, Jr., a DSS at the New York TRACON, uses a model of a P-51 fighter to describe his World War II experiences in southern France.



Charles W. Cooper of Northwest Region's Flight Standards, another Tuskegee Airman and P-51 pilot, also serves as a pilot proficiency examiner. Photo by Ken Shake

THE ROSTER OF FAAers

In addition to those mentioned in the story, the following FAA employees are members of the Tuskegee Airmen, Inc.:

Joseph Bennett, Teterboro, N.J., GADO; Elliot Blue, Aviation Security, Eastern Region; Roy Ely, Atlanta GADO; William Francis, Flight Standards, Central Region; Al Harrison, Flight Standards, Headquarters; and Mark Hunter, Civil Aviation Security, Headquarters.

Also John A. Johnston, Jr., Cleveland ARTCC team supervisor; Bernard Knighten, Flight Standards, Eastern Region; Charles Myers, Indianapolis FSS; Luther Pugh, Logistics Service, Headquarters; John Roach, Flight Standards, New England Region; Ted Robinson, Washington FSDO; Lew Still, Air Traffic, Headquarters; J.T. Valentine, Logistics Service, Headquarters; Luke Weathers, Executive Secretariat, Headquarters; and Kenneth White, chief of the Minneapolis FIFO.



TRIPLE DUTY—Luis Gonzalez (second from left), Headquarters Spanish Speaking Program Coordinator, conferred with Rocky Mountain Region Director Mervyn Martin; Juan Ramirez, DOT SSPC; and Paul Maestas (right), Rocky Mountain Civil Rights chief in Aurora, Colo., this summer. The purpose was to commemorate Maestas' appointment, give special attention to RM's having the highest concentration of Spanish-speaking people and participate in a joint exhibit at the GI Forum Convention.

TOP FSS—Richard L. Cook (left), chief of the Dallas FSS; Southwest Region Director Henry L. Newman (center); and FSS specialist James T. Humphries look over the selection brochure that served as the basis for the station's winning the regional FSS of the Year Award for 1975.



FACES and PLACES



GREAT MINDS AT WORK—Pete Banahoski (right), an electronics technician in leased communications, also received a letter of commendation from President Ford (and a Special Achievement Award), here presented by Great Lakes Region Director John Cyrocki, for his eliminating telephone equipment at the Indianapolis ARTCC. This suggestion will save the government about \$32,000 annually.



HATLESS DERBY-ERS — Ohio State University tower controller Connie Huffman (right) and commercial pilot Judy Alcombrack flew a Bonanza recently in the last Powder Puff Derby. Huffman's father, Conrad Zimmerman, was a CAA controller and Academy instructor.



GETTING THE MESSAGE ACROSS—Jerry Biron, acting chief of the New England Air Traffic Division appeared on a Boston TV news program to discuss the air traffic system and aviation safety. Photo by Mike Ciccarelli



MR. OPPORTUNITY—John Alston (third from right), Western Region civil rights staff officer, was recently presented with the Federal Employee Distinguished Community Service Award by the San Francisco Federal Executive Board and a congratulatory letter from Region Director Robert Stanton. Attending the FAA ceremony were (left to right) Jack Robitaille, ATSCF chief; Jim Mason, IATSC chief; Donald Brink, area coordinator; Alston; Joe Budro, SWAP chief; and Jerry Luce, San Francisco tower chief.

IDEAS PAYOFF—A cash award and a congratulatory letter from President Ford went to Jessie M. Wilson (left) for a suggestion that will save the government \$6,448 the first year. Here, the electronics technician at the San Antonio AF Sector explains to Paul N. McMullen, assistant Airway Facilities Division chief, how his electronic communications equipment can substitute for leased telephone lines.



DIGGING IN—Shovel-wielders at the ground-breaking ceremonies for the new New York TRACON at Mitchel Field, Long Island, are (left to right) William Flener, Associate Administrator for AT and AF; Eastern Region Director William Morgan; Nassau County Executive Ralph Caso, Region II Sec Rep Bayard Foster; and contractor manager Joseph Platt.



TOP OFFICE—A smiling John Law, chief of the Minneapolis Air Carrier District Office, accepts the national Flight Standards award for his ACDO for 1975 from Curt McKay, chief of the Air Carrier Division of the Headquarters Flight Standards Service. Photo by Ett Shalin

IT PAYS TO PITCH IN



Technicians Paul Seewerker (left) and John Kubiak guide the ASR-8 antenna sail as a crane starts lifting it to the top of a 75-foot tower.

A measure of dedication is the extra inch given on the job, but why should Airway Facilities technicians volunteer to work hard on jobs they are not required to do? The answer is enlightened self-interest that still is a mark of dedication.

In addition to just being helpful and gaining a pleasant camaraderie, Great Lakes technicians recognized that lending a hand in the installation of the new \$600,000 airport surveillance radar (ASR-8) at Detroit Metropolitan-Wayne County Airport would pay off in gaining knowledge that makes working with the system easier later on.

F&E electronics technician John Kubiak went to school for two weeks to learn enough so he could sign-off on the installation by Texas Instruments employees of one of the first solid-state systems. Helping on the job enabled him to keep track of every facet. "My job is a lot easier if I help," he said.

Of course, rank has its privileges, and Daniel Reid, manager of the Detroit AF Sector, could have stood around and watched the day the antenna sail went up. Instead, he was in

there with the others, wearing a hardhat and tightening bolts. Reid's job really began after the commissioning, when he had to supervise maintenance by his crew.

Watch supervisor Phil Spada and Paul Seewerker, technician-in-depth on radar, spent many hours on the project. Spada directed placement of the sail via walkie-talkie with the crane operator.

According to Roger Muggli, chief of the regional AF Radar/Data/Automation Engineering Branch, the ASR-8 manufacturer had 60 days in which to complete installation of the radar, but finished a week early because of the technicians' cooperation. "Cooperation pays off," he said, "because it is on-the-job training for agency people, who thus are better prepared to take over. It gets us a better product."

The ASR-8 antenna structure is 75 feet high, 30 more than the old one, to eliminate a problem from trees that grew taller than expected. It has a new type of amplifier for increased reliability and coverage over a 60-mile radius. It also has electronic tilt features and



Take 'er away, signals supervisory electronics technician John Kubiak after securing a cable to the beacon antenna.

two feed horns, with high and low beams that are programmed to switch from one to the other for reduction of ground clutter. The new system was designed to accept other features at a later date.

Maintenance costs, both in actual dollars and in manhours, are estimated to be far less because of its solid-state electronics and because it will have a monitor in the Detroit TRACON. This will permit technicians to continuously check the system without going to the antenna site on the other side of the airport. Because of the dual frequency channels and the highly sophisticated, more reliable electronics, much less maintenance downtime is expected.

The Great Lakes Region plans to install six ASR-8s this year at busy airports with ARTS III radar. The antennas they replace will move over to airports getting ARTS II radar.

—Story and photos by Marjorie Kriz



With hardhat and wrench, Detroit AF Sector chief Daniel Reid pitches in for the installation of a new ASR-8 antenna.

Black Pilots Group *(Continued from page 9)*

city of Toulon in the south of France as part of a mission to knock out German radar units there in preparation for the invasion.

He recalled that because it was a precision strafing job, he and his fellow pilots had to go straight in without taking evasive action. And the Germans replied with 20-mm ground fire.

"The first hit knocked out my cooling system. The second hit knocked out the engine. I was 30 feet off the ground," Daniels continued, "and I had a choice of ditching in the harbor or pulling up and bailing out. But the Germans had put up a smoke screen and I was afraid my buddies wouldn't see where I landed if I bailed out. So I decided to ditch."

Daniels said he knew what was going to happen when the big air scoop on the

bottom of the P-51 hit the water, so he tried to hit with the tail dragging to take away some of his forward speed.

"But it didn't do any good," he continued. "When that scoop caught the water, the aircraft began the equivalent of a power dive. So I freed myself as fast as possible, pushed myself out and floated to the top."

"I didn't inflate my dinghy and I only inflated half my life vest in the hope that the Germans wouldn't see me and I could be rescued. But it didn't work. They sent a boat out, and half an hour later I was ashore and a POW."

"So," Daniels continued, "I figure I was the first man ashore in the invasion. The rest of them didn't come ashore until three days later."

—Story and photos by Fred Farrar



Kenneth White (left), chief of the Minneapolis FIFO, and Charles Myers of the Indianapolis FSS relive their experiences as Tuskegee Airmen at the convention.

Q I recently returned from a six-week official business trip from Atlantic City, N.J., to the West Coast. Instead of returning to my duty station from Los Angeles, through Philadelphia to Atlantic City, I took a few days annual leave that took me from Los Angeles, through Dulles to Roanoke, Va. My luggage was ticketed through to Roanoke, but was lost, I believe, between Los Angeles and Dulles, since I witnessed the luggage transfer at Dulles and did not see my luggage there. The airline reimbursed me to their maximum allowance, which was less than half its value. I then filed a claim under the provision of the Military Personnel and Civilian Employee Claims Act of 1964. My facility's legal counsel disallowed the claim on the basis that when I changed my destination, I was out of government responsibility. My contention is that the government has the responsibility to get me back to the East Coast. Since the General Accounting Office has disclaimed jurisdiction, what is my next action?

A FAA Handbook and Order 2700.14A allow employee claims for loss of personal property, while in transit, only if the loss was "incident to service with the agency." Therefore, the critical issue is: Was a loss of an employee's personal baggage considered "incident to service and within the scope of his employment" when the loss occurred following authorized official travel? The legal counsel has taken a position that such a claim is not compensable since the employee was not on official travel status. Using the analogy of workmen's compensation to determine the scope of an employee's authority, the counsel correctly determined that a deviation or detour from the employee's business for purely personal reasons caused acts occurring incident thereto to be outside the course and scope of his employment. Much law clearly supports this position. It is well established under the law of *respondeat superior* that an employee on leave is not said to be acting within the scope of his employment. Had the employee traveled on a direct route without personal deviation, then his claim would be incident to service within the contemplation of the statute and administrative guidelines. The FAA was not the guarantor of an employee's luggage throughout all phases of an employee's travel. We could conclude, therefore, that the loss of luggage is non-compensable. Any further legal steps would be up to the employee and his own attorney.

Q I have been bidding on various assistant chiefs' positions (GS-11) in the Southwest Region for several years. As a GS-10 in a Level II station, I have been referred to the selecting official many times. Recently, I heard rumors that unofficial region policy requires Level III journeyman experience

in order to qualify. I disputed the statement until it was pointed out that the last five Level II assistant chiefs were ingrades from Level III stations. Please confirm, deny or justify this apparent illegal practice.

A Guidance for selection to FSS supervisory positions are found in Order 3330.1A, SW SUP 1, and Order SW 3330.11A. The official policy and intent in all selections is that the best-qualified applicant available will be selected. Selecting officials—facility chiefs—are required to review the qualifications of all candidates referred to them and to select the best-qualified candidate on the list. Selecting officials should consider all elements deemed necessary for successful job performance, including subject matter knowledge and skills, program knowledge, supervisory skills, supervisory aptitude or potential and the ability to work well with others. Some factors that contribute to these skills and knowledge are type, length and quality of experience. As an example, a candidate having successfully performed at the full-performance grade in all three station categories should have been exposed to a greater variety of situations than the candidate that has served an equivalent time in only one or two levels of FSS facilities. Another significant factor is a willingness to relocate. One indicator that an employee will be available in the future for positions of greater responsibility is his record of mobility. In any event, there is neither an official nor an unofficial policy that requires Level III station experience for selection to these positions.

Q I was placed on involuntary sick leave and then my supervisor initiated a disability retirement for me. I've run out of sick leave now and he is placing me on annual leave. Prior to that, he asked me if I desired leave without pay or annual leave. I was under the impression that I was to be carried on borrowed sick leave or administrative leave. Since I don't believe my disability is as bad as claimed, I'm concerned about all this leave, which was involuntary, if I am put back to work.

A The employee was placed on leave without pay because he opted not to use his annual leave. The action was taken in accordance with FPM 831-1, Sub-chapter S10-10a(6), which requires the agency "to retain an employee in an active-duty status pending decision of the Bureau of Retirement, Insurance and Occupational Health on an agency application for disability retirement, except that the agency, on the basis of medical evidence, may place an employee on leave with his or her consent or without when the circumstances are such that retention . . . may result in damage to government property or may be detrimental to the interests of the government or injurious to the employee, fellow workers or the general public. If the leave account of the employee is or becomes

WORD SEARCH

Answer on page 19

Here is the argot of the electronics technicians who work on computer display channels (CDC). Try your hand at finding the hidden words and contractions involved in this ARTCC specialty. The words read forward, backward, 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 77 words can be found. Circle those you do find and cross them off the list. The word "coil" has been circled to get you started. When you give up, the answers may be found on page 19.

If you enjoy solving these puzzles, perhaps you might also enjoy creating one. Send us a word list of a category of words or names in the FAA or aviation lexicon, a grid of letters and another copy of the grid showing the circled answers, together with your name, functional title and facility. Limit the grid to approximately 20 characters in each direction.

By "D" Crew, Kansas City ARTCC

ELACSI BYROTCENNOCUCA
GIYMEBACOIMRETAEHLOE
ACFMLLTEOAYALREVOTNU
SIISEUSHORTIMEOCKRDD
CNTRAABATTERYPKMECUR
CTCMCCTEKSAGAMSUHVCA
TEEEOUUDUUNIPMALPHOTO
RGRETLIFNUSNELABELCB
AREAAROTICAPACCDCTAY
EAGANUDMODULEPIHCSIE
RTUUGIEITUBEMNOTBONK
OELREOLOCRYSTALAMSNR
TDAONSLCAYEIEFGEEIRO
SCTSTHRATBRLOADASNOW
IIONTABANOBOPOUTMETT
SRREFFUBOADRMAADAPSE
NCESATKECLEANEROAUIN
AUAREPCFUWLSHUMNUISA
RIIRKAAAMOIAAIEHAUEEO
TTIODMJPROYGULPSARK

AMPS
ANALOG
ARC
ARTCC
BATTERY
BUFFER
CABLE
CAPACITOR
CARD
CASE
CCM
CDC
CFU
CHIP
CHOKE
CLOCK

CIRCUIT
CLAMP
CLEANER
COIL
CONDUCT
CONNECTOR
CONTACT
CRT
CRYSTAL
DELAY
DIODE
FAN
FILTER
FUSE
GAP
GASKET

HEATER
HEATSINK
INTERGRATED CIRCUIT
IOC
JACK
KNOB
LABEL
LAMP
LENS
LOAD
KEYBOARD
LUBE
MAGAMP
MAP
MEMORY

MODEM
MODULE
NAS
NETWORK
NUT
OHM
OVERLAY
PAD
PANEL
PHOTO
PIN
PLUG
POWER
RECTIFY
REGULATOR

RELAY
RKM
RMC
RMIOC
SCALE
SENSOR
SHAFT
SHORT
SINE
SPARK
SMMC
TANGENT
TRANSISTOR
TUBE
VOLTS

exhausted, any suspension or involuntary leave without pay must be effected in accordance with applicable laws, executive orders and regulations." The proper sequence for placing an employee on involuntary leave pending disability retirement is sick, annual and LWOP. If this sequence was followed, the action was proper. Your supervisor was correct in taking the action he did. There were no administrative duties for you to perform; you were not willing to take voluntary action for disability retirement, and to return you to an ATCS position not only could have been detrimental to the interests of the government or injurious to the general public but would have been in violation of the CSC medical qualification standards. Under the provisions of FAA Handbook 3600.4, Chg 2, para. 40a(6)(b), sick

leave cannot be advanced to an employee for whom the agency has filed application for disability retirement, and the agency has no authority to grant excused absence (referred to as administrative leave) in cases such as this. Title 5, USC Section 5596, provides for back pay and restoration of benefits to employees in cases of unjustified or unwarranted personnel actions. The Comptroller General has ruled (unpublished decisions B-156450, Apr. 13, 1965, and B-167317, Sept. 5, 1969) that placing an employee on involuntary leave pending CSC action on an application for disability retirement does not constitute an unjustified or unwarranted personnel action when the decision that the employee was incapacitated for duty was based on competent medical findings.

A FLOSSY FORD FOSSIL

It wasn't a Bicentennial project, yet a seven-year task and an 18-year dream became a reality in 1976 for an FAAer who is a direct descendant of Martha Washington.

For Barbara Abels of the Western Region Public Affairs Office, the dream was the complete restoration of her first car and first love—a 1955 Ford Crown Victoria. When Barbara first saw the Crown Vic, it was already three years old, having been purchased originally by a Walt Disney Studios employee. "It was love at first sight," recalls Barbara, although she couldn't have realized at the time that it was to be a love affair spanning nearly two decades.

What she had acquired was the top of the Ford line for that year and one on which the production had been limited. It was a post-war dream car based on several experimental models

of the early Fifties. It differed from the other Victorias of the period in the stainless steel tiara across the roof. Most of the other experimentals perished in a fire at the Ford Rotunda. Some auto buffs say that had the Crown Vic succeeded, Ford styling might have taken a different turn.

After a few years, Barbara could no longer handle the mounting upkeep and sold the car. She missed the car and was dismayed to learn later that it had been grossly abused—its upholstery and finish had been ruined and it had been run until it quit.

After several years, she spotted the same Crown Vic, bearing a "for sale" sign, while driving on an unplanned route. She decided that she had to have it again. The car's appeal was infectious, for its current owner had been attempting to restore it and, now that he was selling it, interviewed Barbara much as a prospective foster parent might be.

The sale was consummated, and Barbara began what was to be a seven-year pleasurable ordeal to restore the Crown Vic to its original gleaming condition inside and out.

She found that the heater wouldn't heat, the windshield wipers wouldn't wipe, the electric windows wouldn't work, the windshield leaked, the rear engine seal leaked and the paint and interior were still in their abused state.

The problems mounted almost be-

yond belief: mechanical breakdowns that resulted in a need for new parts, a newer engine and a new transmission; hidden, deadly rust that started to come through; incompetent, unscrupulous and often ignorant repairmen; unavailable, obsolete parts; requirements to conform to new safety and pollution standards; and vandalism. She also faced friends who chided her on acquiring a piece of junk that would nickel-and-dime her to death and repair shops that just didn't want to get involved.

Despite the seemingly endless frustrations (like finding that insignia mounting holes on a junk-yard acquired door didn't line up after the car had been painted), Barbara and her pocket-book saw it through. Soon after its completion, someone suggested she take the car to an Early V8 Ford Club of America show, even though the club was primarily for pre-1948 cars. Barbara's pride was complete when club officials asked her to park the Crown Vic alongside the few selected antique beauties that were slated for display. She has now joined the Southern California and national chapters of the club.

One of Barbara's other hobbies is collecting unusual music boxes. Now, she's seeking a miniature replica of a Crown Victoria that she can convert to a music box that will play "Those Were the Days."



A FALLEN COMRADE

Dorn, one of two bomb-sniffing dogs at Miami International Airport that were featured in a story in last April's FAA WORLD ("A Cold Nose for Hot Cargo"), died in August of a heat stroke.

The German Shepherd and another dog similarly stricken were helping officers from the Dade County Public Safety Department search a field in near 90-degree heat for two men who had attempted to rob a nearby church of its Sunday collection. A police spokesman said the dogs probably died as a result of not being used to working in hot weather.

At the funeral service, Dorn's handler, police officer Charles Welden, said, "I cried all day yesterday." The handler of the other dog added, "It's like losing a son. I know it sounds corny, but it's true." Welden's predecessor as handler of Dorn, officer Gary McCrimmon, commented, "If it wasn't for the dogs, there'd be less policemen around."

Dorn had been involved in more than 250 felony arrests and last November sniffed out undetected explosives aboard an airline jet.

SMALL WORLD

THE UNIFORM DOESN'T MAKE THE MAN . . .

Airway Facilities technicians are allowed to dress rather informally when working in the field today, but it wasn't always so. In the 1930s, "airways mechanics" were required to wear military-style uniforms that drew a mixed reaction from employees. FAA-retiree Cy Martin expressed some strong views on the subject in the recently-published history of the Southwest Region: "For some insane reason we were required to wear a uniform, including field boots, riding britches, an army type tunic and a garrison cap with the Airways Division insignia made of brass and nearly four inches long. In many places I was mistaken for a Western Union messenger, bus driver and Pullman porter . . . Can you picture a man in a well-fitting uniform rattling up a tower, wading through mud, working on a greasy engine? Some of the picturesque boys even wore Sam Brown belts and some looked as if they carried a window weight in the seats of their pants." We were tempted to call Mr. Martin, now in his 80s and living in the Ft. Worth area, to ask him why anyone would carry a window weight in the seat of his pants, but we thought better of it.

READING BETWEEN THE LINES . . . You'd think pilots and controllers had enough to worry about without adding "elliptical syntax" to the list. But it's not as bad as it sounds. A Rice University graduate student, who spent some time at the Houston ARTCC gathering material for a master's thesis, has concluded that pilots and controllers speak a specialized linguistic code based on elliptical syntax and employed in a cognitive environment. What the researcher is saying here—translated from the linguistic code used by people who write master's theses—is that pilots and controllers communicate by means of a carefully constructed verbal shorthand which is understood by both parties because they are on the same wavelength, figuratively as well as literally. So, okay, controllers, now that you know what it is you do, keep doing it!

TEMPEST IN A TEAPOT . . . From the pages of the *Reader's Digest*, where those articles of lasting interest appear, we have culled another item on pilot-controller communications and present it to you verbatim: "An airliner en route from New York to Miami ran into some thunderstorms which the pilot could not fly around. Air Traffic Control asked if the turbulence was so bad that they should route other flights away from the area. 'Well,' said the pilot, 'we've got whitecaps in our coffee cups.'" Sounds like the pilot in this instance sacrificed elliptical syntax for a good punch line.

A variety of ceramic ware and floral arrangements in the New England Region headquarters lobby are admired by AF secretaries Doris Grady (left) and Maureen Duffy.



A show-stopper was this hooked rug of "The Spirit of St. Louis" that took Ann Drake, wife of Fred Drake, Air Traffic military liaison officer, five months to complete.



Earl Chiulli is an AF engineering technician draftsman by day and a cabinetmaker by night. This cradle on display was used by one of his sons for four months. It took him two weeks to build it.



Limelight for Moonlight Talents

Would you believe that the New England Region headquarters in Burlington, Mass., has on its rolls seven artists, a floral arranger, a cabinet maker and a shell collector?

However, that's not what they're being paid for. They earn their bread as clerical or professional people and as administrative or technical types. The diversity of talent under his wing struck Region Director Quentin S. Taylor, and he suggested that an art show be held this past spring. Shortly thereafter and for a full week, the headquarters lobby was turned into an art gallery.

The works of 15 FAAers and 36 of their dependents, totaling 109 pieces, were represented.

The artists came away more prideful, the visitors uplifted and a few more employees anxious to try painting. As one employee put it, "I tried it, I like it!"

—Story and photos by Vet Payne



Claudia Spare, a property disposal specialist in Logistics, is an accomplished floral arranger. She displayed several of her "Ikebanas" at the show.

William Callahan considers painting "a serious hobby" and has so far completed 30 works. He's a civil engineering technician in the region's Airports Division.



"It's a challenge . . . you're actually creating when you paint, and it's wonderful therapy," says AF secretary Mary Gentile, who displayed at the art show.



A "sporadic" painter with 50 works of art to his credit, personnel evaluation specialist Richard Fischer displays an oil of a Maine "Backwoods Stream."

Word Search Answer

E	L	A	C	S	I	B	Y	R	O	T	C	E	N	N	O	C	U	C	A
G	I	Y	M	E	B	A	C	O	I	M	R	E	T	A	E	H	L	O	E
A	C	F	M	L	T	E	O	A	Y	A	L	R	E	V	O	T	N	U	
S	I	I	S	E	U	S	H	O	R	T	I	M	E	O	C	K	R	D	
C	N	T	R	A	A	B	A	T	T	E	R	Y	P	K	M	E	C	U	
C	T	C	M	C	T	E	K	S	A	G	A	M	S	U	H	V	C	A	
T	E	E	O	U	D	U	N	I	P	M	A	L	P	H	O	T	O		
R	G	R	E	T	L	I	E	N	U	S	N	E	L	A	B	E	L	C	B
A	R	E	A	A	R	O	T	I	C	A	P	A	C	C	D	C	T	A	Y
E	A	G	A	N	U	D	M	O	D	U	L	E	P	I	H	C	S	I	E
R	T	U	U	G	I	E	I	T	U	B	E	M	N	O	T	B	O	N	K
O	E	L	R	E	O	L	O	C	R	Y	S	T	A	L	A	M	S	N	R
T	D	A	O	N	S	L	C	A	Y	E	I	E	F	G	E	I	R	O	
S	C	T	S	T	H	R	A	T	B	R	L	O	A	D	A	S	N	O	W
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T	T	I	O	D	M	J	P	R	O	Y	G	U	L	P	S	P	A	R	K

Puzzle on page 12

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