FAA WORLD

FEBRUARY 1977

Recollections of a FAM Fan

DIRECT LINE

Q We have a few controllers at our facility who are GS-9s and will be facility-rated shortly. They have been told that they must sign on the local control position with a guidance controller rather than under the general supervision of the controller-in-charge. Our normal complement is eight full-performance controllers, but now we have only four plus four trainees. My understanding is that when a person becomes facility-rated and only requires time in grade for journeyman status, he works under the general supervision of his immediate supervisor, be he a team chief, assistant chief or controller-in-charge, until he has the time in grade. As it stands now, these controllers are of no use to the facility and they use a journeyman to monitor them. If there's a ruling on this, what is it?

A You are correct in your understanding of your region's policy on facility-rated developmental controllers. It is also the national policy—that is, when a developmental checks out on a position of operation, he or she is permitted to work that position under general supervision. Further, when developmentals are checked out on all positions of operation, facility rated and within one year of journeyman grade, it's apropriate to detail them to that grade. Such details, however, are limited to a 120-day period. A second 120-day detail, if necessary, must be coordinated through the Personnel Management Division for Civil Service approval. These details allow the developmental to perform all the duties and functions of a journeyman, including standing watch alone and performing controller-in-charge duties. It is expected that all other regional facilities are benefiting by these procedures, and your facility, although operating within its authority, will in the near future make better utilization of its resources. The region is taking corrective steps to insure that all facilities are following these policies.

Q According to an issue of "Recap," the Great Lakes Region's Federal Women's Program publication, the following was the response to a question on retirement contribution withdrawal: If you completely separate from Federal service after less than five years total civilian service, you can withdraw your contribution at any time. With more than five years civilian service and up to 30 days before your 62nd birthday, you can withdraw your contribution, although in most cases the annuity is more valuable than a refund. Am I correct in interpreting this to mean that if I have more than five years service, I can withdraw my retirement contribution without terminating my employment?

A No. Regardless of the number of years of service, an employee must terminate his or her government employment to receive a refund of the retirement contributions. However, if such an action is contemplated, it is advisable to discuss its impact on future retirement benefits with a retirement expert in the personnel office. Otherwise, the information is correct. The employee with five or more years of service cannot receive a refund upon separation if within 31 days of his or her 62nd birthday, because the employee would be eligible for an immediate annuity the day after separation.

Q Inspectors assigned to General Aviation District Offices are scheduled for accident-incident standby for a week at a time. The standby requires us to remain at home within listening distance of a telephone or be in an area where paging systems can reach us. We are expected to respond to all calls outside normal duty hours. We get no credit for the standby hours as long as we don't have to go to an accident site. Does this comply with FAA or Civil Service rules or with the Fair Labor Act?

A The situation described is scheduled telephone availability, not standby duty. Employees on standby duty are required to remain physically confined at their post of duty or at home, if it has been designated as a post of duty, during a portion of their off-duty hours. The agency is authorized to pay for standby duty. Employees whe are required to remain "available by telephone" during a portion of their off-duty hours are in a scheduled telephone-availability status. They do not have to stay at home, but must leave a telephone number where they can be reached or use a paging device. The agency is not authorized to pay an employee for the time spent in a telephone-availability status, but if the employee is called and must report to a worksite to perform work, he is paid under the call-back overtime provisions of FAA Order 3550.10, Para. 33, Pay Administration (General). Management's authority to require scheduled telephone availability is outlined in Order 3550.8, Standby and Tele-

(Continued on page 17)

FAA WORLD is published monthly for the employees of the Department of Transportation/Federal Aviation Administration and is the official FAA employee publication. It is prepared by the Public & Employee Communications Division, Office of Public Affairs, FAA, 800 Independence Ave. SW, Washington, D.C. 20591. Articles and photos for FAA WORLD should be submitted directly to regional FAA public affairs officers: Mark Weaver—Aeronautical Center; Clifford Cernick—Alaskan Region; Joseph Frets—Central Region; Robert Fulton—Eastern Region; Neal Callahan—Great Lakes Region; Michael Benson—NAFEC; Mike Ciccarelli—New England Region; David Myers—Northwest Region; George Miyachi—Pacific-Asia Region; David Olds—Rocky Mountain Region; Jack Barker—Southern Region; K.K. Jones—Southwest Region; Eugene Kropf—Western Region

CHANGE OF ADDRESS: FAA employees should send their changes of mailing address for FAA WORLD to the control point in the region or center where they are employed: AAC-44.3; AAL-54; ACE-67 (for Central and Great Lakes); AEA-20; ANA-14; ANE-14; ANW-14.7; APC-52; ARM-5; ASO-67.1; ASW-67A7; AWE-15; and Headquarters employees, AMS-130. You should not send regional change-of-address information to Washington. If you move from one region or center to another, you should submit your change of address to the region or center to which you move on Form 1720-9.

FAA WORLD

FEBRUARY 1977
Volume 7, Number 2

Secretary of Transportation, Brock Adams • **Administrator,** John L. McLucas
Assistant Administrator—Public Affairs, Joseph Laitin
Chief—Public & Employee Communications Division, John G. Leyden
Editor, Leonard Samuels • **Contributing Editor,** Theodore Maher • **Editorial Assistant,** Don Braun • **Art Director,** Eleanor M. Maginnis

EDITORIAL

Safety Also Rests in Hands Of Support Personnel

Floyd Sweet, a director of the Mid-Atlantic Soaring Assn. in Frederick, Md., straps Administrator McLucas into an M-200 glider, as he chats with another director of the association, Albert W. Blackburn.

The FAA has some 57,000 people on its rolls. A little more than half are directly involved in the operational end of flying, such as providing air-traffic services, maintaining ATC equipment or conducting safety inspections. The others give those on the firing line the help they need, whether it be management, administrative, planning, budgetary or clerical support.

Many in this support category never see an airplane except when they take occasional trips for personal reasons. As a result, it's perhaps easier for them to lose sight of the agency's overall purpose. As the old saying goes, it's difficult to remember when you're fighting off the alligators that your original purpose was to drain the swamp.

But, when we boil them all down, all our jobs have one overriding purpose—safety. Our legislative mandate speaks of several co-responsibilities, but there is no question which one has preeminence.

Last year was a good year for aviation safety. The U.S. airlines, with 45 fatalities, had a phenomenal record, especially in view of the fact that they carried a record 220 million passengers. Fatalities in general aviation also declined by almost 100, despite the fact that general aviation activity increased. It was a remarkable achievement, but it is also a sobering reminder that our success is measured in terms of human lives. So, no matter where we work within FAA, we should never forget the awesome responsibility that has been entrusted to us all.

John L. McLucas

JOHN L. McLUCAS
Administrator

Cover photo by Don Braun

Members of the new crop of 14 candidates check out the "pilot" room of NAFEC's ATC simulation facility. Standing are George MacArthur (left) and Kenneth Hunt; Juan Cruz is at the "controls" of a simulator.

Benjamin Demps, a member of the first Exec Development group selected in 1972, is now the Superintendent of the FAA Academy in Oklahoma City.

EXECUTIVE DEVELOPMENT CANDIDATES

THEY WANT TO MAKE A DIFFERENCE

The Executive Development Program is on the move again. The agency has unveiled a revised version of the program, which will create a pool of talented FAA employees from which future agency executives can be selected.

Parke Potter takes the left seat in an FAA Flying Club Navion as he prepares to set off on a pleasure flight. A program manager in Accounting and Audit, he became an EDP candidate with the 1974-75 class.

Last October, 14 new candidates entered the program to begin a period of managerial development specially designed to meet their needs. The new group includes a tower chief, an Airway Facilities Sector chief and several chiefs and assistants in various Headquarters and regional divisions, staffs and offices.

Proven managerial ability is the key to the revised program. That is why the 14 new candidates all hold jobs with a fairly high level of responsibility. When the program began in 1972, non-managers at the GS-14-15 level were eligible to apply, such as journeymen in technical jobs. Now, only GS-15 employees who "occupy significant middle management positions" are eligible. GS-14s can be nominated for the program by their office or region directors on the basis of exceptional potential, but cannot apply on their own. The program is open to permanent employees throughout the Department of Transportation.

The target jobs that executive development candidates aim for are: region and center deputy director and executive officer; office and service director and deputy; deputy assistant administrator; and division chief in regions, centers and Headquarters.

Besides proven managerial ability, the revised program emphasizes highly individual development. Gone are the days when the group of candidates trooped around the country according to a master schedule which dictated one month here, two weeks there and three months somewhere else. This high-pressure scheduling discouraged some people from applying after the first year of the program and pointed out the need for more flexible arrangements.

Personal challenge and the opportunity for leadership—to make a difference in FAA—are the driving forces in those who are selected.

Broadening the candidates' perspective of the agency is a basic aim of the development period. The big difference now is that candidates have a much greater role in selecting their own special assignments and schedules.

The Executive Development Program calls for candidates to "be agreeable to the concept of interfunctional and geographic mobility" — which translates into managing different kinds of programs in different places. For example, if a candidate has come up through the Air Traffic ranks, he may request a managerial assignment in Flight Standards or Airway Facilities. All candidates must complete a regional assignment of at least four weeks; but again, scheduling can be arranged to meet individual needs.

The candidates' "individual development programs" (IDP) are worked out cooperatively by the candidate, his office or region director and the Washington program office. In planning the IDP, a candidate's own career goals are taken into consideration along with the needs of the agency and "gaps" in the candidate's experience.

Personal job situations will be more stable under the revised program than in the past. Participants will either remain in their present positions or be reassigned to another middle management job, probably in a different technical area. Subsequent development will be planned to minimize the absence of candidates from their jobs. The accompanying chart gives a good picture of both development and target jobs now held by members of the first three Executive Development groups.

In addition to on-the-job experience in management positions, candidates are required to take various short formal training courses and job assignments and are encouraged to take long-term training courses (over 120 days), such as the Industrial College of the Armed Forces. Short-term training includes: Management Training School; FAA Executive School; DOT Seminar for Middle Managers; DOT intermodal assignment and interfunctional mobility assignment (each, 30 to 90 days). Participants will not be required to duplicate previous training, so substitutions to this program may be worked out if necessary.

Selection to the Executive Development Program does not mean automatic promotion. In fact, all new candidates remain at GS-15 when they begin their development. Money is not the motivation for these people. Personal challenge and the opportunity for leadership—to make a difference in FAA—are the driving forces in those who are selected. The ability to motivate people, to manage resources, to get the job done—these are the qualities sought in applicants during the selection process, which takes several months.

It all begins with the submission of a current SF-171 and Performance Evaluation Record by the employee to his or her local personnel office. (Non-FAA employees of DOT send materials to the Department's Office of Personnel and Training, TAD-14.) Region, center and office directors also are strongly urged to recommend well-

The ability to motivate people, to manage resources, to get the job done —these are the qualities sought in applicants.

qualified persons for the program. Directors review all applications and forward the most promising ones to FAA's Washington Office of Personnel and Training.

The next step in the process is a two-day trial-by-fire to see the applicants in action. This is the National Assessment Center in which applicants are faced with simulated—but very realistic—management problems, as well as very real people who play roles as subordinates and peers in the simulations. The candidates must think on their feet, analyze and solve problems, deal effectively with other people, show good judgment and act decisively.

Specially-trained non-FAA psychologists, as well as agency executives trained as assessors, silently observe the candidates in the assessment center, evaluate their abilities and send the findings to Personnel.

After this phase, a pared-down list of names goes to the Executive Personnel Board, which recommends a group of candidates for approval by the FAA Administrator and the Secretary of Transportation. People who don't make it through this rigorous selection are offered counseling on personal improvement and career goals. Some applicants have been selected on their second try.

Since the program began four years ago, only two women have applied. The small number of GS-15 women in the agency plus the pressure that mobility puts on family situations evidently has limited the number of

women applicants. With the schedule flexibility allowed by the revised program, perhaps more such applications will be made; program officials certainly would welcome them. Applications for the 1977 program are now being processed. The program is opened periodically for applications; Washington is considering reopening it this fall.

Executive development is a continuing process, with no strict time limit and no guarantee that a candidate will be promoted to a particular job after a certain amount of time. But with good performance and exposure to the broad range of FAA activities, all Executive Development candidates are assured of consideration for the target jobs and rate an excellent chance of getting one sooner rather than later or never. Even if candidates don't get into target jobs within two years or so, they stay in the executive talent pool and will be considered for target jobs as vacancies occur.

And a target job does not have to be the end of the line. There's always another possible step up the executive ladder, all the way to associate administrator or regional director.

—By Don Braun

WHERE ARE THEY NOW?

Here is a rundown on jobs now held by Executive Development candidates, shown with year of selection. Asterisks indicate "target jobs."

1972

Henry Christiansen — Regional Planning Officer, Southwest Region

*Benjamin Demps — Superintendent, FAA Academy, Oklahoma City

*Richard Failor — Chief, Air Traffic Division, Southwest Region

*Brooks Goldman — Director of Management Systems, Headquarters

*Edwin Harris — Chief, Data Services Division, Aeronautical Center

1973

Ramon Alvarez — Chief, Program Management Staff, Associate Administrator for Air Traffic and Airway Facilities

Theodore Fagan — Chief, Technical Training Branch, Office of Personnel and Training, Headquarters

Donald Geoffrion — Staff Assistant to DOT Secretarial Representative, Atlanta

*Albert Houck — Executive Officer, New England Region

John Hunter — Acting Executive Officer, Office of Civil Aviation Security

James King — Chief, Planning and Appraisal Staff, Central Region

*Dale McDaniel — Deputy Director, Office of Aviation System Plans

*Harvey Safeer — Chief, Environmental Policy Division, Office of Environmental Quality, Headquarters

Wm. Jack Sasser — Assistant Chief, Airports Division, Central Region

*F. E. Whitfield — Director of Personnel and Training, Headquarters

John Williams — Chief, Enroute Communications Branch, Airway Facilities Service, Headquarters

1974-1975

*Edward Harris — Chief, Data Systems Management, Office of Management Systems, Headquarters

George Hendon — Assistant Chief, Airports Division, Western Region

William Pollard — Assistant to Director, Air Traffic Service

Parke Potter — Program Manager, Uniform Accounting System Development, Office of Accounting and Audit, Headquarters

Donald Schroeder — Acting Assistant Chief, Safety Regulations Division, Flight Standards Service, Headquarters

WHO'S WHO IN THE CURRENT CLASS

1976

Wayne J. Barlow — Chief, Airports Division, Great Lakes Region

Juan E. Cruz — Chief, Analysis & Guidance Branch, Environmental Policy Division, Office of Environmental Quality, Headquarters

James R. Etgen — Assistant Chief, Automation Engineering Division, Airway Facilities Service, Headquarters

Richard L. Fisher — Airway Facilities Sector Manager, Pittsburgh, Eastern Region

Kenneth S. Hunt — Chief, Accident Investigation Staff, Flight Standards Service, Headquarters

Fred H. Jaeger, Jr. — Chief, Planning Staff, Rocky Mountain Region

Edmund P. Kennedy — Assistant Chief, Airway Facilities Division, Rocky Mountain Region

George A. MacArthur — Chief, Avionics Staff, General Aviation Division, Flight Standards Service, Headquarters

Robert J. McCarthy — Assistant to Associate Administrator for Administration

Homer C. McClure — Chief, General Aviation/Air Carrier Branch, Flight Standards Division, Central Region

David F. Muller — Chief, Navaids/Radar Facility Branch, Environmental Systems Division, Airway Facilities Service, Headquarters

Robert M. O'Brien — Assistant Chief, Air Traffic Division, Rocky Mountain Region

John W. Sewell — Assistant Chief, General Aviation Division, Flight Standards Service, Headquarters

L. Lane Speck — Chief, LaGuardia Tower, Eastern Region

FAA PILOT THINKS SMALL AND *FAST*

The Federal Aviation Administration is always involved when there's an air race, but last fall, the 13th Annual Reno National Championship Air Races had one more FAAer. George Budde, a DC-9 instructor at the FAA Academy, had traded in his roomy flight deck for the cramped cockpit of a racing machine.

Reportedly the only FAA pilot ever to compete in the Formula I category and the only Oklahoman in the race, Budde qualified, placed well in the prelims and then got a berth in the championships—all in his first time out.

Although this was his first race in 25 years of piloting, the fever is in his blood—he's planning to enter again this year. In the past, Budde had attended these races to watch his brother —a United Airlines pilot—compete. Brother Bobby failed to reach the qualifying speed this year.

Budde flew his red, white and blue midget "Okie Streaker," which weighs in at the required minimum—500 pounds. Her tail number, N-119, had belonged to the FAA Academy's DC-9 in which he had given instruction since its arrival in Oklahoma City in 1967. When the DC-9 was given a new number last year, Budde successfully applied for the released N-119 number for his midget racer.

"Okie Streaker," like most of the racing midgets, was towed to Reno—atop a van, its wings and canopy removed. With the aid of his son and chief mechanic, Harlan, the plane was reassembled, adjusted and inspected. FAA inspectors made certain it met airworthiness standards, while Reno officials made certain it met the Formula I requirements.

In addition to the weight mentioned, the Formula I racing plane must have a minimum wing surface of 66 square feet, a fixed-pitch propeller, a fixed landing gear and an engine of no more than 0-200 cubic inches.

Once accepted, "Okie Streaker" had to prove she could compete, and prove it she did! In the time trials, with a qualifying speed of over 211 mph, Budde took the ninth best time of the 21 who participated.

For the Formula I race, the midgets were lined up eight abreast, 20 feet apart for a race-horse start, with the fastest qualifying plane in the pole position. On the red flag, the planes poured on the power. On the green flag, the eight planes leaped into the air all at once, jockeying for position around the three-mile oval course at speeds of over 200 mph and with their wingtips barely above the 50-foot pylons at the turns.

"Okie Streaker" took the six laps in less than a minute a lap and came in third in the first heat. The results of both Formula I heats placed her in ninth place out of 16. Unfortunately, only the top eight were scheduled to fly in the championships.

The next day, the Medallion Races were held for those who hadn't qualified for one of the 16 slots the previous day. An open position in this permitted George Budde to participate, although he would be ineligible for the prizes. Brother Bobby was already entered. Much to their delight, George and Bobby were told that this was the first time in the history of the Reno races that brothers had flown in the same event.

This seemed to be the end of the races for George Budde, when one of the eight finalists was disqualified, and ninth-place George found himself in the championships. Budde didn't win, but the "Okie Streaker" did herself proud, coming in seventh at 204.4 mph. The winner had clocked 228.7 mph.

This first-year racer showed the competition they've got someone new to worry about in the future, and George Budde already has some ideas on how to improve his standing on the next go-round. *—By Bobbie J. Mardis*

George Budde towers over his 500-pound "Okie Streaker" as his 90,700-pound DC-9 towers over them both. Note the wheel pants; the midget racer is painted red on the near side, blue on the other.

Two Extraordinary Women

Brenda and Betty, two displaced Michiganders, recently visited at O'Hare Air Force Base, the military side of O'Hare International, in front of one of the Presidential aircraft and talked about their children.

The setting wasn't so unusual, considering that Betty was then the First Lady, Mrs. Gerald Ford, and the meeting with Mrs. Jerry Conroy, an air traffic controller at the Chicago Center, wasn't just by chance.

It came about after Mrs. Ford learned that Brenda had controlled her aircraft through the center's busy airspace two weeks earlier. After completing her control function, Brenda asked the First Lady's pilot to say hello from a fellow Michigander. With the pilot as intermediary, Mrs. Ford had said hello and thank you, and that seemed to be the end of it; that is, until Brenda received a phone call from the White House asking her to meet Mrs. Ford.

Brenda—a real outgoing type: she's a pianist, music teacher, college student, skier, bowler, tennis player, Sunday school teacher, chef, seamstress, wife and mother, as well as one of the

Chicago Center controller Brenda Conroy (left) kept an appointment with former First Lady Betty Ford at O'Hare AFB to chat about their families.

center's first woman air traffic controllers—was asked by Mrs. Ford's advance man if she could meet the First Lady on Tuesday, when she arrived in Chicago. Brenda replied that she would be delighted but that Tuesday was the busiest day of the week at the center. Not wanting to cause a staffing problem by asking for time off, she asked about Wednesday, her regular day off.

So, on Wednesday, Brenda plowed through the first snowstorm of the season to meet the First Lady. By the time Mrs. Ford's motorcade arrived at the air base, replete with Chicago police and Secret Service escort, the snow had stopped.

The arrival of VIPs at O'Hare generally is accompanied by crowds of press, air-base employees and welcomers of all sorts, but departures are relatively quiet. Thus, the meeting between the two women was without much hoopla or disturbance for Mrs. Ford's departure that afternoon.

Brenda Conroy loves her work too much, she says, to burden other controllers with her job so she could meet the President's wife. "It's a real challenge," she says. "It has a purpose and is not an every day, run-of-the-mill job. It's lots of fun. There are good guys to work with. It's unique. It's interesting." Her husband and her son have adapted themselves to her shift work, and she has adapted her piano practice, teaching and school work, time with her family and her homework to the job, much as she did her VIP meeting.

—By Marjorie Kriz

The T-Bar That Wasn't There

Dr. Mark Lewis hauled back on the controls as the racing centerline lights of the runway quickly receded below and behind the airport. Ahead, all that could be seen was blackness and a string of lights on the horizon. The whirling instruments in the red night light in the otherwise darkened flight deck indicated we were climbing rapidly and heading north.

"We'll go around for an approach from the south end of the field," Lewis explained, as the compass needle began its clockwise swing. Minutes later, the familjar lights of Oklahoma City's Will Rogers World Airport's runway 35R came into view.

The lights grew larger, and then you could see to the right of the runway the approach indicator lights showing we were coming in too high. By counting the number of dots above the T-bar, you could see exactly how many feet too high we were.

A T-bar? There's no T-bar at Will Rogers or anywhere else in the U.S.! That's an Australian visual approach slope indicator (VASI). Obviously, it was only a simulation exercise.

Dr. Lewis lowered the nose, the engines whined and the wheels bumped audibly as he reversed the thrust and stopped the forward motion. "I can handle the simulator," he said, "but I wouldn't want to try a real Convair."

Dr. Lewis was heading an experiment at the Aeronautical Center to test how well pilots could use the slope indicator lights in landing. With the Convair 580 simulator, 24 FAA pilots, most of them Academy instructors, made landings.

A computer projects the runway lights on a screen that looks like a television screen. "You've probably never seen anything like this cathode-ray tube," Dr. Lewis said. "It looks like a television tube, but we can get four colors of varying intensity by varying the voltage. The effect is strikingly realistic."

The computer shows the pilot what he should see through the windshield at night from Will Rogers at whatever speed and altitude he chooses to fly. The options projected in this test were the Australian T-bar, the three-bar system, the standard VASI and the precision-approach indicator recently developed in England.

"We're not trying to show which system is best," Dr. Lewis explained, "—just how the pilots react and how well they perform when landing with any of the four systems."

Tested last fall was the standard two-bar VASI, which shows the pilot by parallel bars of light next to the runway when he's making a correct approach. The upper bar should be red and the lower white. If both bars appear red, he's too low; if both are white, he's too high.

The Australian T-bar shows red if the plane is too low, and dots above the bar tell when it's too high and how much.

Some American airports use the three-bar VASI, in which the lower two are for small planes and the upper two for large jets.

The English system, which isn't in use yet, consists of a long line of red and white lights that look like a single bar from the air. If part of the bar appears red, the approach is wrong and, like the mercury in a thermometer, the more red, the more the approach is off.

Whichever system is in use, the computer simulation is real enough to provide an accurate gauge to pilot behavior with them.

FACES and PLACES

HEE-HAW HELP—*Entertainer Roy Clark (right) chats with Albuquerque Center chief Dan Creedon during a visit to the Center last fall. He was there on the invitation of ATCS Dan Goss who had assisted pilot Clark in avoiding a military aircraft on his way to a state fair.*

'TWAS A PLEASURE—*For his support of the 99s, operations inspector and accident prevention specialist Vincent Brophy of the Van Nuys, Calif., GADO receives an Outstanding Man of the Year award from Shirley Thom (right), chairwoman of the San Fernando Valley 99s, as regional Flight Instructor of the Year Audrey Schutte displays her plaque.*

IT ADDS UP—*Cy White, New England Region Audit Division chief hangs a plaque from the National Association of Minority Certified Public Accounting Firms that cited him for outstanding services in developing an audit contract with a minority CPA firm in the past year.* Photo by Mike Ciccarelli

NEW HAUS—*Administrator McLucas dedicated the new Frankfurt, Germany, Flight Inspection Group hangar last year at Rhein AFB. It's equipped with maintenance shops and test facilities.*

A NEW LOOK AT THE RULES—*The agency held a conference in Denver last fall to discuss 112 proposals for upgrading safety regulations for air-taxi operators. At the dais were (left to right) J. A. Ferrarese, Deputy Director, Flight Standards; Rocky Mountain Region Director Mervyn Martin; William Sullivan, chief of FS Safety Regulations Div.; Ike Hoover, Rocky Mountain Region Deputy Director; and C. A. McKay, chief of FS Air Carrier Div. As a result, a Notice of Proposed Rule Making will be issued this year.*

BANNER OCCASION—*Eastern Director William Morgan (left) presents Treasury's Payroll Savings Award to New York Center AF sector manager Roland Jenkins for the sector's excellent participation in the Savings Bond program. Looking on are Airway Facilities Division chief Paul Bohr and assistant New York Sector manager William Bracken (right).*

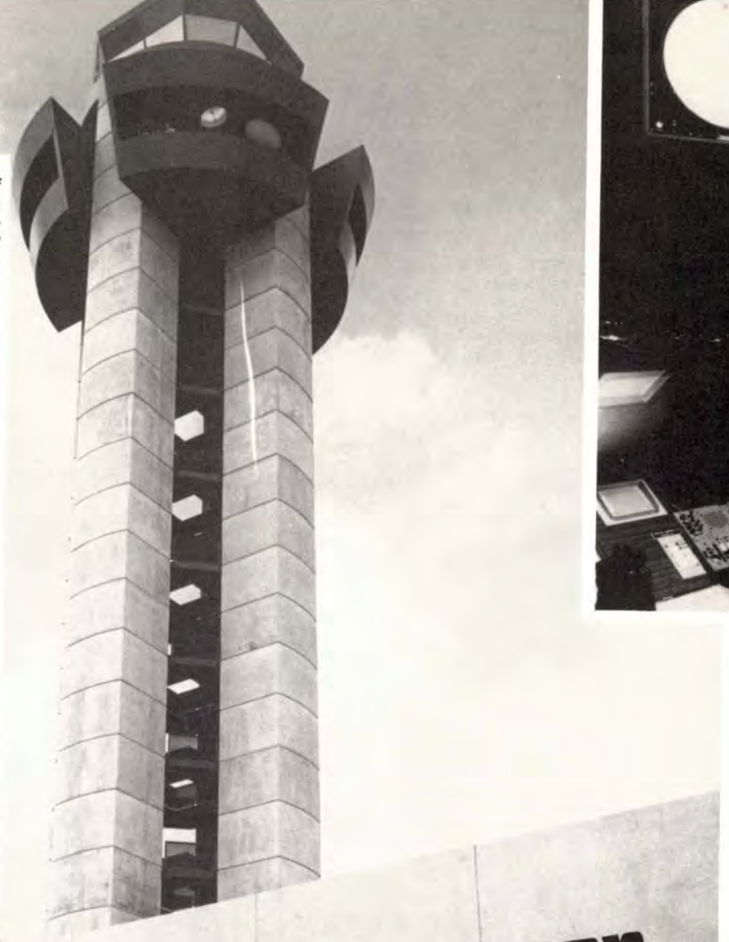
REAL UPWARD MOBILITY—*Kenneth Borrego, a new assistant chief at the Pierre, S. D., FSS joined FAA seven years ago as a pre-developmental trainee. He has served at the Denver Center, Grand Junction, Colo., FSS and Denver FSS.*

TRY OUT TIME—*15 controllers from O'Hare International Airport try out a new design mockup for their enlarged and modernized radar room that has been set up as a test bed at NAFEC.*

GOOD SCOUT—*Jack Smith (left), plans and procedures specialist at the Minneapolis Tower, in mufti, receives the congratulations of tower chief Les Case for his receipt of West Germany's St. George Award for Scouting, its highest. Smith coordinated a visit to America for 10 German scouts.*

MEN OF THE YEAR—*Administrator McLucas (center) presented joint FAA-AOPA plaques to Henry Bayeur (right), chief of the Ketchikan, Alas., FSS as specialist of the year for his save of two pilots lost in an Alaskan snowstorm in less than an hour, and to Conrad Overstrom of the Oakland, Calif., Center as controller of the year for his developing a training program for helping aircraft in distress.*

In 1965, the then Atlanta Tower chief Lester Shipp (foreground) and deputy chief George Algood had a promising new tool for air traffic control that existed nowhere else in the world: ARTS I radar with alphanumerics had made its debut.



WHERE IT ALL BEGAN

The ARTS Story

Climbing out of Atlanta on a brisk, cold night in 1965, the crew of an airliner was given instructions to maintain 5,000 feet by the Atlanta departure controller. Anxious to continue climbing to their enrounte altitude, the crew passed through 7,000 feet, without so much as a by-your-leave, forgetting about a new air traffic system available to the Atlanta controllers. It was called ARTS I.

The departure controller, watching the computer readout "blip" on his scope, noticed the airliner leaving 6,000 feet in his climb. He called the crew on the radio to ask them about their altitude.

"We're level at 5,000 feet," came the crisp reply.

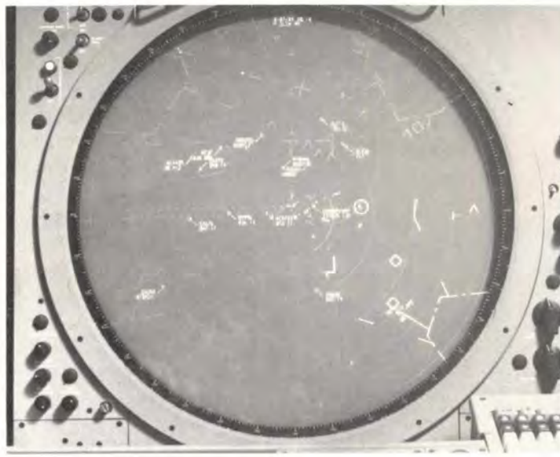
"That's strange," replied the controller. "I show you going through 7,000 feet on my ARTS readout."

The first officer calmly reached down and turned off the aircraft's beacon transmitter. "What do you show now, departure?"

As this crew found out but chose to ignore, a new era of air traffic control was being ushered in at the Atlanta Tower. "This is where it all began," a few nostalgic controllers and technicians recalled last fall, when ARTS I gave way to ARTS III. Atlanta Tower became the 63rd FAA facility to become operational on the new system in September 1976.

Atlanta controllers handle nighttime traffic in their new tower cab, which is equipped with Brite radar scopes.

The more sophisticated ARTS III system that replaced ARTS I provides data tags that track with the target and more versatility for the controllers who use it.



It all began in 1961, when the Project Beacon taskforce was formed to prepare a long-range plan to meet the increased demands on the air traffic system. As a result, Sperry/UNIVAC was awarded a contract to provide computers, software and system integration efforts for the first automated system of air traffic control in the world. It became known as ARTS I, and the Atlanta Tower was selected to test it.

The ARTS I installation began in March 1964. For the next 12 months, controllers and Atlanta Sector technicians and engineers underwent special training and put in long days and nights in testing and modifying the system.

In February 1965, FAA took final acceptance of the system, which performed so well, it stayed beyond the test—for 11 years. During this period, the ARTS I also served as a test bed for the development of the newer system that ultimately replaced it.

Howard Burch, chief of the Raleigh, N.C., Tower, who was then the data systems officer in charge of the ARTS I program, recalls that "the computer people with whom we worked knew virtually nothing about air traffic control, and we knew even less about computers. Naturally, this was quite a challenge but also led to many days of utter frustration. However, in looking back on those years, I realize they were the most exciting and rewarding in terms of the development work, the refinement of the system and the achievement."

In August last year, the Atlanta Tower controllers abandoned their office atop the Hartsfield terminal building and moved into their new quarters at mid-field, leaving behind the reliable ARTS I. To commemorate the event, Sperry/UNIVAC awarded those present at the dedication of the ARTS III a plastic-enclosed printed-circuit card from the UNIVAC 1218 computer that served ARTS I.

Now armed with an intimate knowledge of ARTS, Howard Burch believes "that we have only scratched the surface in what can be accomplished in air traffic control with the tremendous potential of automation."

—By Roger Myers

Below the cab, controllers in the Atlanta TRACON work the ARTS III scopes for instrument traffic.

FEDERAL NOTEBOOK

THE FACE OF CONGRESS

With Rep. Morris Udall (Ariz) assuming the chair of the Interior and Insular Affairs Committee, Rep. Robert N.C. Nix (Pa) has been selected as chairman of the Post Office and Civil Service Committee. It is thought that with the retirement of some members of the committee who had obstructed recent chairmen, Congressman Nix may make a strong chairman who favors Federal employee legislation. ■ The new chairman of the House Manpower and Civil Service Subcommittee is Rep. William L. Clay (Mo), who also supports Federal employee causes. Rep. Clay has already reintroduced a bill to reform the Hatch Act (see below). ■ As of this writing, the Senate is planning to reorganize its committees, which would include the absorption of its Post Office and Civil Service Committee into a Government Operations Committee. If the committee should survive, however, Sen. Quentin Burdick (ND) is in line for the chairmanship.

THE FIRST CROP OF BILLS

Among bills that were expected to be dropped in the hopper in January were resurrections of a merit-reform bill, a bill to boost the government's contribution to employee health insurance and a bill to provide for cost-of-living differentials for general schedule employees in metropolitan areas of 500,000 or more. Others in the offing are a bill to revamp the Pay Comparability Act, one to protect "whistleblowers" from management retaliation, one to limit contracting out Federal jobs, several to allow the Administration to reorganize the Executive Departments, one to place Federal labor-management relations under law instead of Executive Order and one to reform the Hatch Act. ■ The introducer of Hatch Act reform is Rep. Clay, who considers the current law contradictory, harsh, overly restrictive and unfair in its administration. Among other things, his bill would require the Civil Service Commission to finish investigations of violations in 90 days and would establish an independent board to judge violations, subject violators to penalties and require CSC to inform employees of their rights to political activity.

DISABILITY RETIREMENT SCENE

While the Tax Reform Act of 1976 has severely restricted the tax benefits of disability retirement and a bill has been introduced in Congress to eliminate its retroactive provisions for 1976, the General Accounting Office has recommended that Congress overhaul disability retirement standards. GAO suggests that agencies be required to reassign employees to less strenuous jobs when medically unable to perform their present ones. It also wants CSC to verify retirees' outside income and to stop advising employees to use extended sick leave prior to disability retirement. CSC is reported to disagree with the GAO proposals.

EARLY-OUTS NOT EASY-OUTS

CSC has tightened its rules for agencies granting early-out retirements during job cutbacks. RIFs will have to involve at least 5% of the workforce in the installation involved and not on an agency-wide basis unless the entire agency is actually involved. Also, the agencies must prove reasonable efforts were made to minimize or avoid major RIFs.

Recollections of a FAM Fan

"Mr. Nichols, may I see your identification?" I fumbled in my blazer pocket and brought out a wad of papers. I sorted the FAA paperwork from the rental-car receipt, baggage check and a post-card of unknown origin.

"Thank you, sir," said the agent as he glanced at me and then at the rather poor picture on the ID, confirming that, indeed, I was David Nichols of the Houston Tower. "Flight 583 will board through Gate 21; the gate agent will take your blue ticket there." He slid the paperwork back to me.

It was 10:00 p.m. I had over an hour before flight time. I would arrive back in Houston at 3:00 in the morning. As I walked toward the departure lounge area, I attempted to arrange all the paper I had accumulated. I compromised by putting a few sheets in each pocket. This bulk, coupled with two pair of glasses and a note pad must have given me the appearance of carrying a snub-nose 38 under my left arm.

With the required DOT/FAA photo-ID flapping from my outside pocket, I resembled an armed Federal agent preparing to stalk his prey at Gate 21. When I set off the alarm at the metal detector, the security guard did a double take. After depositing all my paraphernalia in a bowl and making a return trip through the unit, it was discovered that the steel band on by government pen was tripping the alarm. I resolved to buy my own Bic Banana the next time.

I sat down in the nearly empty gate lounge and examined the postcard I had pulled out before. It was a gag slipped in my pocket by some of my friends at the Houston Tower. It had a picture of a 727 on the front and written on the back was: "Hi fellas, here I am on my 1000th fam trip, wish you were here." This was actually my 34th, which is far from a grand, but I'm working on it. I've been hooked on SF-160 "fam" trips in the cockpit ever since my first one on National Airlines several years back. I must be a bit looney, because why else would I be in Indianapolis near mid-night, waiting to start a return trip.

I've been to the four corners of the U.S. and "fammed" on every major airline except Hughes Airwest, which I will make sometime this year. I've been to a bunch of airports—at last count, it was 71 different ones—from Los Angeles down to the smallest city barely holding on to airline service.

Making lots of landings is a typical trip for me; I seldom fly non-stop. I remember when I spent a whole day with a Southern Airways Martin 404 crew, and we made 14 takeoffs and landings. I was more exhausted than they were. I spent a day on an Ozark F227 destined for Louisville through Paducah, Clarksville and Owensboro, Ky., where they were harvesting tobacco right next to the airport. There's Bluefield, W. Va., on a Piedmont YS11, where the final approach is paralleled by two mountain peaks and has a ravine at the end of the runway. The Piedmont pros said any landing you can walk away from at Bluefield is a good landing!

While humming across Minnesota in a North Central Convair 580, we landed at Worthington, where the wind always blows hard . . . at 90 degrees to the runway. I made a quick stop at Oxford, Miss., in a Southern Martin—and I do mean a quick stop. The 4,000-foot runway looks like a postage stamp on final approach, and there's a ravine at the end, too.

I took a trip to Albuquerque on TWA to see what 60-mile visibility really looks like. For contrast, I made it to Erie, Pa., my home town, on an Allegheny DC-9, where it snows and snows and snows. The snow was piled up so high on either side of the runway, we could hardly see over it. It resembled landing in a trench.

When we shut down a Frontier Convair in Ponca City, Okla., it was so quiet you could hear cows mooing from a nearby pasture. Perhaps the most modern and scenic airport I have seen is Tampa, Fla. The approach over Tampa Bay is worth the trip. Then again, the approach east of San Diego Airport will definitely get your attention. *(Continued on next page)*

Finally, in a class by itself is Chicago O'Hare. The king of them all. Mecca. Every air traffic controller should visit O'Hare Tower sometime during his career. For a "fam" tripper, O'Hare Tower and Approach Control offer a multitude of clearances and instruction you'll never hear anywhere else.

Speaking of unique clearances, there are still places you can "fam" to that have non-radar approach control. Non-radar separation—the granddaddy of them all—is still practiced at Lake Charles, La. I remember holding over the VOR in dense clouds waiting our turn and then making an approach in rain and fog in a Texas International Convair.

Weather is always the common denominator. When it comes in rather unfavorable denominations, it does make a "fam" trip colorful. I can recall flights with Continental and Eastern when we were in solid clouds for hours, going many miles off the original course seeking the best route around thunderstorms. A little hail on an American flight sounded like ball-peen hammers colliding with us. And I remember stubborn fog that plagued us at every approach along Allegheny's Lake Erie coastal route.

Then there is the weather setup that should make any controller's palms sweat—the Category II Approach. I experienced my first Cat II Approach into Atlanta on a Delta DC-9 with 1,600 foot visibility. It's hard to forget an approach that puts you in a position that allows virtually no error; the decision height and missed-approach point are awfully close to the ground. First officer Tom Armitage put us right on the money. Ho hum, just another day.

For the "fam" flier looking for jumpseat variety and cockpit elbow room, the choice ranges from phone booth to flying bridge. Logically, the 747, DC-10 and L-1011 take the award; their jumpseats are the best seat in the house. It swivels, adjusts vertically and has armrests—an unheard-of luxury in other aircraft.

The 707-727 jumpseat is fine, if you don't have a tall captain. Watch your shins when he pushes his seat back. The beloved—now retired—Convair 880 was a popular airplane to "fam" on; rest in peace. The 737 has a jumpseat in the middle, which is a good one, but you get the little one behind the captain if there is a crew of three.

The DC-9 jumpseat is my favorite. It's right in the middle with a good view of the panel and through the windshield. It's also right in front of the cockpit door and blocks the entrance completely. The stewardesses have to stop right in back of you to talk or serve the crew. The F-27 jumpseat is quite a compromise. The steps to the cockpit pull up and become the jumpseat. It works, but be sure to clean off the steps before sitting down.

As far as aircraft types go, you may have noticed that I prefer the smaller ones. Anything with props on it attracts me like a magnet. I just can't identify with a jet engine. I like to see something turning out there with lots of vibration, a convincing growl and an oil smear down the side. This leads me to my old friends the Convair 440 and Martin 404. I was too late for the DC-6s, Connies and Electras.

Southern is the only major airline flying reciprocating-engine aircraft today—the Martin 404. It still flies the routes over a dozen cities, but each year, they retire a few more. They have only about six left. I take a "fam" trip on a Southern Martin every year. In a few years, they will be gone forever. I'm in a love affair by myself, though; the last Southern Martin crew I flew with said I was the only "fam" rider they had had all year. I was born too late. . . .

In 34 "fam" trips, I have recorded 174 hours in the jumpseat, 182 take-offs and landings, no emergencies and only one engine failure. I have flown with more than 130 different pilots, visited every tower that I was able to and traveled in every aircraft in use by the major airlines, except the 747. I have gained insights into my profession and gathered memories that I could not have obtained any other way.

. . . I wonder how many years it would take me to get a thousand, anyway.

—By David M. Nichols

How You Get To Go

Flight familiarization trips—or "fam" flights, as they are more commonly called—were established to acquaint air traffic controllers and flight service station specialists with the cockpit environment. The idea is to let controllers and specialists sit in the jumpseat to observe the pilots so they may become more aware of communications problems and pilot needs.

Eligible personnel—those who have been promoted to GS-7—may take up to eight "fam" flights a year on participating air carriers; however, not more than four of them may take place during duty time. A single trip may involve a combination of duty time, annual leave or regular time off, but if duty time is involved at all, that trip must be counted as one of the four duty-time trips.

Many air carriers do not allow "fam" flights during certain times of the year, and controllers and specialists may be "bumped" from flights to accommodate secret-service agents, air-carrier inspectors on inspection flights, National Transportation Safety Board air-safety investigators and other priority personnel.

FAA employees must wear DOT/FAA identification badges at all times during "fam" flights, and they must follow the dress and appearance codes and other regulations of the airlines.

Center controllers working positions that handle oceanic operations may use foreign travel as "fam" flights, as may flight service station specialists assigned to international flight service stations.

DIRECT LINE

(Continued from page 2)

phone Availability Policy. The Fair Labor Standards Act is applicable to all non-exempt employees. As a general rule, General Aviation inspectors, GS-9 and above, are exempt from the act's provisions.

I'd like to find out about any regulation on GS personnel signing in and out at work or having to punch a time clock. I've looked in our regulations here and at the local Civil Service Commission office, but I can't find it. Can you give me the citation?

Section 6106 of Chapter 61, Subpart E of Title 5 of the United States Code states that a recording clock may not be used to record the time of an employee of an Executive Department in the District of Columbia. This section is also reprinted in the Federal Personnel Manual (Supplement 990-1, Book 1, Volume B, Chapter 61). We are not aware of any other law or regulation prohibiting the signing in and out of work or the use of time clocks. The referenced section of the law makes no distinction between General Schedule and Wage Grade employees. On the other hand, Facility Management Handbook 7210.3C, para. 52, page 13, does prescribe sign-off-and-on procedures for air-traffic facilities.

BREAKER, DIRECT LINE CHANNEL

"Direct Line" exists to serve you as a channel of two-way communications. If you have a problem or question that your supervisor, Personnel Management Division or other local office has been unable to resolve to your satisfaction or to supply a reasonable or consistent answer, put it to us.

We attempt to maintain complete anonymity for you to save you embarrassment or hassle, but if your query deals with an individual, personal problem, like a voucher audit, we cannot obtain an answer without using your name and the specifics of your problem. Your name is not forwarded without your permission.

Remember, too, that generalized queries can only merit generalized answers. If you want specifics, you must supply specifics.

You don't have to supply your name if you don't want to, but we do need to know your region. Every query identified with a name and address receives a notification of receipt with an identifying number and a response in writing as soon as the answer has been prepared. Anonymous queries can only be answered by publication in FAA WORLD, which takes longer.

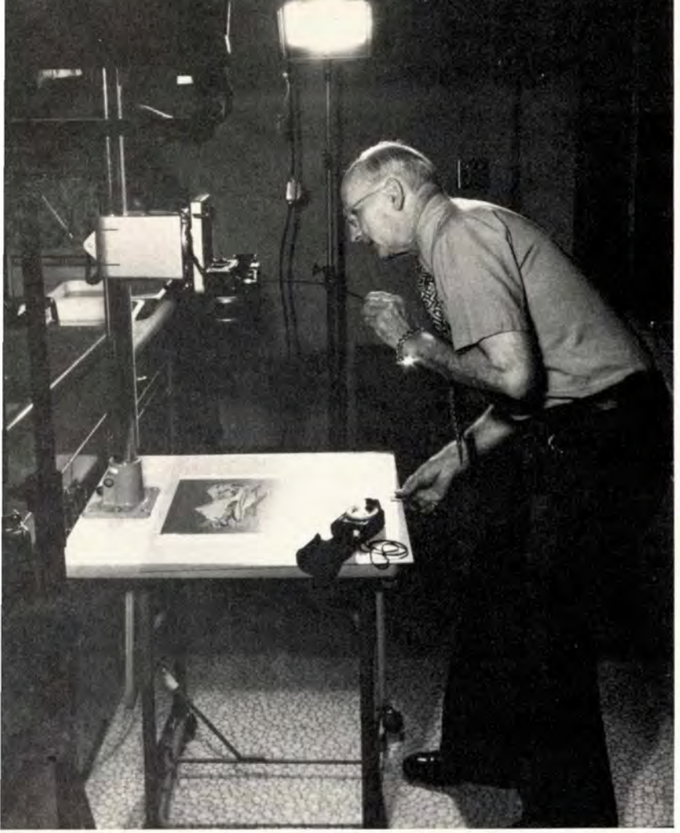
Address your queries to "Direct Line," APA-300, 800 Independence Ave. SW, Washington, D.C. 20591.

SMALL WORLD

ROOM AT THE TOP . . . In an effort to show that the airspace is not really as congested as some people like to make out, the Aircraft Owners and Pilots Association (AOPA) has pointed out that every civil aircraft in the United States could be in the air at the same time at the same altitude over the State of California and each would have a buffer zone of nearly one square mile surrounding it. Maybe so, but just think how nervous that exercise would make FAA controllers at Palmdale and Oakland, not to mention those at LAX and SFO and dozens of other control towers around the state. Talk about job stress—wow!

KEEP ON TRUCKIN' . . . FAA controllers at the Sioux Falls, S.D., Airport are compiling a rather unique record of "saves." Recently, they spotted an 18-wheel tractor-trailer barrelling along a nearby highway with smoke and flames billowing from the rear section. They called the local fire department, which was able to intercept the truck and extinguish the blaze. It was the third truck save credited to the Sioux Falls crew to date. They have provided similar assistance to a stock truck and a garbage truck on previous occasions. If this sort of thing continues, the agency may have to rewrite their job descriptions. That should keep the personnel types busy for a while.

HASTE MAKES WASTE . . . The studied calm of the Houston Air Route Traffic Control Center was disrupted one day this fall by a radio transmission from an excited Navy pilot: "Houston Center, this is Navy Bravo . . . We've just taken a bird strike . . . We're declaring an emergency." The controller working the flight coolly acknowledged the call and, after making radar identification of the aircraft, asked for additional details on the bird strike. "It was a northeast bound chicken hawk," the Navy man said in a still excited voice. "He was a big —— too. He hit our canopy head-on at 300 knots." Maintaining his composure and attempting to calm the Navy pilot, the controller responded: "Roger, and how fast were you going, sir?"



Great Lakes photographer William Pitchford photographs the cartoons on slide film prior to their being duplicated.

Leonard Fletcher, graphic artist in the Great Lakes Logistics Division, rendered the cartoons that depicted the common weather hazards selected for the television spots.

Andrew Detroi (left), accident prevention coordinator, meets with Ryan N. Whitten, Great Lakes' chief of the Flight Standards Division, to discuss weather hazards that may be included in the region's media pilot-education program.

Accidents don't just happen, they are caused, and safety doesn't just come naturally, it has to be taught and retaught. For this reason, the Great Lakes Region has launched a pilot-education program to supplement pilot clinics and other existing Flight Standards accident-prevention activities.

Public Affairs, with assistance from the Flight Standards and Logistics Divisions, designed and distributed a packet of color cartoons and 10- and 20-second public-service announcements on combating winter aviation hazards to more than 160 television stations in the six-state region.

Ryan N. Whitten, Flight Standards chief, and his accident prevention coordinator, Andy Detroi, drew up a list of common hazards that have been a frequent cause of accidents. Public Affairs selected three hazards to be stressed during the winter months: structural icing, lake effect and mountain flying. Leonard Fletcher, regional graphic artist, drew the cartoons to illustrate the hazards, and regional photographer Bill Pitchford turned the artwork into color slides. The Logistics Division then duplicated the slides for the 160 TV stations.

Prints of the cartoons in black and white and in color were sent to selected aviation editors and publications to help publicize the project and its benefits to aviation safety, since most pilots subscribe to at least one aviation publication, according to the Office of Public Affairs.

The program will continue this year with three more messages and cartoons on such common hazards as summer thunderstorms.

National Transportation Safety Board statistics show that weather-related hazards continue to be the prime cause of aviation accidents, particularly in general aviation, points out public affairs officer Neal Callahan. "Pilots learn about these hazards in pilot schools and during recurrent training but tend to minimize their importance," he said. The project's push against this type of accident he hoped would result in a significant decrease in them. He believes the humor in the cartoons will be noted by non-pilots as well, who will be prompted to remind pilot friends of the hazards. In addition, he believes the humor will create better message retention by the pilot himself.

The reason for the hazard selection was that flat-land pilots from the Great Lakes Region, in addition to experiencing icing in their own area, can encounter hazards common to another area when they take advantage of their exceptional mobility and fly to warmer climes or to winter sports facilities. They know about density altitude but have never experienced its effects, or they know how the Great Lakes can affect the weather but tend to forget that smaller lakes elsewhere are still large enough to produce weather hazards.

—By Marjorie Kriz

PILOT EDUCATION PROGRAM

A Spoonful of Humor Helps the Message Go Down

Great Lakes public information specialists Warren E. Holtsberg, Jr., and Ett Shalin check over copies of color slides of accident-prevention cartoons before they are sent to television stations throughout the region.

Down Memory Lane . . .

CIVIL AERONAUTICS ADMINISTRATION
DEPARTMENT OF COMMERCE
ANCHORAGE, ALASKA

March 12, 1943

March 12, 1943

CIRCULAR NO. 8-ALL-9743

TO: ALL PERSONNEL

SUBJECT: TRAVEL BY CAA AIRCRAFT

In the light of recent expereince, it appears advisable to promulgate certain regulations affecting travel on CAA aircraft. The following rules are therefore made effective as of this date.

1. For aerodynamic and aesthetic reasons, diapers may not be hung out the windows of NC 18 to dry. Passengers are urged to supply themselves with a sufficient number of disposable diapers prior to take-off. The estimated flight time will be furnished by the pilot, the the purpose of calculating probable requirements. A fifty percent safety factor should be included in making these calculations.

2. Stops for ice-cream cones or other pleasures of life will not be made between point of departure and point of first intended landing.

3. Passengers will not be allowed to sit in the pilot's lap and steer unless possessed of a license qualifying them for operation of multi-engined aircraft.

Prospective passengers are urged to familiarize themselves with these regulations in order to avoid future misunderstanding.

(signed)

J.T. Jefford

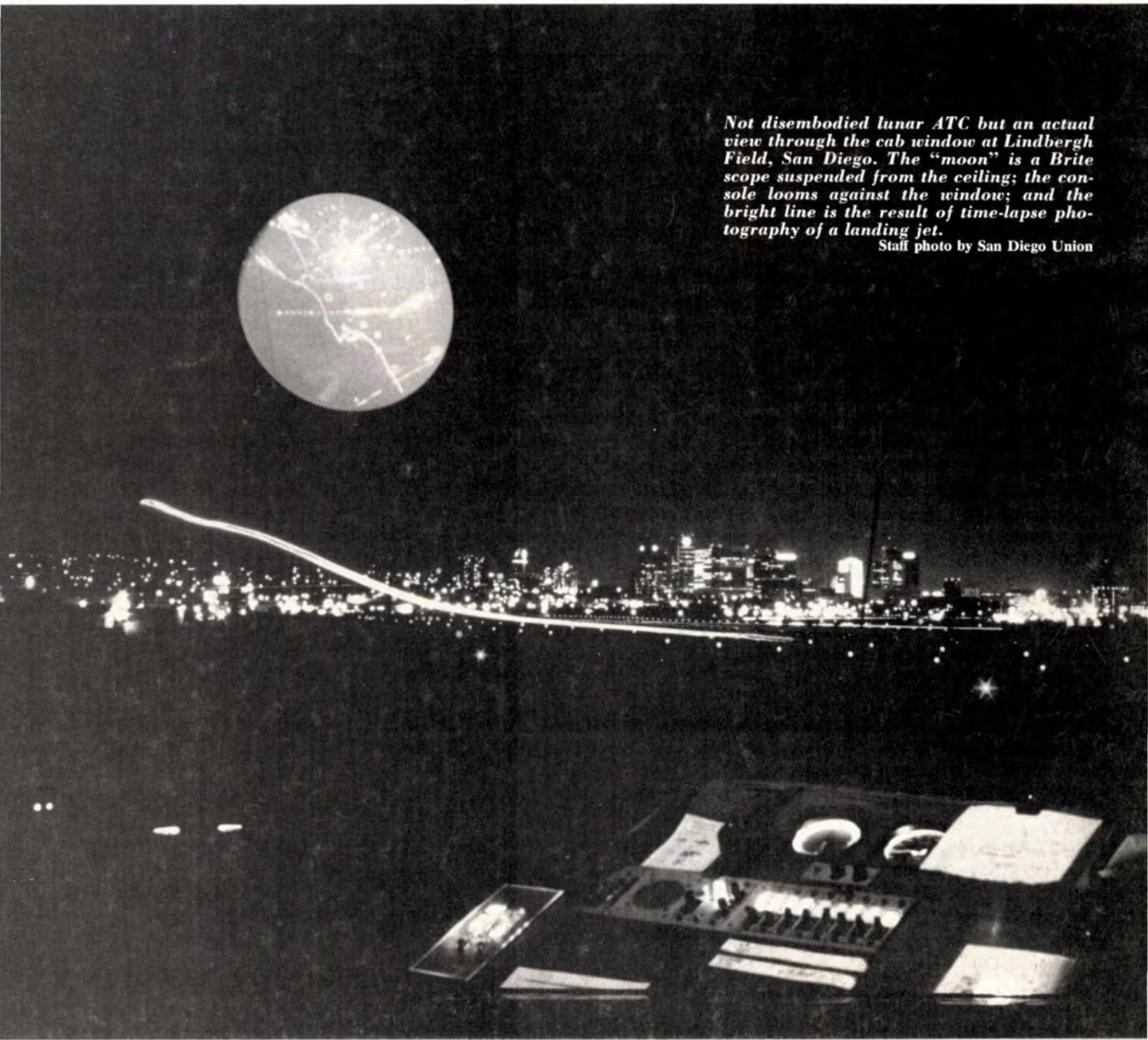
With the concurrence of the Regional Manager.

DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
Washington, D.C. 20591

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, $300

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

U.S.MAIL



Not disembodied lunar ATC but an actual view through the cab window at Lindbergh Field, San Diego. The "moon" is a Brite scope suspended from the ceiling; the console looms against the window; and the bright line is the result of time-lapse photography of a landing jet.

Staff photo by San Diego Union