

FAA

REGION TWO

SCANNER

April 1960



After months of specialized work, Region 2's Herb Slaughter smilingly presents E. J. Ducayet with Bell Model 47G3 type certificate...see page 10.

APRIL 1960

The SCANNER is dedicated to the publishing of interesting happenings both within and outside FAA Region Two that affect the agency.

It is intended that the SCANNER shall carry to every employee a reasonably complete and current story of the more significant activities, plans, and accomplishments of our programs and employees.

By giving a broad picture of the trends, projects, and achievements in our operations, the SCANNER should help each employee acquire a more comprehensive sense of the FAA's mission.

DIVISION REPORTERS

Air Carrier Safety.....	Frances Morgan
Airports.....	J. H. Monroe
Aircraft Engineering.....	Everett Morris
Personnel.....	Johnie Withers
Air Traffic Control.....	Beth Gorham
General Safety.....	J. J. Werbke
Budget and Finance.....	Judy Clayton
Air Navigation Facilities.....	Bonnie Buckingham
General Services.....	Avanelle Dawson
Legal.....	Frances Welsh

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SECOND REGION

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FORT WORTH, TEXAS

April 1960

To My Fellow Employees:

Every day, as our agency and its operations grow larger, the whole sphere of our professional life becomes more complex, and more difficult to grasp the fundamentals.

The underlying problem and its solution rests in our individual ability to communicate...simply to tell others clearly and concisely what we mean.

As I review many memorandums and other written matter that cross my desk, it seems at times, the writer set about to deliberately make his writing unintelligible. This, I know, is not true, but it appears this way.

The writer seems to feel that the impressive way to write is with complicated sentences and formal, stylized verbiage. Nothing could be further from the truth!

There is a need today for our people to get back to the whole fundamental reason for writing anything...that is to tell someone something in a clear manner so that the recipient will have no doubt as to the meaning.

One technique that I have found most useful in helping to have good written memorandums, letters, and instructions is, after writing them, read them as the recipient is likely to do. In other words, when you read, ask yourself, "Is there anything here that is not clear? Are there any pertinent questions left unanswered? Does this tell me what I need to know to get the job done? Have I answered all questions of an inquiry?" If you do an imaginative job of reading the material you have written before you send it on its way, you can improve your correspondence greatly.

Simplicity is the keynote of effective written or oral communications.

Don't allow yourself to get into the habit of writing long, complicated letters that you think will impress the reader with your knowledge. Write simple, direct letters. Let the criteria for excellence in your writing be simple, concise, clear, and intelligible communications, rather than impressive documents designed to impress the reader rather than inform him.

A good test of your writing ability which you can personally apply is: After I have written a communication on a subject for the first time, how many clarifying letters or phone calls do I receive on the subject, and how many additional letters on the same general subject must I write?

Let's all spark up our writing!



L. C. Elliott
Acting Regional Manager



Henry Stewart

T.C.U. AWARD

All of us heartily congratulate Henry Stewart on his recent award of an Associate Certificate of Public Administration by Texas Christian University, the second such award made by the University.

Henry came with us in 1950 as a duplicating machine operator and through his application on the job has advanced consistently to his present position of Budget Assistant. During this same period he has completed correspondence courses in the

principles of accounting, practical accounting, and cost accounting as well as commercial law, corporate organization and management. In addition, he has taken several night school courses in IBM machine accounting. Henry is now working on a bachelors degree in the TCU Evening College.

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It's your time - you use it or lose it.

* * * * *

AIR TRAFFIC MANAGEMENT DIVISION

Jim Pound, formerly of our Operations Section, Operations Branch, left Fort Worth recently for Jacksonville, Fla., where he is the new Center Chief. The former Jacksonville Center Chief, Tom Gore, moved to El Paso to become the Air Traffic Supervisor.

Newcomers to the RO during the past month were Jim Milner and Van Houston. Mr. Milner is in the Communications Section of Operations and Mr. Houston is in the Procedures Branch. Mr. Milner came here from St. Thomas, V.I., where he was the Station Chief and Mr. Houston was the Chief of the Lake Charles, La. RAPCON.

The official name change for Air Traffic Communications Stations has received much publicity already but for the information of those who perhaps have not heard, the name change for ATCS's and IATCS's was effective February 1, and they were re-named officially Flight Service Stations (FSS) and International Flight Service Stations, (IFSS), respectively.

You can be all right without the other fellow being all wrong...

--Ideas for Management

"...paper records have no intrinsic value. Their only justification is if they lead to action or if they provide a guide to action...The fundamental study for the systems man is not to start with a statement of the existing system, is not to start with a statement of the records required, for the records themselves are only a means to an end, but to start with

Our deepest sympathy and regrets are extended to Margaret "Peggy" Lorenzen (FW-524) on the sudden death of her mother, Mrs. C. S. Lorenzen. Mrs. Lorenzen died unexpectedly at the home of Peggy's sister in Little Rock, Ark., and interment was made at Robinson, Ill.

The five-day Radiological Monitors Course will again be conducted in Fort Worth March 21-25 and tentatively planned for Atlanta on April 18-22. The purpose of these classes is to train personnel in facilities having less than two monitors and include a few Chiefs who could not attend previous classes. We hope to present the course in San Juan later in the year for personnel in that area, including Balboa.

Bennett W. Bell, Jr., of the Analysis Branch was selected as the Regional representative to participate in Project "Trail Smoke" which is to evaluate the Air Force SAGE System equipments for air traffic control purposes. The study will last until the 1st of June or longer, and the initial phase was begun at Bedford, Mass., on February 29 and will later move to Madison, Wis., and other locations.

the end product, the purpose of the records themselves. This, so far as the most significant records of the business are concerned, involves the study of management at work. To find out what their problems are and to consider how facts can be processed by the office to help them solve their problems."

AIR CARRIER SAFETY

We extend a happy welcome to our new employees Gail S. Dow of Atlanta, Ocie B. Plato of Miami and Inspector Byars from the Miami IDO. Washington has borrowed from our ranks, Frank Hand and Werner Newhouse for 30-day tours. They also borrowed Loren Brown and decided to keep him.

* * * * *

Yesterdays

Your "yesterday" was through last night. . .And whether things came out all right. . .And showed a profit or success. . .Or if they wound up in a mess. . .And caused you sorrow, loss or grief. . .This new-found day has brought relief. . .And gives a fresh start you may use. . .In doing fine things if you choose. . .Forget the past, if good or bad. . .And for another chance be glad.

...Hyer

* * * * *

Air Carrier Operations Inspectors are being trained as specialists in the operation of specific types of high performance turbine aircraft under a new program. Inspectors Taber and Byars have been designated as Specialists on the Douglas DC-8; Inspectors Mitchell, Brown and Thelen Specialists on Lockheed L-188; Inspectors Noltemeier and Hutsell as Specialists on Boeing 707; Inspector Staley on Viscount and Inspector Birdsong on Convair 880 aircraft.

These specialists will monitor the air carrier's ground and flight training programs and proficiency checks. They will also conduct air carrier pilot type rating flight tests in these specific aircraft. This will lead to better air carrier pilot proficiency and increased aviation safety.

* * * * *

KEEP SMILING...It will make people wonder what you've been up to.

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A diligent Facilities and Materiel inspector from our Washington office gets soaked to the skin testing the radiological fallout washdown system atop the new ARTC Center one sunny day at Jacksonville.

GENERAL SAFETY DIVISION

THE PARACHUTE RIGGER AND HIS WORK

The parachute rigger is a professional man. He is a skilled technician and is required by CAR to meet certain minimum requirements. He must be at least eighteen years old, and must pass an oral, written and practical examination on the construction, packing, maintenance, repair and inspection of parachutes and the use of the manufacturer's instructions. A parachute rigger has a grave responsibility in his vocation. It is obvious that there can be no compromise and that anything less than perfect in the discharge of his duties, or in his knowledge and skill, is not acceptable. He is also required to provide or have available minimum facilities and equipment such as adequate housing, a loft for suspending the 'chutes vertically for drying and airing, a smooth top table forty feet long and three feet wide, and sufficient packing tools and other equipment to pack, maintain and repair the type of parachute being serviced.

To show the dedication to his job and the sincere way the parachute rigger feels about his responsibilities, we shall let him speak for himself. Below is the Parachute Rigger's Code:

"I will keep constantly in mind that until men grow wings their parachutes must be dependable.

"I will pack every parachute as though I am to jump with it myself and will stand ready to jump with any parachute which I have certified as properly inspected and repacked.

"I will remember that the other man's life is as dear to him as mine is to me.

"I will never resort to guesswork as I know that chance is a fool's god and that I, a rigger, cannot depend on it.

"I will never pass over any defect or neglect any repair, no matter how small, as I know that omissions and mistakes in the rigging of a parachute may cost a life.

"I will keep all parachute equipment entrusted to my care in the best possible condition, remembering always that little things left undone cause major trouble.

"I will never sign my name to a parachute inspection or packing certificate unless I have personally performed or directly supervised every step and am entirely satisfied with all the work.

"I will never let the idea that a piece of work is 'good enough' make me a potential murderer through a careless mistake or oversight as I know there can be no compromise with perfection.

"I will keep always a wholehearted respect for my vocation, regarding it as a high profession rather than a day to day task, and will keep ever in mind my grave responsibility.

"I will be sure--always."

When a diplomat says yes he means perhaps, when he says perhaps he means no, and when he says no he is no diplomat!

Two business partners were fishing in a small boat. Suddenly a storm came up. The boat capsized, and the two men found themselves in the water. One began to swim, but the other had all he could do to tread water. He was splashing and sputtering helplessly. "Say, Harold," the swimmer said to his sinking partner, "can you float alone?" "You crazy?" the partner yelled. "I'm drowning, and you talk business."

COURT RAISES FAA CIVIL PENALTY ASSESSMENT FROM \$100 to \$1,000

On March 24, 1960, the U. S. District Court in Wichita Falls, Texas, handed down a judgment of \$1,000 against a Wichita Falls man as a civil penalty for operating an aircraft without an airman certificate, his Student Pilot Certificate having expired. Inasmuch as the FAA had proposed to compromise this violator's civil penalty liability at only \$100, it appears that a violator who settles his case on the terms proposed by the FAA may be receiving quite a bargain.

RECENT LAMENTS FROM VIOLATORS

1. "It seems that all children must be burned by fire once to become adults, and I might say I have received the most efficient scorching of my life."
2. "Things are so tough I have even quit drinking beer."

* * * * *

Then there was a wolf who was so poor that he couldn't afford etchings so he asked the girl friend up to see the handwriting on the wall.



During a whirlwind helicopter tour of aviation interests in Dallas and Fort Worth, Harvey Gaylord, President of Bell Helicopter Corp., (left) and FAA Regional Manager L. C. Elliott (right) accompany Prince Sisouphannouvong (left center) and his interpreter on a tour of the Bell Helicopter Corporation plant. A member of the Royal Family of Laos and in this area on a Leader Grant from the Office of International Cooperation, the Prince's visit was considered to be of paramount importance to U. S.-Laos relations. While here, the Prince was entertained by George Haddaway, Publisher of FLIGHT MAGAZINE, and Maury Huffman, Director of Amon Carter Field.

AIRPORTS DIVISION

Lighting Engineer, John M. Brooks, has been undergoing surgery and treatment at Baylor Hospital in Dallas as a result of a shoulder injury received in an automobile accident on Washington's Birthday. Fortunately, he is recuperating satisfactorily, and we are relieved to learn that he will be back at work within a few days.

* * * * *

Gerald Musick is taking a one year leave of absence to pursue his engineering studies at Arlington State College. We wish him a highly successful sabbatical year.

* * * * *

The new airport terminal building at Lakeland, Florida, constructed under the Federal Aid Airport Program, will be dedicated on March 12, 1960.

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Richard E. Javine, Engineering Draftsman, who recently transferred from ANFD, is a welcome addition to our Engineering Branch, and we are pleased to learn of the following promotions:

William E. Cox, promoted to Assistant District Airport Engineer, APDO-6, Charlotte, N.C.

William L. Mayfield, Airport Engineer, APDO-6, Charlotte, N.C.

Kenneth A. Barfield, Airport Engineer, APDO-4, Jackson, Miss.

Luther W. Mathews, Airport Engineer, APDO-4, Jackson, Miss.

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A new airport administration building has been completed under the Federal-Aid Airport Program at Brownwood, Texas, and will be dedicated on March 13, 1960.

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Signs and Symptoms

It is one thing to speculate upon possible sources of mediocrity and the various ways in which it may infiltrate a business enterprise; it is quite another to determine the extent to which it has crept into your operation.

Where your duty lies in looking for mediocrity, and in curing it, is in the people and the work under your direction. There the search is a matter of carefully examining circumstances, characteristics, and performances:

- * Look for the older man who insists upon the overriding importance of seniority or experience. (Ask yourself, too, as one of my associates often does, "Has this bird really had twenty years' experience or has he just had one year's experience twenty times?")

- * Look for the younger man who is preoccupied with the company's vaca-

tion and retirement plans, especially as they may apply to him. He's not starting a business career; he's starting to serve out a life sentence.

- * Look for the man who relies mechanically on precedent and always wants to telephone around and find out "what others in the industry is doing."

- * Look for the man who refuses to face the facts--who freezes in the presence of risk or danger.

- * Look for the man who consistently sets quotas and goals for himself and his unit which are manifestly too easy of attainment.

- * Look for the upper-echelon "errand boy" who waits to be told what to do and when to do it, and returns periodically during the process of carrying out an assignment for more instructions on how to do it.

...Taken from ENDS AND MEANS
OF MODERN MANAGEMENT.

* * * * *

Newest Helicopter Approved by FAA

BY DAVE BROWN.

Star-Telegram Aviation Writer.

It's a long and sometimes tedious job designing a new airplane.

And one of the most tedious parts of all is getting the government to put its stamp of approval on the ship. Without this approval — a certificate of airworthiness — the craft is totally worthless, for it can't be marketed.

On the other side of the fence, the pressure also is on the government — in this case, Federal Aviation Agency engineers — because they know if they approve the ship and it's not well-designed and well-built, the public will be the group that suffers.

So with safety putting pressure on both the FAA and the manufacturer, it's a sure bet they're going to work closely together to get the best possible product.

Last week, a Fort Worth manufacturer completed certification of a new ship that's now on the market.

TIME TRIMMED.

The ship is the new Bell model 47G-3, a high-altitude helicopter that was derived largely from the mating of parts of two already existing ships.

It's an axiom in the industry that from drawing board to certification takes at least three years, probably longer, but the Bell ship, being substantially made from already designed parts, completed the process in about 14 months.

A board of FAA engineers, headed by Herb Slaughter, chief of the engineering and manufacturing branch of the FAA's flight safety division at regional headquarters here, was appointed to work with the company in getting the ship approved.

Already drawn up, from previous experience, was a minimum set of standards for helicopters of the size and weight of the 47G-3.

MAJOR PROBLEM.

At a preliminary board meeting, Bell presented its plans for the new ship and in general outlined just what would be done to make the new ship live up to the standards.

Heading the Bell team working for certification was Bell engineer Fred Schroder, who holds the title of FAA co-ordinator.

One of the major problems Bell had to solve was that of installing a turbo-supercharged engine in a helicopter. It had never been done before here.

Work on building the first prototype began in May. Each step of the way, Bell and FAA engineers worked closely to assure the finished product would meet the required specifications.

Bell project engineers John



—Star-Telegram Photo.

SUPERVISING CERTIFICATION—Fred Schroder, left, Bell Helicopter Corporation's Federal Aviation Agency co-ordinator, checks the engine mounts of the new Bell 47G-3 copter with Herb Slaughter, chief of the engineering and manufacturing branch of the FAA's regional flight safety division.

Gilday and Gene Nanchy worked with their FAA counterparts Ken Holloway, Wilbur Wells, Gene Turner and Howard Core.

Toward the end of June, the prototype was ready for ground tests, which actually began June 26, 1959.

Then a second board meeting was conducted. There FAA board members Floyd Melton, Clark Biesemeier, James Ludwig and Charles McMillen carefully scrutinized the structure and power plant design of the G-3 and also looked over the proposed flight test program.

FIRST FLIGHT.

The G-3 essentially was a model 47G-2 airframe with a model 47J rotor system and a new Franklin engine. Since the rotor was longer than had been previously used on the airframe, the engineers had to lengthen the tail boom. And the heavier engine required a more substantial engine mount.

Core, an FAA inspector assigned full-time to the Bell plant at Hurst to insure that all ships built there live up to specifica-

000 feet. But sustained operations at high altitude were not feasible here.

BIRTH CERTIFICATE.

Tests were run in conjunction with FAA representatives in and near Colorado Springs and then the ship was returned here to complete flight testing.

When the last test was done, the FAA board met for the third and last time.

Test results were shown and discussed, recommendations of FAA engineers considered and final modifications were produced.

Then, just a week ago, the Bell folks got the slip of paper they'd been looking for.

It was a certificate from the FAA pronouncing the 47G-3 airworthy and allowing the firm to sell it on the commercial market.

It was a birth certificate for the new ship.

This article about the FAA certification of the Bell Model 47G-3 helicopter appeared in the Fort Worth Star-Telegram and was written by Aviation Writer Dave Brown. The Star-Telegram has a wide circulation of more than 300,000 readers.



Here are two aerial views made recently by Sam Chapman, regional office photographer, from an aircraft flown by Acting Regional Manager M. L. "Bill" Cunningham.

At left is the long range radar antenna and microwave link tower at Fort Worth.

Below is a typical VOR installation near the Regional Office. As you know, throughout the nation, hundreds of such VOR's are being converted to VORTAC. The VORTAC's appearance is characterized by a "cone-shaped" protector on top as opposed to the "derby hat" one shown here.



GENERAL SERVICES DIVISION

A new cafeteria will soon be constructed on the Regional Headquarters reservation. It is planned to locate this cafeteria between Buildings 2 and 3 on space now occupied by the "sheep shed". The new cafeteria will be modern and much more spacious than our present Snack Bar facilities. We believe that waiting for tables at Regional Headquarters will no longer be necessary after completion of this building.

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Michael J. Haile, Jr., has just returned from two weeks active duty for training with the Navy Department in Washington, D. C. Haile is a Commander in the U. S. Naval Reserve.

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The buildings at Regional Headquarters will greet spring and summer with a new look due to a new paint job. Funds have been approved for the painting of all major buildings on the Regional reservation.

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On March 17, 1960, the Aircraft Service Branch was transferred from the General Services Division to the new Flight Standards Division. The long association of personnel in the two hangars with other functions of the General Services Division has always been most pleasant. Personnel remaining in the General Services Division sincerely regret the loss of Aircraft Service from our division.

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Want a goat? If you want to buy a goat, try the Army-Navy outlet store. Twenty-four girl goats, bought by the Navy to chew up the extensive underbrush surrounding its ordnance laboratory near Washington, are maternal at the rate of two kids a year--while the ground cover is rapidly disappearing. If it isn't one surplus it's another--anchors, hamburgers, oyster forks--and now--goats!--Pensacola Journal

Miss Frances Houlas, Telephone Operator-Receptionist at the FAA-WB Building in Miami, recently resigned and moved to Ohio in order to be with her Mother who is in ill health.

* * * * *

A telephone call to Extension 198, the Transportation Section, will get you an airline ticket and a seat reservation to far away places (provided you have a travel order to back you up). FAA personnel who travel from Fort Worth and Dallas in the course of Government business use this "Travel Agent" service for flights to points outside the United States as well as for shorter trips.

The Transportation Section maintains complete schedules, quick reference guides for determining the best connections, and even has unlisted telephone numbers of special clerks in the local airlines reservation offices. This Section prepares transportation requests, makes the reservation, and arranges for delivery of the tickets. All the traveler has to do after calling Extension 198 is to pick up the ticket at the Mail Room window. When is your next trip? Why not try us?

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'DAFFYNITIONS'

Income Tax evaders: Don't want their fortunes told.
Hangover: When the brew of the night meets the cold of the day.
Boss' son: Fireproof.
Antique: Fugitive from a junkyard with a big price on its head.
Electric chair: Period furniture.

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AIR NAVIGATION FACILITIES

BAHAMAS "HHW"

By: Curtis Lance, FW-662

"HHW", translation - high power, homing radio range, without voice. The Bimini Islands now has its tallest structure, a 281 foot self-supporting steel tower, in its "dress uniform" of white and international orange paint. Truly, this tower is international in all its aspects, for the Bahamas group of islands are British possessions. A salute must be given to the British Commissioner, our British cousins, the workers and all others involved for the splendid cooperation received.

The workers on this construction project came from myriad occupations to help build this facility; they range from boat builders, fishermen to beachcomber, to the international steel workers, natives of Panama, etc. One soon becomes addicted to Bimini, with all of its fishing and pleasure boats and soon succumbs to the lore of the sea. This is readily evidenced as one of the steel construction personnel is now a Captain of a large ocean-going pleasure boat.

The "HHW" facility, in addition to the lighted "B" coded 281-foot tower, consists of a 16 x 40 foot type "S" building on a raised platform, two diesel engine-generators that will supply power for radio equipment fuel oil for these engines is stored in a 4,000 gallon tank. An amusing anecdote--the night after the beacon was lighted a captain at sea, seeing the strange blinking light, shouted - "Stop engines, drop anchor, we're lost!"



AIR NAVIGATION FACILITIES

CREDITS

By: J. D. Stone, FW-634

When the job is completed and
there's naught left to do,
Let's place all the credits
where credits are due.
'Tis fine to laud EE's, techni-
cians and such,
But there's a group in the office
this doesn't help much.
I'm speaking of stenos, typists
and clerks;
The ladies who really "jive up
the works."
Then, when passing out credits
and so, lest we slight her
Let's remember the girls behind
the typewriter!

FACETIAE

Government and private agencies
pledge an all-out effort for air
safety, which we'd just as soon they
wouldn't refer to as a crash program.
(Fort Worth Star Telegram)

Women can keep a secret just as
well as men, only it takes more of
them to do it.

The bachelor's a cagey guy, and
has a lot of fun. He sizes all
the cuties up and never Mrs. one.



Photo by Jack Campbell

For many years low frequency radio ranges such as this one near El Paso, Texas, have broadcast their vital signals to pilots throughout the nation... they still are doing yeoman duty in lonely outposts and in busy cities. But as the state of the art has progressed, so has the basic usefulness of this air aid. Throughout the nation, these facilities are being replaced by the newest in air aids...VOR's and VORTAC's. As quickly as possible, the individual facilities and the airways they made up are fading into the past. Old pilots philosophically say about each new development in aviation: "This, too, shall pass away." Something better is always just ahead.

AIRCRAFT ENGINEERING DIVISION

For the want of a nail,
The shoe was lost.
For the want of a shoe,
The horse was lost.
For the want of a horse,
The rider was lost.
For the want of a leader,
The army was lost.
For the want of an army,
The kingdom was lost.
All for the want of
A horseshoe nail.

This old English ditty has been applied to many things to emphasize that "little things mean a lot".

It can certainly be applied to our work in Aircraft Engineering. We don't intend to indicate that everything we do is a matter of life or death...but we do realize that it could be.

It is not sufficient to have the majority of the components of an aircraft and its systems up to our standards of airworthiness.

To that end, we are held responsible for determining that each item on each type of aircraft complies with the Civil Air Regulations.

A familiar example can be put in the following parody:

For the want of a cotter pin,
The nut was lost.
For the want of a nut,
The bolt was lost.
For the want of a bolt,
The control was lost.
For the want of control,
The aircraft was lost.
For the want of the aircraft,
Some lives were lost.
For the want of those lives,
Public confidence was lost.
All for the want of
A cotter pin.

Mr. Weeks and Mr. Dobi from our Washington office visited us last month. They emphasized the need for field personnel to take the initiative in proposing changes to the regulations. It is felt that we are in closer contact with industry and its problems. We are therefore immediately aware of changing conditions and advancements in "the state of the art" which need to be reflected in the rules which define safety standards.

The only basis for existing regulations is experience; therefore, it is obvious that as new experience is gained, it is necessary to modernize our regulations so they will be compatible with the best design criteria available in our time.

EXCERPT FROM LOCAL NEWSPAPER...

Pleasant but Disturbing

The General Services Administration, which operates the federal motor pools in Washington, has ordered government employees who drive cars, trucks and motorcycles on official business to turn in their trading stamps.

The trading stamps the government wants turned in are the ones the 100,000 employees, including 35,000 rural mail carriers, obtain from buying gas at service stations that give trading stamps.

The government's idea is to cash them in for money, rather than merchandise, according to an Associated Press report. Actually, we're pleasantly surprised to learn that the government is showing such a unique (for the government) interest in economy.

However, it's also a little disturbing. We knew the government was hard-up for money but we didn't know they'd resorted to collecting trading stamps.

Dior's new dresses, we note, "erase the bust, waist and hips." Sounds like a great year for the girl whose nose is her best feature.

PERSONNEL DIVISION

Late News on Federal Employees Health Benefits Program

Things are developing rapidly on your Health Benefits Program which will be effective on July 10, 1960.

The Civil Service Commission has begun their training sessions on the administration and operation of this program. Many of your supervisors have attended or will attend these one-day training sessions in order that they may relay on to you the details of the program. We have ordered training film for use in locations where equipment will be available and pictorial pamphlets for use at other locations in order that each employee may be as fully informed as possible when the time comes to make a choice of the particular medical plan that fits his needs.

In case you have failed to notice in newspaper releases, the Blue Cross-Blue Shield Medical Service was awarded the contract for the offering of two service type policies. The Aetna Insurance Company was awarded the contract for the indemnity plans. Each company will offer a policy for individual or family coverage. Each of these four plans will have the catastrophic illness coverage included. It is possible that there may be other plans approved, such as a comprehensive medical plan, health benefits plan underwritten by employee organizations, etc.. It is not known at this time, however, if there are any such plans operating within our Region which

our employees would be eligible for membership.

The target date for supplying you with information and coverage of each individual plan is still about the latter part of April or first of May. Enrollment for all present employees will be accomplished during the month of June. Each eligible employee, whether or not he wishes to be enrolled, must register before July 1, 1960. This will be very important in that if you fail to enroll by July 1 you may not get another opportunity until approximately October, 1961. This is in accordance with the present proposed regulations. Employees who plan leave during the month of June should make certain that this date be kept in mind in order that arrangements can be made to enroll prior to the deadline date.

We have contacted the Blue Cross-Blue Shield Company of Texas to determine what arrangements will be made to provide coverage from the expiration of the quarterly premium until the effective date of the Government-sponsored policy on July 10. Employees in Group No. 6246 will be billed for only that portion of the premium represented by the period from May 15 through July 9, which we feel will be the practice among all Blue Cross Groups. Those of you who are faced with renewal of policies with other companies should handle them individually directly with the company to assure that you will be provided with the coverage desired.

* * * * *

A few nights ago John was taking a walk with his wife. A well-known Hollywood actress who's been married five, maybe six times, strolled by with her latest husband. John's wife squeezed his arm, "Look at her," she said. "She's been married so many times she has rice marks."



UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON 25, D. C.

DEC 30 1959

Honorable E. B. Quessada
Administrator, Federal Aviation Agency
Washington, D. C.

Dear Mr. Quessada:

President Eisenhower, in announcing the 1959 recipients of the President's Award for Distinguished Federal Civilian Service, stated: "All of us in positions of leadership in Government have an important responsibility to encourage the superior effort and constructive idea power that exists within the Federal service. These are the qualities that lead to progress." In fiscal year 1959, many of our Federal employees demonstrated the superior effort and constructive idea power called for by the President, and were recognized for their achievements through the Incentive Awards Program. The attached leaflet summarizes the results of the program during the past fiscal year.

The Federal Aviation Agency showed promising results in the incentive awards program for fiscal 1959. The receipt rate of 173 suggestions per thousand employees is above the government-wide average. Recognition of employees for superior work performance, at the rate of 30 per thousand, was also above the government-wide average. Your management and supervisory people have a right to feel pleased and proud with these results in the first year of operation of a new agency.

I am sure that with your personal interest, and the active support of all levels of management, the Incentive Awards Program will continue to be an effective means for achieving more efficient and economical operations.

Sincerely yours,

Robert W. Jones
Robert W. Jones
Chairman

COVER PORTRAIT

PAUL H. BOATMAN

Chief, Air Traffic Management Field Division Two

As has been written...the past is prologue to the future...

Paul Boatman has risen steadily and surely since June 1934 from the Bureau of Lighthouses' lonely job of Assistant Airways Keeper at Ashfork, Arizona to the head of a hustling, bustling, live-wire organization of almost 5,000 men and women...people with their eyes in the sky...dedicated to keeping light planes and airline giants safely separated.

Boatman came to the Regional Office in 1942 after extensive field experience in all phases of communications and traffic control--his last position before the RO assignment was Chief Controller at the Albuquerque Center.

Since arriving at the Regional

Office, he's been Chief, Air Route Section and Branch...Secretary, Air-space Subcommittee...Chief, Planning and Evaluation...and overall Program Advisor to the Regional Administrator.

Boatman became Chief, Airways Operations Division in 1956 and has headed that organization through various name changes to what is now the Air Traffic Management Field Division Two.

Boatman's background gives him solid footing to have both technical understanding of ATM operations and a real knowledge and appreciation of individual problems faced by field and office personnel.

To boot...he's a great guy!



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