



# Scanner

OFFICIAL EMPLOYEE PUBLICATION  
of the  
FEDERAL AVIATION AGENCY  
Southwest Region

FAA Library

February - March, 1963

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#### FRONT COVER

An aerial view of Redbird Airport, a busy little place in Dallas' Oak Cliff section, is the subject of the cover photo. For more about Redbird, see page 4.

—Photo by Tom C. Dillard, Dallas Morning News.

SCANNER is the official employee publication of the Federal Aviation Agency's Southwest Region, comprising the states of Arkansas, Louisiana, New Mexico, Oklahoma, and Texas. It is written and edited as an employee-management relations function by employees of Personnel and Training Division. Printing and distribution is under the supervision of employees of Administrative Services Division. Address all inquiries to Federal Aviation Agency, P. O. Box 1689, Fort Worth 1, Texas. Route internal correspondence to SCANNER, SW-13. Telephone MA 6-8221, Ext. 278. News contributions from readers are welcomed.

Do you remember when the first issue of *CAA Region Two SCANNER* was published by the Regional Public Affairs Office in March, 1958? The name of the publication was chosen in a contest sponsored by the CAA Club. Mr. Marvin L. Griffis of Administrative Services' Property and Services Branch won a transistor radio for submitting the winning entry. Three others also submitted the name *Scanner*, and the winner had to be determined by a drawing.

The monthly magazine continued to be published by the Public Affairs Office until February, 1962, when Personnel and Training Division took over the publication. During the past five years, SCANNER has grown in scope and quality, striving always to help you acquire a more comprehensive sense of the Agency's mission and goals.

This issue of SCANNER is our swan song—the last time the magazine will be published. Beginning soon, you will receive a brand-new magazine from Washington, which will replace both SCANNER and FLY-BY. The new publication, as yet unnamed, is expected to be out around the middle of April. Its format and style will resemble that of *FAA Aviation News*, which is published for the Agency's patrons by the Washington Office of Public Affairs.

The new magazine will be published in ten separate editions, one for each of the seven Regions, and for NAFEC, Aero Center, and the Washington offices. Approximately half of the new publication will be devoted to articles of interest throughout the Agency, such as now appear in FLY-BY; this portion will be the same in all the editions. The other half, which will differ in each Region's edition, will contain the type of information now being published in the Regional magazines, and which is primarily of interest to the particular Region or special facility.

This change is just one aspect of a vigorous new employee information program which is being launched by the Washington Office of Public Affairs. It is expected to solve many of the problems we have faced in trying to keep you informed of current happenings and developments in your Agency and Region.

In addition to the monthly magazine, which will be distributed to each employee, your facility or office will receive a weekly newsletter to be displayed on the bulletin

(continued on page 11)

... The Assistant Administrator calls for —

## The Best Use of Manpower

Manpower is the most valuable asset our Agency has. Though we have millions of dollars worth of complex facilities, without manpower, we have only a vast store of useless apparatus. Manpower is the brains and the brawn—the intelligence and the muscles—the enthusiasm and the willingness—required to turn this pile of paraphernalia into an efficient, reliable, smoothly-operating system for the service of aviation.

The American people are traditionally generous in providing for their public manpower needs. We, their servants, enjoy high pay scales and a very liberal system of benefits. Government costs, however, are rising at an unprecedented rate. Our leaders have wisely recognized a need to limit the number of Federal employees to the minimum necessary to get the public business done. Every penny spent to provide manpower must buy its full measure of work — and then some.

As citizens and taxpayers, each one of us has no small financial interest in our Government. The average GS-9 employee in this Agency is paying more than \$800 a year for Government services—certainly not a meager sum. All of us will therefore concur wholeheartedly with this effort to insure that we get the most for our money.

Giving a full day's work for a full day's pay is a principle all conscientious employees take for granted. Now, however, we are being called upon to give a little more than this. When vacancies occur, we shall take a long, hard look at the duties of the vacant job. Where possible, these duties will be reassigned to another employee. In other instances, perhaps they can be redistributed among several employees. In no case will a vacancy be filled unless it is determined that essential functions would otherwise suffer.

In many instances, three people will find themselves doing the work of four, or two the work of three. In cases of exceptional capability, it is even possible that one person may be called upon to do the work of two. In this way, we can fulfill the President's and the Administrator's request that we meet greater needs with greater productivity, rather than with increased employment.

Undoubtedly, some of us may feel we have all we can do already. The thought of taking on additional tasks may seem almost frightening. We should recall, however, that human beings commonly tend to underestimate their strength and endurance somewhat. But when faced with some crisis, it is not at all uncommon for a person to perform a feat of great strength and heroism, without stopping to consider whether he is capable of it. Thus is it known that all human beings possess untapped resources of energy, of which they are not always aware.

Though the challenge we face is not so dramatic as, for example, being called upon to rescue a drowning person, it is nevertheless a very real and a very pressing one. Each of us has a chance to make use of resources we perhaps didn't realize we had. Even that fellow who is noted for ingenuity in getting out of work may be able to make a special contribution. He may have valuable ideas for making work simpler and less time- or energy-consuming. The fact that a task has been performed in a particular way as long as anyone can remember is no assurance that's the best way to get the job done. If there's a better way—a shorter, faster, more efficient way — we must find it and use it.

The responsibility of insuring the best use of manpower in this Agency and this Region does not rest alone on the Administrator's shoulders, or mine. Every management official and supervisor will be held responsible for the use he makes of the manpower under his control. Supervisors will be concerned not so much with whether workload is distributed evenly, as with whether each employee is assigned the maximum amount of work he is capable of handling. They will also take care to re-examine all work procedures in the light of their necessity and efficiency. Unnecessary tasks will be eliminated, and vital procedures will be streamlined.

Employees, too, will be expected to contribute their utmost to manpower conservation. If they are assigned extra tasks, they should accept them cheerfully and perform them competently. No one should feel shy about proposing an idea to make his work easier, if such an idea should occur to him. Even one good work simplification idea could go a long way toward helping the Agency meet the challenge of manpower conservation. Needless to say, if any employee feels he has less than the maximum amount of work he can handle, he should inform his supervisor so that additional work can be assigned.

In striving toward this goal of increasing production without increasing employment, we should not forget that we ourselves are the ultimate beneficiaries. We are Government employees, to be sure, whose salaries are paid by American taxpayers. On the other hand, we are taxpayers too, and in a paradoxical sense, we are "self-employed". If we give less of ourselves than we have been asked to give, we will be the losers, along with our fellow Americans. We would be cheating ourselves and our countrymen out of the efficient, economical Government we all want, and are all striving toward.

*Archie W. League*

# Redbird Grows With General Aviation

There's no question about it—general aviation is big business, and getting bigger every day. Sales of general aviation aircraft are expanding with leaps and bounds, and an increasing number of maintenance and repair facilities are applying for FAA approval. Keeping pace with the growth is a big job, both for the Agency and for municipal authorities.

Providing adequate general aviation facilities for a growing city requires much far-sighted planning and a tremendous outlay of money. A typical example of a city's efforts to meet its general aviation needs is Dallas' Redbird Airport, located in the Oak Cliff section of the city, about seven miles from the downtown area.

The city acquired the 1,030 acre site in 1945, and has invested some 3.3 million dollars in the airport since that time. All improvements have been financed by the citizens of Dallas through municipal airport bonds, without aid from the Federal government.

More than 200 privately-owned aircraft are based at Redbird, and about half a dozen fixed base operators occupy hangar space. In the fall of 1960, FAA representatives conducted a traffic volume count at the airport, to determine the need for an FAA tower. At that time, aircraft operations were averaging 250 a day, about half local training flights and the rest itinerant.

Redbird Tower was commissioned on May 29, 1962, by which time activity had grown to around 267 operations a day. Staffed by seven controllers and a chief, it is one of the most modern and well-equipped VFR facilities in the Region. It is located in the airport's sparkling new administration building, which also houses offices of several aviation industries and a restaurant, as well as the Agency's equipment and training rooms and the tower chief's office.

A Level I tower, Redbird ranks about 20th in the Region in total annual operations. The moderate traffic volume can usually be handled by two controllers, one in the local control position and the other doubling up on ground control and flight data. With the continued growth of general aviation, Redbird's annual operations are expected to approach 127,000 by 1970.



Two lighted runways, one 3800 feet and the other 4450 feet in length, accommodate Redbird's general aviation patrons with ease and safety.



An assortment of privately-owned aircraft, numbering more than 200, make their home at Redbird.



Administration building features modernistic styling and cheerful, spacious atmosphere.



Tower Chief Robert D. Hart



EMT William E. Norris is Redbird's "SMS". Norris divides his time between maintaining Redbird's communication systems and other assignments in the Dallas Hub area.



Close view of Administration Building from the air.



Aviation pioneer Wyle V. "Pop" Moore, veteran of 45 years in aviation, more than 20 years with the Agency, is one of Redbird's seven controllers.



Controller's-eye view from Redbird Tower cab.



A general aviation patron prepares to take off.

## Flight Standards Men Conduct High Altitude Tests



Model of Bell's 204B turbine-powered helicopter.

and Fairchild cameras. Mr. Morgan's job was to evaluate the helicopter's status from the standpoint of day-to-day airworthiness and conformity to type design.

During the experimental operation at Coyote Flats, the 204B helicopter was tested for hovering performance, takeoff distances, autorotative (power-off) landing distances, powerplant cooling and operation, and the development of a safe operating envelope for landings following power failure on takeoff (height velocity). It is believed that the up-to-11,000-foot density altitude of the mountainous test site represents the highest altitude ever attained for height-velocity and autorotative landings during civil or military helicopter tests in this country.

Certain hazards were inherent in the tests; in the first place, relatively little was known about the effects of altitude on height-velocity and autorotative performance of rotorcraft. Secondly, the characteristics of the craft's turbine engine are such that recovery is precluded if a power failure point on takeoff is misjudged. The rough terrain of the test site presented some hazard in itself, and landing gear components, damaged during power-off landings, had to be replaced. Owing to careful planning of the tests, however, the craft suffered no major damage, and personnel and test equipment were not harmed.

The test schedule was filled with long, busy days, beginning at five in the morning. Actual flying was usually completed by noon, after which Inspector Morgan took over the ship to carry out his portion of the test assignments. Although Bishop, California is a year-round resort area, near Mount Whitney and two National Parks, there was no time

(continued on page 11; see "High Altitude Tests")



Shown here on his usual "beat" at Bell's Hurst, Texas plant, Manufacturing Inspector A. J. Morgan, left, consults with a company test pilot. Morgan evaluated the 204B's airworthiness and design conformity during the California tests.



Test Pilot Dennis Tuck (left), and Flight Test Engineer Jim Thomason with the 204B at the Coyote Flats test site near Bishop, California. Note test instruments in cabin. Light is used to mark time of events with Fairchild camera.

## Little Rock, Fort Worth, Scenes of Classes

The Career Development Branch of Personnel and Training Division has been a busy outfit lately, and has a full schedule of training courses lined up for the months ahead. Two of the current offerings are the Management Phase II and Effective Writing courses, which Career Development Officer Johnie Withers recently conducted in Little Rock for FAAers from the entire state of Arkansas. The same courses were also offered at the Regional Office in January, and at El Paso in February. They will be conducted at New Orleans in April and Oklahoma City in May.

The management course, which is for supervisors up to the GS-13 level, covers the major aspects of the supervisor's job. Participants discuss actual situations presented by films, case studies, or tapes. The 40-hour course is designed to help the supervisor develop or improve his ability to analyze management situations, to make sound decisions, to work well with others toward accomplishing objectives, and in general, to use effective management techniques.

The 12-hour Effective Writing course, which is for all who write or sign official material, is a review of common sense writing principles. The instructor discusses elements which make writing easy to read and understand. The course is conducted in a workshop atmosphere, and participants spend much of their time writing, or re-writing examples of poorly-written material. Many of the exercises are based on actual items written by FAA employees.



Fort Worth participants in Management Phase II course conducted at the Regional Office are, from left to right, front row: Actg. Unit Chief J. HERBERT NEWTON (Naval Unit, Maint. Engineering Br., I & M Div.); ADP Branch Chief JAMES E. PARSONS (Admin. Services Div.); Airport Engineer JOHN R. BENEVENTI (Planning Br., Airports Div.); Medical Review Specialist EVELYN H. CHANDLER (Certification Br., Av. Med. Div.); Unit Chief LEO P. GREENWALL (Radar Electronic Unit, Project Mgmt. Br., I & M Div.); Budget Analyst HENRY N. STEWART (Budget Div.)

On the back row, from left to right, are: Airways Engineer JULIUS E. DeVos (Engineering Planning Section, Project Mgmt. Br., I & M Div.); Airport Engineer BOBBY J. BOSWELL (APDO #1); Branch Chief DALE J. HOWARD (Publications and Graphics Br., Admin. Services Div.); SATCS KENNETH H. PIER (Fort Worth Center); Unit Chief LAWRENCE R. BROWN (Aircraft Maint. Unit, Meacham Field Hangar); Flight Test Engineer J. W. THOMASON (Engineering and Mfg. Br., Flt. Standards Div.); ATCS JERALD A. DAVIS (Fort Worth Center); Actg. Section Chief JAMES F. ULMER (Plants & Structures Section, Engineering Br., SM Div.); SATCS WILLIAM B. DUNCAN (Fort Worth Center); Career Development Officer JOHNIE WITHERS, who conducted the course.

(See Arkansas participants on following page)

## Arkansas Participants



Arkansas FAAers who participated in Effective Writing course are shown here with Career Development Officer JOHNIE WITHERS (standing at far right), and Chief of Personnel and Training Division FRANK D. MUNROE (seated at far left).

From left to right, front row, are Mr. Munroe; RALPH M. WANN and CHARLES R. WRIGHT, both of Little Rock SMS; Secretary MARION C. SUDDRETH of Little Rock Tower; BILLY J. EVANS, also of Little Rock Tower; Little Rock SMS Chief JAMES D. PARKS, JR.; DEAN M. ASBELL of Little Rock Tower; Fayetteville FSS Chief GLENN (CURLY) ESTES.

On the back row, from left to right, are Pine Bluff SMS Chief FRANK D. MORGAN; WALLACE E. GRAHAM of Little Rock SMS; Little Rock Tower Chief LOUIS W. STEPTER; Fort Smith CS/T Chief EDGAR F. STACEY; Harrison FSS Chief JACK MUSGRAVE; KARL H. BAUSMAN, JR.; JAMES B. BAKER, and WILLIAM COUNTS, all of Little Rock Tower; Mr. Withers.

With the exception of Mrs. Suddreth, virtually the same group participated in the Management Phase II course. Hot Springs participants in the management course, not shown, were Tower Chief MORRIS S. GASKILL and SMS Chief DELMAR LOTT.

## New Claim Form for Supplemental Health Benefits

The Health Benefits Officer, SW-13, announces that a new claim form has been received for use by all employees filing claims for supplemental benefits under the Service (Blue Cross) Health Benefits Plan. Supplemental benefits are those paid for services and supplies prescribed or ordered by a physician, to the extent that charges are not covered under the Basic Benefits provisions of the Health Plan. The new claim form *no longer requires the signature of the physician*. All itemized bills for services or supplies must be attached to the claim form. These bills must contain the following information:

1. Name of the patient receiving the services or supplies.
2. Name of the person or organization providing the services or supplies.
3. Each date the services or supplies were provided.
4. Description of the services or supplies.
5. Each charge for the services or supplies.

In addition, bills for special nursing service must show the professional status of the nurse (i.e., Registered Nurse, Licensed Vocational, or Licensed Practical Nurse). Bills for prescription drugs must show the prescription number for each drug.

Employees planning to file for supplemental benefits may secure the new claim form from the nearest Blue Cross-Blue Shield office, or may obtain them from the Personnel and Training Division, Attention: SW-13.

## How to Get a Pay Raise

The Agency has recently reaffirmed its standard policy on promotions, namely that you have to do more than wait out the required time-in-grade if you want one. This re-emphasis on high promotion standards coincides with new provisions governing step increases to produce a much-desired overall result: pay raises will go only to those who earn them.

For the past five years, the Agency has been in a period of rapid growth and expansion. Many new facilities were being opened, and others were being enlarged. New positions had to be created, and recruiting, training, and staffing became a major undertaking.

Because the need to keep all facilities operational was so great, it was sometimes necessary to lower the qualification standards in order to fill a badly-needed position. Consequently, some individuals advanced very rapidly into higher positions, often just as soon as they had fulfilled the legal waiting period for promotion. This gave rise to an erroneous opinion on the part of some that promotions were "automatic".

It is now recognized that our growing pains are behind us. Fewer new positions are needed now, and most advancement opportunities will arise in the line of filling normally-occurring vacancies. There will be no pressing need to lower the Agency's customary high qualification standards, and only those employees whose performance, attitude, conduct, and growth potential are of the highest caliber will be considered for promotion.

Most employees are now aware that within-grade increases are no longer so automatic as they used to be, prior to the Pay Reform Act of October, 1962. Under previous pay legislation, step increases were granted to all whose performance was rated "satisfactory". Since a satisfactory performance rating is also the minimum requirement for retention in the Federal service, step increases went to everybody who didn't deserve to be fired.

## Commission to Consider Call-Back Overtime

In the November, 1962 consolidated report of the Personnel Programs Division (PT-20), which was received here January 17, 1963, the Compensation Branch reported the following information of particular interest to Systems Maintenance employees:

"The Branch is continuing its follow-up with the Department of the Interior, which is the lead agency working on revised legislation in the call-back overtime area. The Civil Service Commission has indicated that its Regulations Staff is too involved with the Salary Reform Act provisions at present, but will convene a meeting as soon as possible on the call-back pay provisions. FAA is participating, and will present its special EMT problems."

There was no provision for denying them to employees whose performance was barely good enough to warrant their retention. Now, under the "acceptable level of competence" provision, supervisors have the authority to deny increased pay to employees whose performance is borderline.

Not only does the Pay Reform Act provide a means for denying step increases to the barely-satisfactory employee—it also makes provision for supervisors to award an extra increase to those whose performance is significantly higher than standard. The "quality increase", which may be granted as often as once a year, is in addition to the regular step increase earned by performing at an acceptable level of competence.

Although outstanding employees have long been receiving recognition under the Incentive Awards Program, the quality increase provision will provide an alternative, or perhaps an additional means for rewarding superior performance. It is not yet known how the quality increase provision will be administered, nor how it will be coordinated with existing Incentive Awards provisions. Appropriate regulations are currently being prepared by the Civil Service Commission, and the quality increase authority will not be used until these regulations are received.

If a pay raise is what you're after (and who doesn't want more money!), the time has come to shape up and shine. Waiting for "automatic" promotions and increases won't get you anywhere, but high quality performance will. High quality performance means doing your job a great deal better than you have to just to get by. It also implies a willingness to do a little more than your share when the need arises—with no bad jokes about that "other duties as assigned" provision on your job sheet. Pay increases of whatever kind will go only to those whose performance, attitude, and ability clearly demonstrate they deserve them.

## ATCS Retirement Bill Before Congress

Senator George A. Smathers of Florida has introduced a bill in the Senate which would permit air traffic controllers who have served ten years with FAA to count a year and a half of creditable service for each year of actual service, for retirement purposes. The bill, which is in the form of an amendment to the Federal Aviation Act of 1958, would permit controllers to retire voluntarily after 30 years of creditable service (20 years of actual service), without regard to age and without reduction of annuity. This same bill was introduced by Senator Smathers in the previous Congress, as reported in the August, 1962 *Scanner*, but no action was taken on it.

## I & M's Project Mgmt. Branch Holds Regional Construction Conference

Acting Chief of Project Management Branch Jeff S. Fox, Installation and Material Division, recently called a conference of his resident engineers and construction representatives, as an initial step toward improving manpower utilization in his branch. One purpose of the meeting was to discuss preparation of a new manual for the guidance of personnel administering construction projects. Because of space limitations and the need to keep field activities operational, it was necessary to hold two sessions of the conference, with essentially the same program presented at each session.

Those who addressed the conference included Acting Division Chief Leland H. Hayden and his assistant, Mr. B. D. Alexander, who joined in welcoming those who attended; Deputy Assistant Administrator R. V. Reynolds, who discussed the new role of I & M Division in the recent Regional re-organization; and Regional Counsel James M. Dikeman, who spoke on the legal aspects of project administration. Other speakers were Acting Assistant Chief of Project Mgmt. Branch Maith Keplinger, whose topics included performance ratings, conduct and disciplinary actions, and the project management concept in the new divisional organization; Acting Staff Engineer John C. Douglass, who reviewed instructions on project administration as contained in the present manual, with proposed changes to be made in the new manual; Acting Chief of Procurement Section Cecil Green, who discussed contracts; and Traffic Manager Robert Stribling, who spoke on shipping problems and gave instructions on the use of government bills of lading.

The conference, a first for the Region, was enthusiastically received both by Regional Office and by field personnel. It is planned to make it a regular occurrence, to be held every six months.



Participants in the first session, January 16-17, from left to right, front row: Reuben T. Moore, Brandon G. Boyles, Maurice F. Shepherd, A. J. Pickett, Earl Isbell, Jeff S. Fox, John C. Douglass, Maith Keplinger, Clifford L. Lutz. Second row, left to right: Jim R. Zschiesche, Tom M. Fulbright, Edwin L. Jones, Andrew Mangano, Elroy W. Flieller, Addison N. Fowler, B. D. Alexander, W. Rey Landon, Marlin E. Krause, Charles R. Horan. Back row, left to right: John W. Naugle, Leonard H. Stearns, Joe E. Brockett, Sid C. Mair, Wally V. Statler, Paul H. Freund, Eugene V. Fitzgerald, Curtis J. Lance.



Attending the January 23-24 session, from left to right, front row: Brandon G. Boyles, Henry H. Harris, Kenneth D. Wyant, Jack K. Parchman, Paul H. Walker, Darrell Ragsdale, Victor A. Friese, John R. Shaw, Paul D. Stewart, Robert B. Crabtree. Second row, left to right: W. Rey Landon, John H. Driver, John C. Douglass, B. D. Alexander, Leland H. Hayden, Jeff S. Fox, Maith Keplinger, Maurice F. Shepherd, Maurice Brown, H. Douglas Miller, Vergil S. Murphy. Third row, left to right: Wayne B. Hughes, Harry Guiberson, Peter Anderson, Charles A. Dickerson, Will C. Whaley, Andrew H. Cody, John R. Gaines, Julio Melgar, Denver H. Adams, Leroy L. Wurst, Francis J. Wilson, Gerald L. Young, Fred H. Williams. Back row, left to right: Mallie T. Giles, Charles E. Lewis, William H. Bingham, Weston R. Hampton, Frank E. Foster, Jack C. Stanfield, John B. Lipscomb, Spencer B. Miller, George M. Lawshe, John D. Giles, Leroy R. Wetherred.

## High Altitude Tests

(continued from page 6)

for recreation. Afternoons were spent evaluating test results and planning the next day's operations. In spite of long hours and other discomforts, including extremes of temperature ranging from 34° to 103°, the test group returned home with a strong sense of accomplishment. The first turbine-powered helicopter to be evaluated by this Region was brought a long way toward certification by the California tests. In addition, valuable experience of use in future testing programs was gained.

Since returning to the Bell plant in Hurst, Texas, the 204B helicopter has been undergoing several types of final tests. It is expected that its type certificate will be ready for issuance during the month of March.

## Continued from Inside Front Cover

board or routed through your office. The newsletter, to be known as *Intercom*, will contain current news items, fresh from Washington. Occasionally, when an extra "hot" item comes up, it will be transmitted by teletype in a special issuance to be called *Telecom*.

While we naturally feel a bit sentimental about SCANNER, we are anxious to see the new information program get going, and will be counting on you to help us make it a big success. R.O. and field reporters will continue to submit stories and news items as in the past. The same work sheets they now have on hand can be used, except they should be sent to the Public Affairs Office, SW-5, instead of to SW-13. Information received from reporters will be forwarded to Washington for publication in the new magazine.

Did the October pay raise put you in a higher tax bracket? If so, your current payroll deduction may not cover your 1963 Federal income tax. This would be especially likely if you have income other than your salary. To avoid having to scrape up a big cash balance in the spring of '64, the Internal Revenue Service suggests filing a new W-4 Form now, on which you claim fewer exemptions than you are presently claiming.

## Hard Luck Story:

### A Lesson in Perseverance

A young man of 22 loses seven year's savings when his business partnership fails. After two years of struggle to accumulate another stake, he goes into another business, determined to avoid the mistakes that forced the first partnership into bankruptcy. His new partner, however, is inclined to drink up the profits. The partner dies suddenly, leaving an overwhelming burden of debt on the young man's shoulders.

A surveying job is offered the young man, but he has to borrow money to buy surveyor's instruments and a horse. Before he can take the job, his creditors seize the horse and set of instruments. After years of sacrifice and scrimping, he finally manages to pay off his debts on his 39th birthday.

As he is preparing to marry his sweetheart, she is taken ill and dies, leaving him so crushed with sorrow that he suffers a nervous collapse, which takes him a year to recover from.

Ten years later, his luck appears to be changing, and he is elected to Congress. He serves only two short, uneventful sessions, however, and is defeated for re-election. Nine years later, he misses nomination to the Senate by a heart-breakingly narrow margin. A short time afterward, he succeeds in being nominated to run for Senator, but is defeated by a suave, experienced politician who makes him look like a fool and a misfit. At the age of 50, he gives up all political aspirations.

Two years later, through totally unexpected circumstances, he is elected the 16th President of the United States. His name? Abraham Lincoln.

—Adapted from an article by Arno B. Reincke, appearing in the February Reader's Digest.

A total of 105 employee suggestions were adopted in the Southwest Region during the 1962 calendar year. The average award per suggestion was \$59, or more than double the Government-wide average award of \$24. Amount of a single award may range from a minimum of \$15 to the statutory maximum of \$25,000.

## Mail Room Gets New Quarters



The mail you receive from or send to the Regional Office used to be processed in the area shown on the left. It is now sent and received from the newly-renovated, specially designed room on the right. The new mail room has more space, modern mail-processing equipment, and a central location.

## Questions and Answers About Conflict of Interest

Q. What is a conflict of interest?

A. Generally speaking, it's any work, business connection, or other relationship that might conflict with your official duties as a Federal employee.

Q. Do conflict of interest regulations prohibit me from engaging in any private business activities?

A. No, they prohibit you from engaging in only those activities in which your FAA position would give you an unfair advantage over your competitors, where your business interest might bias your judgment in official FAA matters, or which might otherwise interfere with your official duties, or result in criticism or embarrassment to the Agency.

Q. What kind of business activities are specifically forbidden to FAA employees?

A. Anything concerning any aspect of commercial aviation.

Q. Is an FAA employee ever permitted to engage in private aviation activities for compensation?

A. Yes, but only under unusual conditions. For example if you are qualified to give flight instruction, and you live in an area where no one else can provide this service, you might be permitted to do so. However, you would first have to be granted a waiver, and very few waivers have been granted in the past.

Q. May I volunteer my services as a pilot provided I accept no compensation?

A. This would depend on the circumstances involved. It should be pointed out that the use of an aircraft for maintaining flying proficiency is in itself a form of compensation. Another consideration would be whether you would be depriving a non-FAA pilot of a job opportunity. In any event, examine the circumstances carefully before you engage in such an activity. If you have any doubts, consult your supervisor. He may wish to ask for a determination from P & T Division before giving you the "go-ahead" sign.

Q. How can I get a waiver permitting me to engage in private aviation activity?

A. By applying through channels to the Personnel and Training Division. If it is determined that your activity would not interfere with your official duties, that you would not be competing with others who earn their livelihood in the same activity, that your services would contribute to the public good, and would not result in criticism or embarrassment to the Agency, a waiver might be granted. However, waivers may not be given to supervisors, and no employee may be granted a waiver to fly for a scheduled airline or air taxi operation.

Q. What about owning corporate stocks and bonds?

A. You may own such commodities for bona fide investment purposes, but not for speculation. You may not, however, maintain a financial interest in any civil aviation enterprise, except in a few rare instances.

Q. Under what conditions may an FAA employee own aviation securities?

A. This is permissible if you invest in publicly-offered investment trusts not specializing in aviation securities. It is also allowed for a reasonable period of time during the settlement of an estate.

Q. Are all Federal employees affected by conflict of interest regulations?

A. Yes, there are general activities forbidden to all Government employees. Specific forbidden activities, however, will vary from one agency to another. For example, Patent Office employees may not apply for patents, and Veterans Administration employees may not hold office in veterans organizations.

Q. What general activities are forbidden to all Government employees?

A. A few examples are accepting a bribe, gratuity, gift, or favor from any person with whom you have had, or may expect to have official dealings; acting as an agent or attorney in the prosecution of a claim against the Government; receiving compensation for the performance of your official duties from any source but the Government; receiving a consideration for procuring a Government contract; entering into a contract with the Government.

Q. I wish to engage in a private business activity having nothing to do with aviation. Are there any special precautions I should take?

A. Yes, you should first make sure your activity will not detract from your attention to your official duties. You may not, of course, use Government facilities (telephones, office supplies, etc.) in conducting your private business, and you cannot be given annual leave which you would not otherwise receive in order to attend to private business matters. Nor can you request a change in your usual hours of duty for the convenience of your private business.

Q. If I am planning to go into private business or take an outside part-time job, how can I find out whether a conflict of interest is involved?

A. Refer to Order PT P 3750.1, "Conflict of Interest". If you still have questions, ask for a determination from P & T Division BEFORE you venture.

## Region Welcomes Air Force Under Agreement "Friendship"

The Southwest Region recently assumed flight check responsibility for all Air Force navigational facilities within its boundaries, under the FAA/Air Force Agreement "Friendship". With this activity, two Air Force T-29 (Convair) aircraft were assigned to the Region, along with ten Air Force flight check personnel—a liaison officer, six flight check pilots, and three electronics technicians. Major Robert N. Hatfield, shown in the photo at right, is the liaison officer. Pilots are Major Wallace T. Brown, Captains Lawrence J. Frahman, Robert E. Boyce, Harvey R. Kunstman, Eiler C. Heyn, and Charles R. Ford. T/Sgt Robert D. Gowin, M/Sgt Fred Ross, Jr., and M/Sgt Everett W. Wehling are electronics technicians. Except for Captains Heyn and Ford and M/Sgt Wehling, assigned to the Albuquerque FIDO, all are serving with the Fort Worth office.

The Air Force personnel are tentatively assigned to FAA for nine months. At the end of this period, they have the option of transferring to the Agency in a civilian status.



Major Robert N. Hatfield, Liaison Officer.

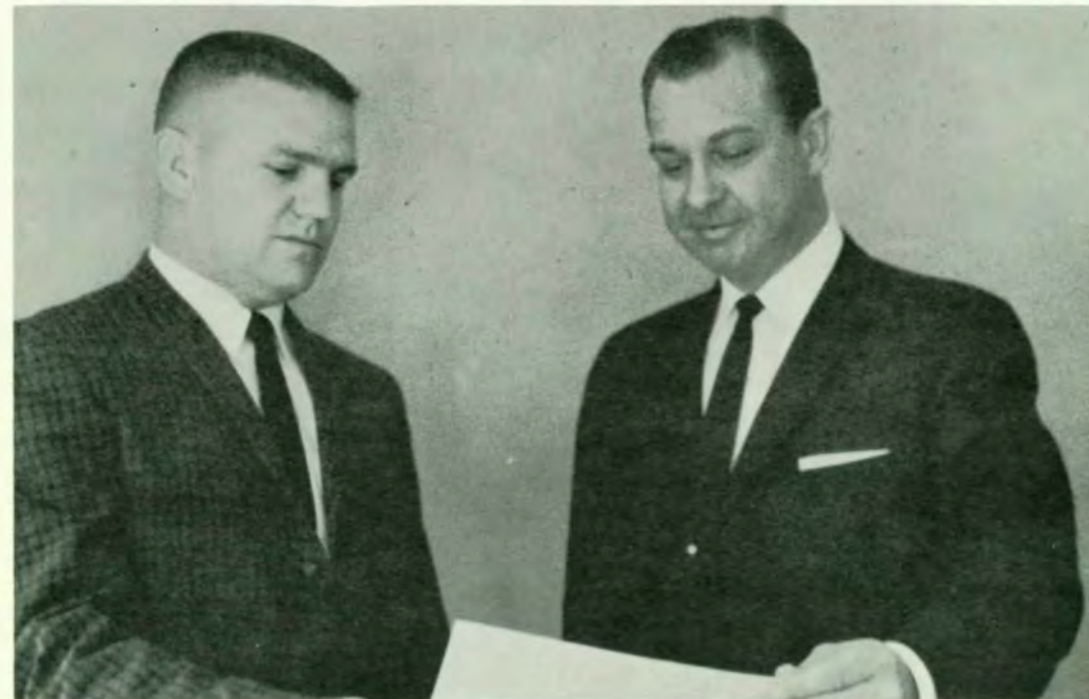


Air Force personnel assigned to Fort Worth FIDO. Seated from left to right: Major Brown, Captain Boyce, Captain Kunstman. Standing, left to right: T/Sgt Gowin, M/Sgt Ross, Captain Frahman.

## Top Suggesters Honored



Mr. Austin Sterling, left, who received honorable mention in the Economy Campaign, is shown here with Deputy Administrator R. V. Reynolds, center, and top suggester Otis L. Woods. Mr. Woods' suggestion, which was submitted after the Economy Campaign closing date, brought him the highest award ever given in this Region for a suggestion.



Mr. Ramon E. Mondragon, left, of Albuquerque Hub Sector, receives certificate from Acting Assistant Chief Bill Hankins, Systems Maintenance Division. Mondragon, also an Economy Campaign honorable mention winner, submitted the winning suggestion before transferring to Albuquerque from Western Region.

## AWARD WINNERS



Recipients of Sustained Superior Performance awards at Albuquerque Center, from left to right: Security Control and Liaison Officer Don L. Latimer, Supervisory Teletype Operator Daisy W. Moyer, and ATCS Robert G. Underwood.



Southwest (formerly Carter) Tower Chief Charles F. Davis, center, presents SSP's to Fort Worth Tower controllers Raymond C. Earle, left, and Robert F. Reed.

## AWARD WINNERS



Terminal Section Chief Larry Robison, left, of ATD's Operations Branch, presents SSP to Charles F. Davis, Chief of Fort Worth's Southwest Tower.

### R. O. Technician Earns Sheepskin



After 7½ years of evening classes at Texas Christian University, General Electronics Technician Jack G. Dillard recently completed requirements for a B.A. degree in mathematics, with minor in physics. Dillard is Chief of the Laboratory Section in SMD's Engineering Branch.



Winners of suggestion awards at Albuquerque Hub Sector, from left to right, were James K. James, Floyd L. Johnson, Melvyn B. Wolcott, and John P. Tyeffort.

#### Other Recent SSP Winners —

At Albuquerque FIDO: Facility Chief James S. Morgan and Secretary Jacqueline Wallace. At New Orleans SMDO: Electronic Engineer Ray C. Carter and Clerk-Steno Walter R. Glazewski.

### Safety Officer Attends Industrial Hygiene Course

Safety Officer Joe Caldwell, SW-13, recently attended a five-day course in industrial hygiene, held in Chicago by the National Safety Council. Safety engineers representing Government agencies and private industry throughout the country participated in the course. Twelve specialists in industrial hygiene lectured and presented demonstrations to the group during the five-day period.

Topics covered in the course included fundamental concepts in industrial hygiene, temperature and radiant heat solvents, gases, noise, toxicology, respiratory protective equipment, metallic dusts and fumes, occupational skin diseases, industrial ventilation, radiation hazards, and designing for safety and industrial health.

Several opportunities were presented for students to consult with the specialists on particular problems they had encountered in their work in the past.

ACCIDENTS  
for  
THIS MONTH  
and  
THIS YEAR

This Month  
This Year



FIRST AID  
CASES  
8  
8



DISABLING  
INJURIES  
2  
2



DAYS  
LOST  
15  
15

## RETIREMENTS



Deputy Assistant Administrator R. V. Reynolds, left, is shown here presenting retirement certificate to Mr. S. S. Tucker, center, while Executive Officer Donald G. Shuler looks on. Tucker is displaying a scroll signed by his 400 Regional Office co-workers, who wished him continued health, happiness, and prosperity during his retirement.

Mr. S. S. Tucker, long-time employee of the Southwest Region, retired January 31 after 16 years with FAA and its predecessor agency, and a total of 30 years' Government service. A Pennsylvanian by birth, Mr. Tucker became an adopted Texan very early in his career, coming to San Antonio in 1935, and remaining in the state throughout his many years of service. In 1943, he went to Dallas to take a position with the Bureau of the Budget, and three years later came to Fort Worth to serve as Executive Officer of the Fort Worth CAA Region, which at that time covered the same five-state area presently comprising the Southwest Region.

During the late 40's and early 50's, Mr. Tucker provided leadership and guidance to the business management activities of the Region, and since that time has served in various related management capacities. During the past year, he has held a special assignment involving the review and analysis of manpower requirements for the air traffic control activity, which is one of the Region's major fiscal work programs. He has often devoted his time and expert financial management knowledge to community service, and is a past president of the North Fort Worth Rotary Club.

The Tuckers are justly proud of their two children, whose accomplishments are quite outstanding. Their son, Stearns Jr., following in his father's footsteps, has embarked on a career of Government service with the Atomic Energy Commission in Idaho. The younger Tucker is an engineering graduate of Texas A & M. Their daughter, Ann, who completed undergraduate studies in psychology at Texas Christian University, is a candidate for the master's degree at the University of Texas. Miss Tucker plans to continue her psychology studies through the Ph.D. level. The Tuckers live in the suburban community of Richland Hills near Fort Worth.

The Department of Labor reports a decline in on-the-job accidents among Federal employees. The frequency rate of 8.0 injuries per million man-hours is down from the previous year's rate of 8.4, a drop of 5 percent. The Department's Bureau of Employees' Compensation reports the total number of personal injuries among Federal workers as 100,808—a drop of 1,318 from the previous year, despite a slight increase in Government employment. On-the-job fatalities, however, numbered 189, the second greatest loss since 1954.

## RETIREMENTS



Mail Room Supervisor Roscoe C. (Jack) Harrington, left, receives certificate from Chief of Administrative Services John Adams, on the occasion of Harrington's retirement after 20 years' Government service.



Diazo operator James W. Alverson, Administrative Services Division, is shown here with Mrs. Alverson at ceremony commemorating his retirement after 32 years of service.

## R. O. Employees View "Survival Car II"

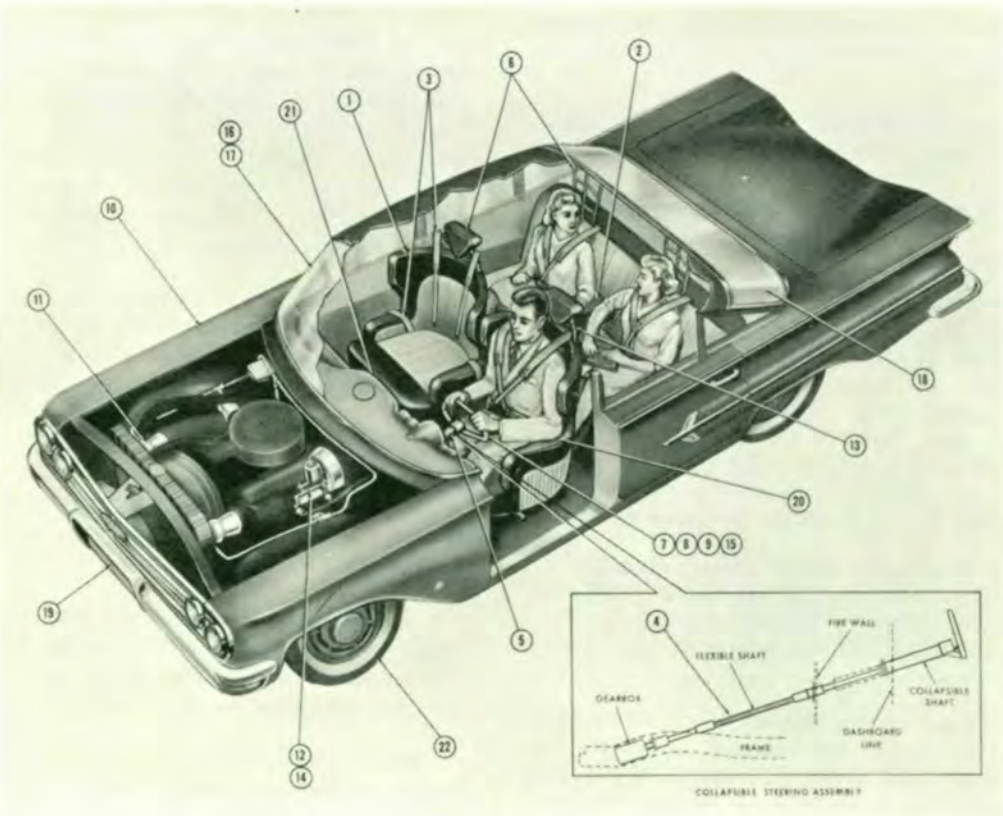
The Cornell-Liberty Survival Car II was demonstrated recently to employees on the Regional Office reservation. The standard 1960 model Bel-Air Chevrolet is equipped with 24 special safety features designed to eliminate or reduce injuries in the event of an accident.

The special features are the result of more than eight years of research conducted by the Aeronautical Laboratories of Cornell University, in cooperation with the Liberty Mutual Insurance Company. Since the research program began, leading automobile manufacturers have adopted several of the safety features as standard equipment in their models.

The safety features, as shown in the numbered diagram below, are as follows: (1) capsule chairs designed to protect occupants against deceleration forces of collision; (2) rear seats, designed for similar protection; (3) restraining seat belts and shoulder harnesses; (4) flexible steering shaft that will buckle in crash situation; (5) steering tube that telescopes during crash; (6) protection against whip-lash neck injuries in event of rear-end collision; (7) rectangular steering wheel to prevent knee injuries; (8) reduced steering wheel diameter for greater visibility; (9) special driving wheel designed for improved maneuverability, faster turning ability, and greater driving stability; (10) unit body construction with high energy absorption factor for overall impact protection to passengers; (11) automatic carbon dioxide fire control system; (12) safety brake device; (13) roll-over bars for head protection; (14) power brakes; (15) power steering; (16) laminated safety windshield; (17) windshield interlayer designed to eliminate 95% of ultraviolet rays; (18) tinted glass to reduce heat by 30%; (19) reflective license plates for greater night visibility; (20) arm supports to reduce driver and passenger fatigue; (21) signal system to alert driver if he falls asleep, or stop the car if he does not awaken; (22) micro-siping of tires to increase traction on wet, icy, or snow-covered roads. Not numbered: side reflection mirrors for greater driver visibility, and smooth hood over engine to reduce injury hazards to pedestrians, if hit.



Regional Office secretaries and Safety Officer Joe Caldwell look on as demonstrator points out a special safety feature of the Survival Car.



# Regional News Briefs

FS Specialist W. L. (CHUCK) MOORE of the LUFKIN, TEXAS FSS, is credited with a commendable pilot assist in a recent letter from the pilot to the Regional Office. "It all happened on September 29, 1962, while on a return trip from Ardmore, Oklahoma to Beaumont, Texas, via Dallas and Lufkin omni facilities," the pilot writes. "Flying over open country between Dallas and Lufkin, I had been unable to verify my exact position. Now with darkness approaching and without any solution to my navigational problem," the pilot continues, "I realized I could afford few mistakes. I credit my safe landing at Lufkin to . . . (Mr. Moore's) skill, knowledge of the terrain in the Lufkin area, and ability to make a pilot feel safe and secure, although he is all alone on a dark night without any knowledge of where he is. Actually, it was like having a good instructor in the plane with me."

JOSEPHINE DERRYBERRY, illustrator at the EL PASO ARTCC, won a \$25 savings bond in a contest to choose the name for El Paso International Airport's monthly newsletter. The winning entry submitted by Mrs. Derryberry was "Puerta del Paso" (door of El Paso, if your Spanish is rusty). She also submitted artwork for the publication's masthead.

The air-minded citizens of LAKE CHARLES, LOUISIANA, are proud of their year-old Municipal Airport, and have provided funds through a bond issue to relieve some of its growing pains. Construction is underway on \$300,000 worth of improvements, in the form of ramp and hanger space for lease to fixed base operators. Plans have been completed for a second runway, to be built with assistance provided under the Federal Aid-to-Airports Program. Two neighboring cities have taken movies of the Lake Charles Airport and its construction projects, to promote their own airport bonds.

Congratulations are in order for FS Specialist HAZEL MCKENDRICK of DALLAS FSS, who recently passed the written portion of her instrument rating exam. Mrs. McKendrick is *Scanner* reporter for the Dallas area.

NEW ORLEANS FAAERS will remember November 20, 1962, as Black Tuesday. That was the day the pay checks didn't come. The package of checks was addressed to Miss Schu, Administrative Assistant at the New Orleans Center, who is the designated agent to receive and distribute the checks. By mistake, the package was sent to the Michoud Boeing Plant ("Michoud" is pronounced *mis-SHOE*, just like "Miss Schu"). Fortunately, the package was recovered in time for the checks to be distributed before the Thanksgiving holiday. It has since been suggested that Miss Schu ought to change her name.

SHREVEPORT RAPCON CS/T CHIEF HERMAN G. REYENGA recently spoke on "Air Traffic Control Procedures" before an air safety meeting attended by more than fifty private pilots and fixed base operators from the Shreveport area.

Controllers HARLAN FORD and BILLY MILLS of NEW ORLEANS ARTCC recently had occasion to assist a distressed pilot during their off-duty hours. The two men had gone quail-hunting near Slidell, Louisiana, but were cancelling the hunt because of heavy rain, when they noticed a Piper Tri-Pacer circling an abandoned air field

at a dangerously low altitude. Except for about a thousand feet of clear space, the old field was cut up with drainage ditches, and largely unusable as a landing area. Ford and Mills, who were familiar with the field, used their handkerchiefs to signal the pilot into the clear area. He saw their signals, but was blinded by the heavy rain and hit short on his approach, causing the plane to ground-loop, and damaging it severely. The pilot and passenger, a doctor and his wife en route to a Miami medical convention, were uninjured. Ford and Mills took the couple home with them to change into dry clothes, and then drove them to New Orleans to make the accident report and to catch a plane back to their home in Texas City, Texas.

## ACDO Activities

FORT WORTH ACDO #33 reports that American Flyers Airline Corporation of Fort Worth has recently acquired three new L-118 Lockheed Electras. These aircraft, which will be based at Ardmore, Oklahoma, will increase this supplemental air carrier's fleet to a total of eleven craft. Inspectors are spending many hours in determining that the carrier is competent to operate the new turbo-prop aircraft. They are investigating the suitability of flight and ground personnel training, and arrangements for aircraft maintenance. Flight crew members are receiving type ratings and proficiency checks on the Electra, and operations specifications with which the carrier must comply are being reviewed and approved. All these and a myriad of other items must be checked before American Flyers is approved to operate the new aircraft commercially under the provisions of CAR Part 42. Another current activity in progress at the Fort Worth ACDO is a system inspection of local service carrier Central Airlines.

HOUSTON'S ACDO #34 reports the imminent issuance of a Part 45 operating certificate to Aircraft Charters, Inc., which is planning to initiate commercial service with a single DC-3. Although this venture is on a much smaller scale than the one planned by American Flyers of Fort Worth, the approval and certification process is just as extensive, thus insuring complete compliance with regulations, and a consequent high level of safety. Also in progress at the Houston office is a system inspection on another local service carrier, Trans-Texas Airways.

ACDO #31 at SAN ANTONIO has just begun a similar inspection effort on Saturn Airways. Saturn, a Part 42 supplemental carrier, engages in domestic and international operations using DC-6 passenger craft.

DALLAS' ACDO #32 is completing final phases of a system inspection of Braniff Airways, Inc. The inspection revealed several items on which corrective action has been taken.