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Editor M. J. Noll

January 1977

Intergovernmental Personnel

John Anderson

Thomas M. Louizou

Dr. Lorenzo Tony Ortega

Dr. C. Harding Veigel

Dr. Yau Wu

When Federal agencies want to draw on the talents of personnel in State and local government and educational institutions, or when these employees want to increase their expertise through exposure at the Federal level, there is a way--through the Intergovernmental Personnel Act (IPA), promulgated in 1970.

The IPA is designed primarily to make special personnel or skills quickly accessible for short-term assignments. Federal and most other IPA employees automatically retain their normal positions and benefits, although it is not uncommon for a participant to enhance his or her career as a result of experience gained. These assignments differ from other Civil Service positions in that the employees are hired by the participating organizations, which also handle the administrative details. Further, while the Civil Service Commission monitors the authority to make assignments under the IPA, it does not arrange them nor must they follow the Commission's competitive service regulations. Thus, the IPA responds to needs that could not otherwise be efficiently filled.

NHTSA currently hosts four IPA participants: Tom Louizou, in Region II, and John Anderson, Harding Veigel, and Yau Wu in Washington. A fifth, Tony Ortega, just completed his tour in Region VII on December 31st. Here is a short introduction to our temporary associates.

Lieutenant John Anderson began his 1-year assignment in October 1976. He came to the

(See **IPA Personnel** *on page 2.)*

IPA Personnel (from page 1.)

Police Traffic Services Branch, Enforcement and Emergency Services Division, TSP, from the California Highway Patrol in Sacramento, where he has been for 12 years. John enjoys police work--his 2 years as a policeman and deputy sheriff, and particularly the 8 years he spent on the road with the highway patrol. The other 4 years with the patrol were given to administrative assignments, which brought a different kind of satisfaction. John served one tour as assistant to one of the CHP commissioners, and another as legislative representative to the State legislature. Both gave him valuable insight into law enforcement at that level.

John learned about NHTSA when he was here for 1 week as part of a 9-month course at the Northwestern Traffic Institute. He met an IPA sergeant from Arizona, and later recommended to California headquarters that they send an IPA of administrative rank to NHTSA who could represent the State and have some input into policymaking. Three years went by--and then a call came for applications. Not surprisingly, John was chosen.

John's mission in Washington is to learn about NHTSA, and Federal government in general. Additionally, as a knowledgeable law enforcement representative of one of the most active States in highway safety, he wishes to contribute to the cooperation between NHTSA and the States which is contemplated by the Highway Safety Act of 1966. Thus, he hopes to act as a liaison or an interpreter, articulating the needs and policies of one to the other.

Only 2 months on board, John is impressed by the quality of talent and wealth of knowledge assembled here. He has not been assigned to any particular area and foresees that he will be active in many. When he returns to California, he looks forward to involvement in long-range or operational planning. This is a natural progression, as he holds a Master's in Public Administration in addition to an Associate degree in Police Science and a Bachelor's in Criminal Justice.

We recently learned that John had returned to California for a few days to take an examination for the rank of Captain. He came back with the highest grade in the State and will receive has promotion on February 1.

Thomas Louizou came to Region II as a Highway Safety Management Specialist from the New York State Department of Motor Vehicles, where he worked in driver education. In 1969, New York passed a law requiring all applicants for drivers' licenses to attend a 3-hour driver safety class lecture. In addition to evaluating the instructors who gave these lectures, Tom taught driver safety sessions and conducted problem driver interviews, both for drivers who exceed a certain number of point violations.

Tom has a Bachelor's in Education with a major in History. Prior to his work in the State motor vehicle area, he substitute-taught in the public school system for several months, switched to a parochial school where he coached track and taught social studies for another few, and then joined the Neighborhood Youth Corps. This is a New York high school equivalency program for dropouts which operates in all five boroughs. Tom taught Math and English in Manhattan.

In his present assignment as a Highway Safety Management Specialist, Tom functions as Manpower Development and Youth Program Coordinator, bears responsibility for the Traffic Courts and Driver Licensing standards, monitors State highway safety programs in New Jersey, and is assisting in the Region's evaluation of selected programs in the States it covers. In addition, he attended the new Highway Safety Program Management course being given at the Transportation Safety Institute in Oklahoma City.

Tom feels that the experience he has gained during his 2-year tour will prove invaluable when he returns to the Department of Motor Vehicles next June. "My view of highway safety," he says, "was just rehabilitation . . . now I have a much broader view."

He hopes to transfer to Albany in a management capacity, and there is no doubt that his training with NHTSA will stand him in good stead.

Dr. Lorenzo Tony Ortega, whose IPA terminated on December 31st, also just received his Ph.D. in Business Administration from the University of Nebraska. In fact, his doctoral dissertation was developed from his experiences in NHTSA's Region VII, where he spent a year as a management consultant.

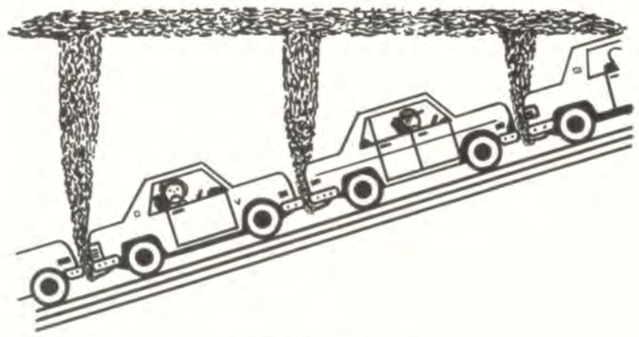
A career Air Force Officer with a background in planning, Tony decided, in the last years of his service, to go to school to become a civilian--that is, to learn how to apply his expertise in the civilian sector. After earning his Master's in Management in 1973 and teaching for a time at Nebraska, he looked at large corporations, where he was offered a position, and then at government. It seemed to him that the latter presented a greater potential. One of his professors told him about the IPA, an opening occurred in Kansas City, and everyting fell into place.

Tony's work at Region VII included performing a sociometric study of the office and participating on a traffic record survey team in Nebraska, which is a pilot Highway Safety Program State, and is attempting to modify its safety program management from a standard-oriented approach to a problem identification-oriented one. He feels that he has been able to apply a great deal of what he learned at school to his work in the Region.

After returning briefly to the University of Nebraska to present his dissertation, Tony and his family will move to Edinburg, Texas, where he has accepted a teaching position at Pan American University. His teaching interests include management theory, computer systems, marketing, and organizational behavior. Tony expects to continue research in transportation, as well as in the environmental effects on executive behavior, techniques for increasing executive productivity, and the problems of bicultural executives and managers. The latter seems to be a largely neglected area, but an important one in any country where there is cultural interchange. People such as Tony, who grew up in California from parents of Mexican extraction and spent many years with the Air Force in Spain, are gifted with a sensitivity to the problems of people and organizations undergoing a cultural transition.

Dr. C. Harding Veigel, working in the Manpower Development Division of TSP at headquarters, served a previous IPA assignment as well. From October 1973 to September 1974, as a Highway Safety Management Specialist in Region VII, he monitored various State projects which included a 3-year Iowa driver education

(continued on page 4.)



"THOSE OLD EXIT BLUES"

DINNER IS READY AND CHARLIES NOT HOME;
HIS WIFE WAITS PATIENTLY BY THE DOOR.

HIS LATE ARRIVALS USED TO WORRY HER;
BUT THIS DOESN'T HAPPEN ANYMORE.

SHE HAD IMAGINED HIM OVER AT DAMKERS;
IN THE ARMS OF SOME OFFICE VAMPS.

BUT NOW SHE KNOWS WHY HE'S MISSING;
HE'S STUCK ON THE NASSIF EXIT RAMPS.

Tom Grubbs

IPA Personnel

(from page 3.)

study, and evaluated three K-12 (kindergarten through 12th grade) safety instruction curricula. A sociologist by training, his research skills were particularly useful in evaluating the effectiveness of these programs.

NHTSA does much to stimulate and assist the States in their development of safety programs and application of NHTSA funds. To aid in this effort, Dr. Veigel interrupted his directorship of the Institute for Industrial Safety and Hygiene at Central Missouri State University and returned to us for a second IPA tour which ends this coming May. As the emphasis in Regional management has shifted from standards enforcement to problem identification and safety program evaluation by the States, he has rewritten manuals, designed training curricula, and given seminars. A major revision to Volume 102 of the Highway Safety Plan reflects that shift, as does a problem identification workshop held last month. A smaller current project is the compilation of a glossary of TSP document terms.

When his assignment expires, Dr. Veigel foresees a return to safety instruction. He and his family have enjoyed the East immensely, and attempted to see as much as possible. Among the unexpected pleasures they've encountered was Mrs. Veigel's chance to hear a joint session of Congress on the pass belonging to former Senator Mike Mansfield's wife. She had not been able to obtain a regular pass to the visitor's gallery and was standing disconsolately by the door when the Senator, walking by, asked her, "Can you use this?" and slipped it into her hand. Serendipity came to Dr. Veigel also when he learned that as a member of a regional Appaloosa horsebreeding club, he will get to ride in President Carter's inaugural parade!

Especialy fulfilling to him, however, has been his manpower development work at NHTSA. Dr. Veigel will receive a Certificate of Appreciation from the Administrator for his contributions, which will remain past his departure as improvements to our administration.

Dr. Yau Wu is likewise on his second stint with the Department of Transportation, although his first was not an IPA assignment. Presently with the Accident Investigation Division of the Office of Statistics and Analysis, he is engaged in developing a computer model of automobile collision behavior.

A professor of Aerospace and Mechanical Engineering at Boston University, Dr. Wu has also taught at Princeton, the University of Illinois, Virginia Polytechnic, and MIT. During the last two positions, he consulted with UMTA and FRA on high-speed ground transportation, and developed a linear air turbine, air cushion vehicle capable of traveling at 300 mph. Other practical research he has performed includes military work on the response of trucks to nuclear blast waves and, of course, his present investigations into an accurate computer crash simulation. Several attempts at one have been made around the world, but without complete success. According to Dr. Wu, a basic problem is a tendency to treat the vehicle as an isotropically homogeneous mass--that is, one in which all components react in a linear fashion.

That same consideration became an asset in Dr. Wu's earlier work in rarefied gas dynamics, where the inclusion of isotropy as a variable into the kinetic theory of thermal transpiration has resulted in modifications to the laws of thermodynamics as they apply to low density gases.

Dr. Wu enjoys the practial turn his research has taken in recent years, and his work at NHTSA. He maintains an interest in high speed ground transportation, and hopes that the future will unlock more funds for research. Since his IPA assignment runs through August of 1978, he might well see it happen.

This has been just a sampling of the skills which have changed hands between NHTSA, State and local government, and educational institutions since the IPA made them possible. We are glad to have these fine people on board, and look forward to many more years of mutual profit through the IPA.

OF SPECIAL INTEREST

Some call this the plastic age. For plastics are used in everything from upholstered furniture to disposable diapers.

In a typical modern home, you will find plastics used in rug pads, mattress cores, wall insulation and paneling. You will also find plastic in the interior of cars, planes and mobile homes.

One reason for the widespread use of plastics is that they are easier to mold than the more traditional materials, such as wood, glass and metal. But plastics also tend to release more heat and smoke when they burn, and some release deadly fumes during fires.

Some of the major fire hazards associated with certain plastics include:

1. Rapid flame spread. Once ignited, some plastic materials burn rapidly and can spread flame to nearby materials.
2. Extreme heat. Some plastics generate high temperatures quickly when they are ignited.
3. Large amounts of dense smoke. Burning plastic materials produce thick, black smoke limiting visibility and making it difficult for victims to get out or for firefighters to get in.
4. Toxic gases. When burned, plastics produce carbon monoxide, and some produce toxic gases such as hydrogen cyanide and hydrogen chloride. In most cases, people die from the smoke and carbon monoxide gas before the flames reach them.

There are both fibrous and non-fibrous plastics. The fibrous plastics include polyesters, nylons, and other fibers used in fabrics. The non-fibrous plastics include polyurethane foam, polystyrene, and polyvinyl chloride, and others. The polyurethane foam is often flexible and is used in upholstered furniture and mattresses. It can also be applied as a spray to walls and ceilings, and restaurants have experienced tragic fires when their foam-covered walls have ignited and spread fire very quickly. Polystyrene can be made in a rigid form which looks remarkably like wood, and it is often used for wall paneling, countertops, and furniture. Polyvinyl chloride can also be rigid, and it is used in many applications, such as plastic plumbing installations. There are many other types of plastics as well.

Several Federal agencies, alarmed by the fire hazards of plastics, have responded by issuing standards governing their use. These agencies include the U.S. Consumer Product Safety Commission, the Federal Trade Commission, the Federal Aviation Administration and NHTSA.

New products coming out on the market have or will be required to meet these standards. But there is no effective "home treatment" which consumers can use to make plastics less flammable.

So, to help keep you from being the victim of the hazards associated with plastics, the Consumer Product Safety Commission offers the following suggestions.

Be aware that all plastics--even the polystyrene cups wich are used for coffee--will burn if the ignition source is hot enough. A match or hot electric coil could ignite plastic. Some plastics can produce gases which can kill you.

Consider the use of other less flammable materials instead of plastics whenever possible.

Put a smoke detector (which can be purchased in some department stores for about $50) outside your bedroom door or at the top of the stairwell to provide early warning if a fire does occur.

Personnel

Welcome Aboard

Dan L. Butler, Public Information Spec., PACS, 12-5.

Gary R. Harmon, Mail and File Clerk, GSA, 12-15.

'Bye and Good Luck

Marion T. Boyd, Sec. Steno, MVP, 12-15.

Congrats on Promotion

Kenneth Snowden, Data Control Clerk, TSP, 12-5.

Thomas R. Grubbs, Safety Compliance Engr., MVP, 12-5.

Karen Dyson, Attorney Advisor, OCC, 12-5.

Who's Who in NHTSA

Time Management--"A Question of Habit???"

Clara Hardee, Technical Information Specialist in the Technical Services Division, doesn't use the DOT/Coast Guard exercise facilities on the roof of the Nassif Building. She's much too busy keeping in shape---jogging two miles a day after work, swimming two or three nights a week, hunting on weekends, farming her vegetable gardens throughout the growing season and canning their products, and remodeling her mother's home in North Carolina from top to bottom over long weekends and vacations.

Clara Hardee

No small feat for someone who eats one meal a day, as a rule, and sleeps four hours a night. It is all, she says, a question of habit. What wouldn't many of us give (excepting the work) for habits like these! Modest, she is quick to add that she couldn't do many of these things without the help of her friends.

Born in Rockingham, North Carolina, Clara attended East Carolina University with the intention of becoming a teacher. This gave way later to an interest in business administration, and eventually to the realization that she did not actually want a college degree. Instead, she came to Washington and found work with the Navy, where she remained 3 years, in contracts administration.

Thereafter, she took a job in the same field at NASA headquarters. All large NASA contracts for equipment and services are administered from Washington, and Clara handled the contract closeout procedures. Another of her areas was technology utilization--ensuring that patent rights on ideas developed under contract were respected. She also reviewed abstracts of technical briefs, which is among her duties here as well.

Clara came to NHTSA in 1970, after having been at NASA 11 years. In addition to reviewing contractor-prepared abstracts of material in the public dockets, her responsibilities include reference services and managing the Technical Reference Library's audiovisual collection. She was instrumental in establishing many of the TSD procedures and reference resources, including the automated bibliographies, monthly highway safety literature lists, and vertical files (which contain transportation material related, but not directly, to highway safety).

When asked what part of her work she enjoys most, Clara unhesitatingly replied that it's working with people. The audiovisual department is another favorite area, and Clara looks forward to refining and streamlining it. The collection currently contains about 1,500 films, 4,500 transparencies, 100 video and audio magnetic tapes, and 300-400 photographs, all related to highway safety. They are loaned free to the public and interested organizations.

Although she claims to have become citified away from her home town of 10,000 people, most of Clara's pleasures take her outdoors. Deerhunting, which she tried for the first time this year, was unsuccessful. On the other hand, she and her 2-year-old German shorthaired pointer, Bertha, do quite handsomely with pheasant. Bertha lives on a farm near the Maryland-Pennsylvania border with one of Clara's friends.

Clara lives in Arlington, in one of the Fairlington condominiums, which she bought newly converted some 4 years ago. The pool where she went from wader to swimmer scarcely a month ago is nearby. Not far away are the garden plots which she cultivates in the spring and summer. Of 80 plots, which are leased from the county for $15 a year each, she has three. Each tenant also pays $15 annually for groundbreaking by a tractor, and anything left over goes for tools and fencing. Collectively, they have put in water and bought a shed for their lawnmower, wheelbarrow, and other large tools. Sowing, watering, weeding, and guarding are a lot of work, but the gardens keep Clara more than supplied with vegetables which she has to can to keep. To say nothing of the earthy satisfaction that comes from having grown one's own food.

Remodeling may be love made visible, but it is good hard labor all the same. Clara told us she will be an apprentice carpenter next summer--and her straight face dissolved into a laugh. Nevertheless, she has managed to install a completely new kitchen and bathroom, including appliances, fixtures, tile, and linoleum (have you ever taken old linoleum up?), and otherwise refurbished her mother's house. All that remains is the grosser outside painting, for the inside and trimwork are done. Unfortunately, there aren't any pictures of the way it was before, but she promised to take some "after" shots this Christmas. Before and after pictures, we suspect, are mainly of interest to bystanders. When you've done the work, you know what it took. And Clara is proud.

When she finds the extra time, she likes to spend it in city pursuits--plays, shows, dancing. Wherever there are others. And should your work carry you to her part of the Technical Services Division, you will find her very helpful. She loves her work, and does it well. Not the least because she likes people.

Job Openings

For complete details, see the official vacancy announcements. Vacancy announcements are posted on the NHTSA Bulletin Boards at both the Nassif and Transpoint Buildings. They are also distributed to each Office Director.

Supvy. Position Class. Specialist, GS-221-13, AD. Opens: 12-27-76, Closes: 1-19-77. NHTSA 77-54.

Engineering Technician, GS-802-9, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-55.

Engineering Technician, GS-802-6 and 7 (3 pos.) Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-56.

Electronics Technician, GS-856-7, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-57.

Electronics Technician, GS-856-9, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-58.

Electronics Engineer, GS-855-9, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-59.

Electronics Engineer, GS-855-12, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-60.

Mechnical Engineer, GS-830-9, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-61.

Mechanical Engineer, GS-830-12, Engineering Test Facility, East Liberty, Ohio. Opens: 1-3-77, Closes: 1-21-77. NHTSA 77-62.

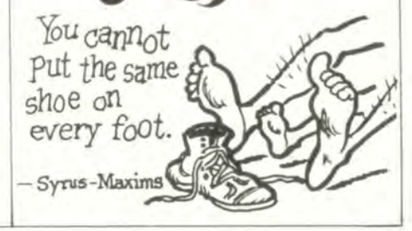
Secretary (Typing), GS-318-6/7, AD. Opens: 12-27-76, Closes: 1-17-77. NHTSA 77-63.

Deputy Reg'l Administrator, GS-2125-14, Region IV. Opens: 1-3-77, Closes: 1-24-77. NHTSA 77-64.

Highway Safety Management Specialist, GS-2125-11/12, Region VI. Opens: 1-3-77, Closes: 1-24-77. NHTSA 77-65.

Highway Safety Management Specialist, GS-2125-9/11, Region V. Opens: 1-7-77, Closes: 1-28-77. NHTSA 77-66.

graffiti



A Top Value

For the Ambitious, Industrious and Curious

There is a unique college in the District of Columbia, unique because it is tuition-free. It is the Washington Saturday College (WSC).

WSC was established in 1968 by some Business Administration students at American University. Concerned about the spring riots in 1968, these students felt that such a college would serve as a stimulus to community development. The idea then became a class project and WSC, an educational facility where people help people, became a reality. It now has several centers operating throughout the metropolitan area.

Although WSC was basically established to give the less affluent the opportunity to better themselves and their communities, students from all walks of life enrolled in its program. The instructors were and still are all volunteers, people who want to help others, and experts in their fields. The high quality of instruction alone has drawn many a student to the classrooms of WSC. Among these are college professors, high school students, government workers, housewives, artists and secretaries.

WSC now functions as an arm of the Association for Community Education, Inc. Its class centers are located at George Washington University (GWU), Catholic University (CU), Bolling Air Force Base, PEPCO Center, the D.C. Share Computer Center, and the Southeast Community Center.

Different centers specialize in whatever subjects the students need and want. For example, the CU Center offers paralegal and para-medical classes as well as those in career development. There are currently about 50 to 75 students enrolled in these classes, which are held in Schann Hall at Catholic University.

Behind every successful project, there is always a force. In the case of WSC, it is Mrs. Lucinda Malone, President of WSC, and her husband, John, who is in charge of public relations. A few years ago, WSC nearly went out of existence as it floundered through change. By exercising a great deal of creative talent and applying their "random philosophy," however, the Malones were able to rescue it so that today students can continue to use it in their quest for a better life.

What is the Malones' "random philosophy?" It is that you go to unexpected sources for ideas and information. For instance, from a TV program on real estate, the Malones found students who needed and wanted classes in that field, and a class on real estate was included as part of the WSC curriculum. In addition, Mrs. Malone is always looking for new ideas and frequently travels to learning centers all over the nation for ways to enhance WSC's program even further. It is through this untiring energy that such instructors as Chief Justice Warren have been lured into teaching at the College.

Interested in attending? The next semester will begin February 5th. For a schedule of available classes and registration information, call Mr. John Malone, telephone 581-9176.

'Round About NHTSA

Baby Boom

Mr. Robert Hawk, Director of the Office of Public Affairs and Consumer Services, and his wife Verna, were blessed with a healthy baby girl, Stephanie, weighing 6 pounds, 5 ounces, on December 17. Mr. & Mrs. Hawk also have a daughter Shirley, age 8.

The Office of Personnel Management had an especially busy Christmas with the arrival of Anne Duffy and Erin Christine Budnik.

Anne, daughter of Frank and Marianne Duffy, was born on December 18. She weighed 7 pounds, 7 ounces. Anne is their first child.

John and Peggy Budnik became proud parents of a baby girl named Erin Christine. Erin Christine was born on December 19 and weighed 6 pounds, 1 ounce. She is John and Peggy's first.