

# DOT Today

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U.S. Department of Transportation

Moving America Together

## THE LAST LORAN

Story & Photos by PAI John Moss

With the striking of a flag, the romantic notion of isolated duty on a remote Pacific island faded into history for most Coast Guard members.

The crew of Coast Guard Loran Station Marcus Island turned their station and equipment over to the Japanese Maritime Safety Agency (JMSA) on September 30 at 1:48 p.m. It was the last station in the Western Pacific Loran Chain to be disestablished and turned over, under a 1992 agreement between the U.S. and Japan.

The Coast Guard also turned over Loran Station Iwo Jima in a ceremony September 29, while three other Loran stations, Hokkaido and Gesashi, along with Station Barragada in Guam, were transferred in July.

Loran stations were established during World War II to fill a Department of Defense need for an accurate navigation system. Loran-C, originally an acronym for Long Range Aid to Navigation, is a radio beacon used by ships and aircraft,

broadcast over hundreds of miles. By reading the signals from three stations, a Loran receiver can plot its position to within 100 yards of its actual



**Top:** With the striking of a flag, the crew of the Coast Guard Loran Station Marcus Island turned their station and equipment over to the JMSA at 1:48 p.m. It was the last station in the chain to be disestablished and turned over under a 1992 agreement between the United States and Japan.

**Center:** Marcus Island is the southeastern-most island in Japan. The Japanese refer to it as Minamitorishima — South Bird Island

**Bottom:** ET1 Matt Barber from Loran Station Marcus Island reviews electronic component testing procedures in the station's timer room with crewmen from the Japanese Maritime Safety Agency



location. In the Western Pacific, Loran stations were primarily located on small islands previously occupied by the Japanese. As technology developed, however, the Department of Defense (DoD) switched to the more accurate satellite-based Global Positioning System (GPS).

"GPS is a significant reason for our closing down because we're now outdated in our technology here," said Lt. Mike Christian, the final commanding officer of Loran Station Marcus Island.

The Japanese took over the Loran system to help support their fishing and coastal freighter fleets. GPS is controlled by the U.S. DoD and can be shut down at any time for national security reasons. Because of this, many nations are reluctant to rely solely on it for navigation.

In addition to getting the stations ready to be turned over, the crews at Marcus Island and Iwo Jima had to work closely with their Japanese counterparts to help them learn the new equipment. The Japanese crews arrived early in September, giving them less than a month to learn the complex system.

The Coast Guard crew at Marcus Island was reduced from about 30 people to 23 to make room for the new JMSA crew while they were training together. The biggest challenge for many people during the turnover was overcoming the language difference.

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## The National Highway System — Backbone of America's Intermodal Network

by Susann Lee White

More than 300 guests were on hand as Secretary Peña and Federal Highway Administrator Rodney Slater presented plans for the National Highway System, a key element of the intermodal transportation network of the future. Using Geographical Information System technology and special computer screens, Administrator Slater displayed maps of the system at the national, state and urbanized area levels. Secretary Peña officially submitted the maps to Congress on December 9. The maps were developed by FHWA from the proposals submitted by individual states (to fulfill a provision of the Intermodal Surface Transportation Efficiency Act of 1991 [ISTEA]). The states identified their top priority candidates for the NHS based on instructions issued by FHWA — through an extensive process of outreach, hearings, planning workshops, and complex analyses of where the traffic needs will be in the future.

The states were explicitly required to consider intermodal transportation demand, including connections to ports and airports, among states, and between major business and population centers. FHWA was the coordinator of the process and had to make the decisions about which highways to propose.

The next step is for Congress to review the proposal and then enact legislation officially approving the NHS, which under the ISTEA must be done by September 30, 1995.

The nearly 159,000 mile NHS includes 45,691 miles of interstates (the existing Dwight D. Eisenhower System of Interstate and Defense Highways) and other primary highways.

"The NHS will truly be the backbone of the nation's intermodal transportation system in the 21st century," says FHWA Administrator Rodney E. Slater. The NHS is not primarily about construction of new highways; most of the pieces of the NHS are already in place — these are the highways that must be maintained as effectively and efficiently as possible. The United States spends nearly \$1 trillion a year or 17 per cent of

FHWA Administrator Rodney Slater presented plans for the NHS December 9.



photo by Lance Strozier

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which required a lot of improvisation.

"We drew about a thousand pictures, and they used English/Japanese dictionaries to translate one word at a time," said ET2 Mike Logan, of the Marcus Island station. "It was almost like playing charades."

"The crews at both stations took a lot of pride in the fact that we were going to have a unit capable of continuing operations for as long as possible," said CWO2 Alan Harada, executive officer at Marcus Island. "Our goal was to turn over a quality product."

Even though the crews tried to put the stations in their best working order, the equipment and technology is 30 years old. Because of this, the JMSA plans to replace the current tube transmitters with solid state ones over the next few years. The upgrade should be easier to maintain and require fewer people to operate.

The loss of the Loran stations for some members of the Coast Guard means the end of an era. Some

have spent their entire careers in the Loran field. Many people say they will miss the unique way of life. "I think the people out here, just because of the nature of it, become much more a part of the station ...and it becomes a part of them," says Christian.

The turnover of these Loran stations is part of a larger shutdown of all Coast Guard-operated overseas Loran-C stations. All of these stations are scheduled to be closed by the end of January 1995. Most of the overseas stations will then be taken over and operated by their host countries.

"I think isolated duty is good for your personality," adds Logan. "It forces you to face yourself over and over again, and it forces you to live in a small area with other people. I have personally grown more out here than I ever did in all my previous tours and leadership classes. "And," he concludes, "there will be a generation of people coming into the Coast Guard who will never even know it was here."



**Above:** MK3 George Wieland from Loran Station Marcus Island shows a JMSA crewman how to make the station's twin diesel generators parallel - ensuring both are producing the same amount of power. The generators are a vital part of the station. As the only source of power, they keep a radio beacon on air which thousands of mariners and aviators depend on for navigation.



**Right:** ET2 Mike Logan from Loran Station Marcus Island shows how to isolate a malfunctioning component in the station's transmitter building. Marcus Island's transmitters were the first two of their kind built in 1962.

## The Backbone of America's Intermodal Network (continued from pg.1)

photo by Lance Strozler



the gross domestic product on transportation services. In the next 10 years, a 1 per cent improvement of the overall efficiency of America's transportation system would translate into nearly \$100 billion in savings across our economy.

Administrator Slater says NHS will help ensure that America can compete effectively in expanding global markets, and in promoting, creating, and maintaining U.S. jobs. The benefits of making investments in this system include economic

growth, national security, intermodal connectivity, safety, compatibility for commercial vehicles, increased tourism, and the ability to accommodate expanded trade between the U.S., Canada and Mexico.

"Our success in passing the North American Free Trade Agreement (NAFTA), our current push to secure a new General Agreement on Tariffs and Trade (GATT) and our efforts to bring down trade barriers and open markets in Asia, Latin America, the developing world and the former Communist bloc — all of these point us to further transportation challenges we must plan to meet," said Secretary Peña.

Following the intermodal themes of ISTEA and DOT's own goals, Secretary Peña presented the NHS as a first step beyond the interstate highway era "towards an investment strategy for all of America's transportation systems—not just roads, but air and waterways, ports, pipelines, rail and urban transit." He sees the NHS as a foundation for the creation of a true National Transportation system (NTS) which seeks to unite federal with state and local transportation systems. "The NTS will guide overall analyses and explain to the American people the need for greater transportation investment,"

Peña says. Our transportation system is not viewed as a collection of individual modes competing with one another. Instead, it is and must be seen as an integrated system in which each segment and mode complements the others. Connectivity among systems and across the states will achieve far greater benefits than would likely occur if each state developed its system independently.

"We need a broader, more inclusive investment planning tool to better allocate limited state and federal transportation budgets," he says. "We will need to maximize the efficient use of existing transportation systems; and this will enable us to assess the likely impacts of proposed investments on social, economic and environmental goals far more accurately than we do now."

"America's task today is largely to make our world class transportation system even more efficient—by introducing new technologies like Intelligent Vehicle Highway Systems, by investing in high speed rail and by integrating transportation modes in innovative ways," Secretary Peña said. "The National Transportation System will indeed be the blueprint for America's 21st century transportation needs."

*Thanks to Ann Mladinov for her contribution to this article*

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Secretary of Transportation  
Director of Public Affairs  
Editor  
Staff Writer  
Design

Federico F. Peña  
Richard Mintz  
Sue Challis  
Susann Lee White  
Tomara Arrington and Catherine Vass,  
OST Graphics

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The deadline for the February, 1994 issue is January 20.

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recyclable



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## New Members Sought for Chemical Transportation Advisory Committee

The Coast Guard is seeking applications for membership on the Chemical Transportation Advisory Committee (CTAC), a group which makes recommendations on the safe transportation and handling of hazardous materials in bulk on U.S.-flag vessels and barges and in all U.S. ports and waterways. The advice and recommendations of the CTAC also assist the Coast Guard in formulating U.S. positions at meetings of the International Maritime

Organization.

To be eligible, applicants should have experience in chemical manufacturing, marine transportation of chemicals, occupational safety and health, or environmental protection issues associated with chemical transportation. To achieve gender and ethnic diversity among the committee membership, the Coast Guard is encouraging qualified women and minorities to apply.

Applications are being considered for eight expir-

ing terms and for other existing vacancies. Each member serves a three-year term and may be reappointed. Members serve without salary, per diem or compensation for travel.

To receive an application, write to Commandant (GMTH-1), U.S. Coast Guard Headquarters, 2100 Second Street, S.W., Washington, D.C. 20593-001, or call Cdr. Kevin Eldridge or Frank Thompson at (202) 267-1217. Applications must be submitted before January 15.

# Martin Luther King, Jr. Birthday Celebration

by Susann Lee White



**"I won't have any money to leave behind. I won't have the fine and luxurious things of life to leave behind. But I just want to leave a committed life behind."**

- Dr. Martin Luther King, Jr.

Dr. King's message still rings true and touches all of us who love freedom, as we celebrate his birthday on January 17. This year, the Smithsonian Institution's Museum of American History in Washington, D.C., will celebrate Dr. King's accomplishments with a multi-media program, "Band of Sisters and Brothers in a Circle of Trust," Saturday, January 15 from 1:00 to 4:30 p.m. in the Carmichael Auditorium, 1st Floor, Museum of American History, 14th Street and Constitution Avenue, N.W. From 1:00 to 2:30 p.m. the Student Nonviolent Coordinating Committee will give a lecture and from 2:30 to 3:30 p.m. there will be a song workshop to chronicle the Civil Rights Movement. From 3:30 to 4:30 p.m. there will be a docent-led tour of exhibits.

We can all learn from Dr. King's message and life, and his six principles of nonviolence:

SIX  
PRINCIPLES  
OF

## NONVIOLENCE

1. Nonviolence is a way of life for courageous people. It is active nonviolent resistance to evil.
2. Nonviolence seeks to win friendship and understanding. The end result of nonviolence is redemption and reconciliation.
3. Nonviolence seeks to defeat injustice, not people. Nonviolence recognizes that evil doers are also victims.
4. Nonviolence holds that suffering can educate and transform. Nonviolence willingly accepts the consequences of its acts.
5. Nonviolence chooses love instead of hate. Nonviolence resists violence of the spirit as well as the body. Nonviolent love does not sink to the level of the hater. Love restores community and resists injustice. Nonviolence recognizes the fact that all life is interrelated.
6. Nonviolence believes that the universe is on the side of justice. The nonviolent resister has deep faith that justice will eventually win.

## Maritime Administration Honors U.S.-Flag Shippers

More than 114 importers and exporters whose businesses are essential to the vitality of the American Merchant Marine were thanked formally for patronizing U.S.-flag merchant ships.

"Through their use of America's merchant ships, these companies support the nation's economic security and vital sealift capability," said Maritime Administrator Albert J. Herberger, who presented the awards Dec. 1 in both Atlanta and Houston.

"U.S.-flag carriers provide cost-competitive and reliable service, and they have been world leaders in developing advanced international distribution systems — which has benefited all nations," Herberger continued.

The companies were presented with the Department of Transportation's U.S. Merchant Marine Certificate of Appreciation. Herberger said the companies, which include Westinghouse, Exxon, and Honda Power Equipment to name a few, have pioneered containerization double stack rail cars, specialized containers, electronic equipment identification, and satellite tracking.

"The U.S. - flag carriers have led the rest of the world in developing efficient and dependable international and intermodal distribution systems," said the Maritime Administrator. "I congratulate the carriers for having the foresight to modernize this industry for the 21st century, being on the point leading to a seamless transportation system."

## AIRWAY FACILITIES

### "Creating Our Future By Managing Change"

About two years ago, FAA's Airway Facilities started planning to change its business strategies. As part of the process, the AF executive board created an organizational behavior team to come up with innovative ways to promote new cultural values centered around empowerment, diversity, team emphasis, and measurable customer-driven outcomes.

The team met numerous times and researched both private and public organizations to identify ways to improve organizational effectiveness. In addition, members interviewed managers and employees and reviewed many AF internal evaluations and related diagnostic tools.

At the end of September, more than 50 people came together from AF's nationwide workforce to take a new look at six areas for change: Employee empowerment; selection; training and development; performance appraisal; awards/rewards; and compensation.

After a week of work, the team produced a comprehensive report, which

the AF executive board accepted in its entirety. To implement the change, a meeting is scheduled for January 11-14 to couple these programs with national realignment. Larry Reid is the program director for the AF national realignment office. He will be acting team leader as they kick off the structure team and forge these efforts nationwide.

The teams say the challenge is to seize this opportunity to create "people programs" for AF that will serve as the vehicle for moving employees to new business realities. At the same time, external influences such as the impact of the National Performance Review and the anticipated reduction in imposed requirements by the Office of Personnel Management serve to enlarge the window of possible change in the whole human resources arena.

For more information, call Linda Zamer, AF Program Manager for the organization design team at (202) 267-3989.

Let us listen again on Dr. King's birthday to the principles of racial equality and nonviolent social change, and remember his dream:

**"And when we allow freedom to ring, from every village and every hamlet, from every state and every city, we will be able to speed up that day when all of God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing..."Free at last! Free at last! Thank God Almighty, we are free at last!"**



photo by Rob Wyman



## Joint Efforts Net 50 Fisheries Violations

by BM2 Jim Kelley, CG Station Fort Lauderdale

Armed with information about several commercial boats fishing without permits in Bahamian waters, NMFS and FMP requested the use of Station Fort Lauderdale as an operations base. It was decided that a boarding team from the station would make initial contact with the suspect vessels to determine if they had fish onboard. If so, the vessel would be directed to the station for a dockside boarding.

On its way into Port Everglades, Fla., the charter fishing vessel Sea Legs II was boarded by the joint team of agents. Once the vessel was moored at the station, the seven crew members and 14 passengers tagged their gear, moved off the vessel and

were interviewed.

While the catch was being weighed, the vessel was searched. A small quantity of marijuana and three Hawksbill Turtle shells were found. The three shells had been cleaned and packed with salt and two of the shells appeared to have bullets in them.

The turtle shells, as well as 1,284 pounds of fish (in excess of the legal limit and including some types of fish not allowed to be caught in Bahamian waters), 30 pounds of conch and 36 lobster tails were seized.

Just three days later, a similar scenario unfolded with the fishing vessel Atlantis. In that boarding, 800 pounds of fish, 62 pounds of conch and 28 shark fins were seized.

More than 2,000 pounds of fish were seized and 50 violations issued recently during two joint boardings by Coast Guard Station Fort Lauderdale, National Marine Fisheries Service (NMFS) and Florida Marine Patrol (FMP) personnel.

### Coast Guard Steps Up Fisheries Training Efforts

by PA2 Larry D. House

As the violators of U.S. fishing regulations increase in number and savvy, the Coast Guard has initiated efforts to keep one step ahead of them — requiring some specialized skills they have lacked in the past.

But thanks to a course being offered by the National Marine Fisheries Service (NMFS), their enforcement efforts should be more successful than ever.

"When you see fish gutted and frozen in a block of ice, you can't tell what it is unless you melt it down. Then you have to have the experience and background to say, 'This is a pollock or a red snapper.' Most of the knowledge comes from on-the-job training doing fishery boardings," says STCM Lewis M. Jones, Jr., one of three senior petty officers from the Coast Guard who attended and evaluated the new NMFS course. The course lasted 33 days and covered topics on not just how to identify commercial fish, but also work in firearms qualification, self defense, evidence collection and handling, legislative and regulatory requirements, and the United States Code.

Jones, along with two other senior petty officers, provided NMFS with a Coast Guard view of fisheries during the course. "The three of us provided our perspective of the course and based upon our evaluations, I guess headquarters wants to continue to use it as our fisheries side of education in the Coast Guard," continues Jones. "If we have Coast Guard personnel going through this course, we will have more highly educated personnel doing our fisheries boarding."

Other Coast Guard personnel will begin attending the course in February. The Coast Guard hopes to establish regional fisheries and law enforcement training facilities sometime later this year, centered in the New England, South Atlantic coast and Alaska areas.

## Radar Detectors Banned in Trucks, Buses

Last month, the Federal Highway Administration issued the final rule on a proposal to order drivers of heavy trucks and buses to get rid of radar detectors. The states will decide on penalties associated with the rule, which goes into effect January 19 and will affect millions of professional drivers.

Automobiles will not be affected. The ban covers all commercial vehicles under DOT's rulemaking jurisdiction — interstate trucks and buses weighing more than 10,000 pounds or carrying 16 or more passengers.

Secretary Peña said, "Since excessive speed is often a factor in accidents, taking radar out of large vehicles should enhance safety for all highway users, including truck and bus drivers themselves." The American Trucking Associations estimates there are 2.5 million trucks on the road today and 5.5 million drivers. Rodney Slater, FHWA Administrator, says a nationwide spot check of trucks last year found radar detectors on 35 percent of them.

## New FAA Deputy Administrator

Linda Hall Daschle, an aviation executive who began her career 18 years ago as a licensed weather observer for the Federal Aviation Administration, was sworn in last month as FAA's deputy administrator by Deputy Transportation Secretary Mort Downey.

Daschle, born in Oklahoma, worked as a weather observer to help pay for her college tuition at Kansas State University. During the early 1980s, she was the first woman to direct the Civil Aeronautics Board's Office of

Congressional, Community and Consumer Affairs in Washington. While at the CAB, she was awarded the board's special achievement award for her contributions to air service for rural American and airline consumer awareness initiatives.

Since 1987, Daschle has served as senior vice president in charge of federal and environmental affairs for the American Association of Airport Executives (AAAE), a professional organization representing managers of U.S. airports. She was

also general manager of the association's new business television network — the Airport News and Training Network.

Secretary Federico Peña said Daschle is "a capable, hard-working, smart executive who brings a common sense approach to the FAA. Her entire professional life has been devoted to aviation, in both the public and private sectors. This combination of work experience helps bring a balanced view to decision-making. We're delighted to have Linda join the team."

# People on the P L A Z A

Reporter Susann Lee White took her notebook and camera out to the DOT Headquarters Plaza and asked the question:

# What is Y



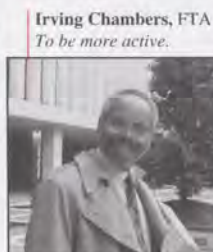
**Gayle Yarborough, NHTSA**  
*More help to the homeless.*



**Thomas Tsai, FRA**  
*I'd like to join the fitness center weight lifting and running. I need to build up my strength.*



**Jonni Burnham, NHTSA**  
*Move. Sell our home! Get another house!*



**Irving Chambers, FTA**  
*To be more active.*



**Scott Shadle, NHTSA**  
*Restoring my old car. To be able to put a lot of effort into it next year.*



**Susan Sharp, OIG**  
*Be happier. Try to not be stressed out. Do the things that I need to do to not let work bother me.*

# EmployeeProfile

## Howard Serig, OST Economist, Photojournalist, Writer

by Lisa Yearwood, OIG

Howard Serig's love for historic and unusual "conveyances" began one Christmas in 1948. That's when he received a Lionel electric train. "No question about it, I was hooked from that point on," he admits. This love affair led to a growing interest in all forms of transport — and led Serig to a college major in transportation economics, later landed him a job with a railroad and then on to DOT in 1972.

Later that same year, Serig nearly gave up his DOT job to pursue his dream of sailing as a crew member on a 300-foot square rigged sailing ship. He smiles when he recalls the details of that adventure, one of many he's made over the past 22 years. "The funny thing was that after my boss listened to my request for three weeks' leave of absence," says Serig, "he said, 'Go ahead — I wish I could do that.'"

Serig started writing and taking photographs as a way to capture the historic value and beauty of trains — still one of his most ardent passions. He also realized that press credentials would get him access to places and events off limits to most people. So in his characteristic take-charge attitude, Serig went out, bought himself a camera, and taught himself to use it.

More than 200 articles have

appeared under Howard Serig's byline in the years since then — in major daily newspapers including the New York Times, the Chicago Tribune, and the Philadelphia Inquirer. He has published many photographs, and some of them can also be seen hanging in offices throughout DOT headquarters, as well as in the cafeteria. Not surprisingly, the subject of most of his photography and written work has been unusual and historic planes, trains, and ships.

He has traveled to the Antarctic and Arctic, flown most of the military's front line fighter planes, and ridden on rails throughout the world.

When asked how he was able to grab the attention of the editors of those major newspapers, Serig says he attributes his success to his "foot-in-the-door" philosophy. As he says, "an aspiring writer/photojournalist must be politely persistent." He recounts tirelessly requesting a few minutes to talk with each editor by phone and sometimes, in person. Those few extra steps led him to jobs with several newspapers at a time writing freelance. The work was never hard to him because he says, "I've never found writing for maga-

Howard Serig in an F-14 Tomcat at 30,000 feet over the Caribbean, a self portrait



zines and newspapers difficult when it involved something I enjoyed doing myself."

Serig believes that his most exciting adventure involved flying military jets and exploring the Antarctic as a guest of the Coast Guard. "Antarctica is sort of like visiting another planet — one that is over 90% ice. It's the end of the earth, a continent that has an almost deathlike starchiness but is incredibly beautiful."

And military jets? "Besides the thrill of flying fighters and bombers — particularly off a carrier deck," he explains, "You are struck by the dedication and professionalism of

squadron personnel — from the maintainers on the ground to the controllers in the tower."

"DOT's fine reputation throughout government has also opened many opportunities for me," he continues. Although his career at DOT has been spent mostly in various offices of OST, he has also had an opportunity to work with all of the operating administrations. Currently on detail from OST, Serig works with FHWA on enhancement projects, some of which fund historic transportation facilities. "Now here at last is a job that I can really relate to," he says. "Some of these projects and I go back a few years."

## SEAWAY AGENCIES AGREE TO FREEZE TOLLS FOR THE 1994 NAVIGATION SEASON

In late November, Administrator Stanford E. Parris of the U.S. Saint Lawrence Seaway Development Corporation announced a one-year freeze on Seaway tolls at the 1993 level for the binational waterway during the 1994 navigation season. It marks the first toll freeze on the Seaway since 1985.

The agreement is the result of negotiations between the Seaway Corporation and its Canadian counterpart, the St. Lawrence Seaway Authority, through the Joint Tolls Advisory Board — a four-member body made up of representatives from the two Seaway agencies. The Seaway Corporation proposed the toll freeze during the September 30 negotiation meeting.

Negotiations are continuing between the Seaway agencies on the Seaway's Incentive Tolls Program for the 1994 season. The Seaway Corporation is proposing an expansion of the program by offering toll discounts of 50 percent throughout the entire shipping season. Currently, the 50 percent incentive applies only during the summer months — 25 percent from the opening date through June, and 25 percent from October through the closing date. The Seaway Corporation is also proposing that the volume discount portion of the program be increased from 20 percent to 50 percent.

"This agreement is just the beginning," Parris said. "During this freeze in toll rates, a fundamental and thorough reexamination of the Tariff of Tolls will be undertaken. It is important that we work together with the Seaway Authority to find ways of improving the Seaway System's competitiveness. The real winners in this agreement are the users of the Seaway."

## NHTSA Administrator Named

President Clinton has announced his intention to nominate Ricardo Martinez, a medical doctor who is currently associate director of the Center for Injury Control at Emory University in Atlanta, to head the National Highway Traffic Safety Administration.

Martinez, 38, is an emergency trauma care specialist and nationally recognized expert on the effects of vehicle crashes. Confirmation hearings on his nomination should begin this month.

In a December 3 statement, Secretary Peña said, "Promoting safety is DOT's most important mission. As a trauma care specialist, Dr. Martinez understands that one of the easiest and most efficient ways to reduce health care costs is to promote safety improvements and responsible driving. Dr. Martinez will have a major influence on national efforts to further improve the safety of the motoring public."

# s Your New Year's Resolution?



**Monica Frazier, MARAD**  
I generally don't make resolutions... start exercising.



**Don Setzer, NHTSA Student Aide**  
To do better in school and stay in the Stay in School program.



**Dorothea Collins, NHTSA**  
To never worry about anything in life again. Make peace on earth and in NHTSA.



**Robert Hornickle, NHTSA**  
This year, I resolve to stop smoking.

**Tom Stafford, NHTSA**  
To retire this year.



**Mike Hartley, RSPA**  
Not to work harder but to work smarter.



**Woody Cox, FHWA**  
To try to eliminate those people who are two-faced from my life, who talk about people behind their backs.



## TransTech Academy Gives Head Start on Life

by Susann Lee White

A "head start" on life isn't just for pre-school children—it's a reality for 96 Cardozo High School students in Washington, D.C., who are enrolled in the TransTech Academy, a program to prepare students for higher education or entry level employment in the transportation field.

Cardozo senior LaTasha Butler, 17, is one of 25 students in the first TransTech Academy Cardozo graduating class this June. She is completing the final stage of the program—school to work transition—as a student intern for the Federal Transit Administration (FTA) every afternoon after school. The FTA, one of the sponsors of the TransTech Academy, recently made a \$75,000 grant to the program.

LaTasha is bound for a North Carolina College where she will pursue a career in transportation, thanks to the efforts of the DOT-sponsored program which began in 1990. She is one of 16 interns who work at DOT headquarters after school. "I like being on a half-day schedule and having actual work experience as a clerk typist," she said. LaTasha will work for DOT until she graduates in June. "I would like a career in transportation, maybe a pilot with the FAA," continues LaTasha, who has been in the TransTech program since its inception.

Shirley McCall, program coordinator for TransTech Academy since 1991, says the program is open to all students with a C average or better.

"They don't have to be on the honor roll. We want the program to reflect the general population, which includes students who might need extra help." She expects a 20 per cent increase in enrollment this year.

"The kids are wonderful, very bright," says McCall. McCall is not a teacher, but works closely with the students and takes care of the recruitment and the administrative part of the program. She says that most of the 96 students in the program are girls, and she is trying to find more ways to get the boys involved.

"I like the fact that you can be in this program and play a sport. It doesn't interfere with that," says Darnell Harris, 16, another member of the TransTech class. "They already have your curriculum ready for you, and the field trips are good." Darnell thinks he would like a career in transportation. "Learning the computer here also will help me in the future," he says.

TransTech Academy has a program for each grade level, 9-12, including visits to colleges and universities, as well as field trips to transportation related facilities to give students an idea of what transportation is all about. They soon discover that transportation is important to our nation's economic, social and cultural development; transportation and related industries account for approximately 17 percent of the Gross Domestic Product; and about 10 percent of the workforce, or 11.8 million



people, are employed in some aspect of transportation.

Other sponsoring agencies of TransTech Academy, called public or private partners, include: Project Action/National Easter Seals; Pennsylvania State University; Morgan State University; Metropolitan Washington Area Airports Authority; Northwest Airlines; Conference of Minority Transportation Officials; University of the District of Columbia; Washington Metropolitan Area Transit Authority; AMTRAK; American Trucking Associations; Transportation Research Board/National Research Council; and University of Maryland.

TransTech Academy seniors are looking forward to careers in transportation. They are from left Dahn Rajah, 18, Maritime; Kira Tucker, 17, NHTSA; Kira Washington, 17, Coast Guard Headquarters; and standing, LaTasha Butler, 17, FTA

## Triathlete from the Volpe Center



Pat Ryan, a program manager at RSPA's Volpe Transportation Systems Center in Massachusetts, participated as a member of the U.S. National Triathlon Team in the Triathlon World Championship last year in Manchester, England. Finishing the course in two hours, 51 minutes, Ryan placed sixth in her age group (50-54) and was the third highest finisher from the United States.

Athletes from 79 nations competed in this international distance event, which consists of a 1500 meter swim in open waters, followed by a 40 kilometer bicycle race, and finishes with a 10 kilometer run. Conditions at the World Championship were challenging — with water temperatures at 55 degrees and air temperature around 50 degrees.

Ryan, who is employed by the Safety and Security Systems Division at the Volpe Center, has been working on Americans with Disabilities Act projects for the FTA for the past two years, and security programs for other agencies. Currently, she is directing a demonstration project for the FTA, working on a modernization project for the General Accounting Office that involves installing a security system, as well as an additional project for the Department of Treasury.

Maintaining a high level of competitive fitness while keeping up with a busy work schedule requires a great deal of flexibility and discipline. Ryan either runs, bikes or swims at 5:30 a.m. and then goes to work. She swims in a local pond in the summer and at a local YMCA in colder weather. She cycles three evenings a week, and usually does a long bike ride (40 to 50 miles), a long run (10 to 12 miles) and a long swim (1.5 miles) every weekend. When she travels, Ryan usually finds time for an early morning or late evening workout.

Ryan, who has been competing since 1985, says she was originally drawn to triathlons because of the challenge. Starting as someone who could barely swim the length of the pool, she has steadily progressed to the point where she regularly wins races in her age group.

For Ryan, her most challenging triathlon accomplishment was participating in and finishing the famous Ironman Competition in Hawaii — including a 2.4 mile swim, a 112 mile bike ride and a 26.2 mile run.

## The Changing Role of Human Resource Management

All DOT employees interested in the future directions of human resource management (HRM) in government and DOT are encouraged to watch a live video broadcast on January 12, 1994 from 11:00 a.m. to 1:00 p.m. Eastern Standard Time titled "HUMAN RESOURCES MANAGEMENT — WHAT'S NEXT?" The program is sponsored by Interagency Directors of Personnel of the federal government. Glenda Tate, the DOT Director of Personnel will be a featured panelist. This is the first of a series of programs aimed at providing HRM specialists, managers, and employees with timely information on current HRM issues.

The program will feature updates on topics such as the status of the Federal Personnel Manual; a lively panel discussion on the changing role of HRM professionals, featuring the Directors of Personnel from the Departments of Transportation, Agriculture, Defense, and Commerce, as well as a representative from the Office of Personnel Management; and an 800 number call-in opportunity for questions and answers.

Additional information will be available soon. In the meantime, call the Departmental Office of Personnel, Human Resources Development Division (M-13) at (202) 366-4122 if you have questions.

## Coast Guard Helps Fight California Wildfires

by James N. Karcher, USCG

When wildfires struck southern California in early November, driven by the Santa Ana winds, you may not have realized the tremendous Coast Guard support that came from the Coast Guard Training Center Fire Department in Petaluma, 50 miles north of San Francisco.

The Coast Guard lived up to its motto, "Semper Paratus", or "Always Ready," traveling 400 miles in the middle of the night to join the 6,000 firefighters and 600 engines battling the flames. After a break for breakfast and a short rest, the Coast

Guard firefighters served 36 hours of almost continuous duty to relieve the fire strike team, which had been protecting area homes in the hills above Corral Canyon. The Coast Guard helped finish the job of firefighting until moderating weather and a massive firefighting effort finally brought the blaze under control.

The Coast Guard engine company, led by Fire Captain Larry Lawson, is staffed with two civilian federal fire fighters and two auxiliary military fire fighters, assisted by fire fighter Scott Singleton, machinery technician first class Randy Moe, and

radioman first class Bill Mannone. En route to their assigned point in the hills above Malibu, they had to traverse areas of heavy smoke and dodge flames leaping over the road in front of their engines.

Chief Steve Scott of the Training Center Fire Department says that his department routinely assists the neighboring civilian communities, responding to fires and other emergencies about 50 times a year. The Coast Guard Engine Company was also part of a strike team that fought the catastrophic fire in Oakland, Calif., in 1991.

photos by Bob Laughlin



**Above:** Secretary Peña is joined by (l to r) National Drug Control Policy Director Lee Brown, Attorney General Janet Reno and HHS Secretary Donna Shalala for the 3D Month event.

**Right:** A mock car crash showed Wilson High School students the end result of drunk or drugged driving.



## 3D Month Gets Support From Cabinet Members

Three members of President Clinton's cabinet joined other federal officials, police chiefs and safety advocates at Washington D.C.'s Woodrow Wilson High School to promote safe and sober driving during National Drunk and Drugged Driving (3D) Prevention Month.

More than 500 students heard remarks from Secretary of Health and Human Services Secretary Donna Shalala, Attorney General Janet Reno, Secretary Peña, National Drug Control Policy Director Lee Brown and others, and then moved outside for a staged car crash highlighting the tragic consequences of drinking and driving. "Holidays are different for us in law enforcement. The things we deal with are head on collisions, or trying to get the attention of a drunk driver, or comforting loved ones who have lost family members in accidents," Maurice J. Hannigan, commissioner, California Highway Patrol, explained to the students. "Alcohol and gasoline are a deadly combination." Secretary Peña urged the students to take personal responsibility, both for themselves and their friends. "You must continue to be leaders in your city and your country," he said. "You must take charge. It may take courage — it may take guts, but our country needs you and your talents to be there with us."

Secretary Shalala talked about one of her former students she had recruited into the University of Wisconsin — someone with a promising future who

was killed in an alcohol-related car crash.

The students listened intently as Attorney General Janet Reno talked about her experiences as a prosecutor in Florida. "Let's hope you don't have to ever experience what I saw in the courtroom," she said. "When you're 18 years old and facing DUI manslaughter charges — and maybe it was your friend who was killed. Drunk driving is a form of violence," she concluded, "violence we can do something about."

Automobile accidents are the leading cause of death for people ages five to 34. Each year, nearly 40,000 people die in traffic crashes and 5 million are injured, costing \$14 billion in health care expenditures.

"Many of these tragedies could be avoided if more people took responsibility for their own behavior," Secretary Peña concluded. "If people buckled their belts and put their children into child safety seats — and most of all, drove sober."



## Recycling News

### Paper Chase

President Clinton recently issued an executive order requiring all federal agencies to step up their reliance on recycled paper, as well as re-refined oil and retread tires for government fleets. The order states that by the end of 1994, federal agencies should purchase only paper containing at least 20 percent recycled fiber — rising to 30 percent recycled by the end of 1998. The government buys nearly 300,000 tons of paper a year, two percent of total U.S. sales. Executive Order 12873,

Federal Acquisition, Recycling, and Waste Prevention, also requires DOT and other agencies to set waste prevention and recycling goals to be achieved by 1995 and set annual goals for purchasing recycled and environmentally preferable products.

Environmental Protection Agency spokeswoman Loretta Ucelli said the plan will "advance the administration's commitment to reducing the amount of garbage going to our nation's landfills." Paper accounts for 40 percent of all solid waste and 77 percent of government office waste, according to the White House.

The president hopes the government purchases will encourage a much bigger supply of recycled paper from suppliers, eventually reducing prices for recycled paper and other recycled goods, thus making those products more attractive and acceptable to consumers.

### Fleet Conversion

On December 9, President Clinton spoke to DOT and other members of the Federal Fleet Conversion Task Force in Washington and pledged to convert much of the federal automobile fleet to alternative fuels. The task force has targeted 38 areas where federal fleet conversion will be coordinated with similar state, local and private efforts beginning this year. Cities where conversion will begin first include New York, Los Angeles, San Francisco, Boston, and Washington, D.C.

"These recommendations (of the task force)," the president said, "point the way to using the purchasing power of our national government to promote vehicles that run on clean domestic fuels, including natural gas, ethanol, methanol, propane and electric power."

Since over 93 percent of the DOT vehicle fleet is leased from the General Services Administration (GSA), we have worked closely with GSA to maximize use of GSA methanol and compressed natural gas alternative fuel vehicles (AFV) in our fleet. We already have 151 AFVs in service, and will obtain another 270 AFV sedans and light trucks from GSA in 1994. Additionally, our entire executive fleet, including the Secretary's vehicle, will be converted to AFVs this year.

*DOT Today is currently printed on white offset paper with a guaranteed 50 percent waste paper content and should be recycled in our department-wide system.*



## FAA Opens New Office in Moscow

Recent political and economic changes in Russia have opened up new areas of opportunity in the aviation industry.

Foreseeing Russia's pivotal aviation role over the next decade, the FAA began working with Russian civil aviation authority organizations to integrate the country's operations into the global aviation industry. As part of this effort, the FAA recently established an agency post in Moscow.

Dennis Cooper, former manager of the FAA's International Research Program Office, will serve as the FAA's first representative in the former Soviet Union. Cooper, who has 15 years' experience in negotiation skills and is fluent in Russian, will serve a two-year tour. He has worked extensively with foreign government officials and agencies — including Russians — to form cooperative agreements with the FAA. Cooper will report directly to the FAA's director of the Europe, Africa and Middle

East Office, located in Brussels.

Cooper is one of 10 FAA representatives stationed overseas. The FAA has representatives in Amman, Jordan; London; Paris; Rome; Dakar; Rio de Janeiro; Beijing; Singapore; Tokyo; and Moscow.

"Airspace in far eastern Russia can be used to shorten certain global air traffic routes," Cooper says. "Additionally, the airspace can make the routes safer and more efficient, resulting in cost savings for carriers."

The former Soviet Union may also become a business attraction for U.S. aviation firms. Ventures could include all facets of aviation — aircraft manufacturing, air traffic control, aircraft maintenance and repair, and training for aviation personnel. Presently, commercial aviation service between Russia and the United States is increasing with additional applications from Russian carriers anticipated in the future.

*from FAA's Headquarters Intercom*

**Secretary Peña and Federal Railroad Administrator Jolene Molitoris welcomed the Hine Junior High School chorus (DOT Headquarters' "adopted school") to their holiday party last month.**



# Locality Pay Begins on January 9, 1994

On December 1, 1993, President Clinton signed a Presidential memorandum to implement the locality pay system for General Schedule employees established by the 1990 Federal Employees Pay Comparability Act (FEPCA). Also covered are Senior Executive Service members, administrative law judges, senior-level employees, and contract appeals board members.

While developing the FEPCA, statistics showed a pay gap in many areas in the country between federal white-collar workers and those employees in the public and private sectors in comparable positions. Starting in 1994, this pay disparity will begin to be reduced, so that eventually federal pay is no more than 5 percent less than that of non-federal employees. Closing this gap will occur over a nine year period—closing it by 20 percent in 1994, and 10 percent each year between 1995 and 2003.

The locality percentages shown here were derived from salary surveys in 27 specific areas in the continental United States—using the rest of the continental United States as a base of comparison. To determine your new rate of pay, sim-

ply multiply your current rate of basic pay by the corresponding percentage where you work. If your work area is not one of the 27 areas listed, you will receive a 3.09 percent increase under the "Rest of the United States" category.

Although the new pay rates are effective on January 9, 1994, some employees will not notice a change in pay. Those employees currently receiving the 8 percent Interim Geographic Adjustment (IGA) will continue to receive that rate until locality pay rates exceed the IGA rates. Additionally, those employees receiving special rates that are greater than the new locality rates will continue to receive the appropriate special rate until the scheduled locality rate exceeds the special rate.

All DOT employees will receive the Office of Personnel Management's employee brochure on locality pay when it is released in February 1994. In the meantime, your servicing personnel office is available to answer any questions you may have about locality pay.

## Locality Areas and Percentages

Atlanta, GA — 3.86%	Boston, MA — 5.47%
Chicago, IL — 5.34%	Cincinnati, OH — 4.22%
Cleveland, OH — 3.34%	Dallas, TX — 4.21%
Dayton, OH — 3.77%	Denver, CO — 4.54%
Detroit, MI — 4.84%	Houston, TX — 6.52%
Huntsville, AL — 4.10%	Indianapolis, IN — 3.68%
Kansas City, MO — 3.30%	Los Angeles, CA — 5.69%
Memphis, TN — 3.09%	New York, NY — 5.77%
Norfolk, VA — 3.28%	Oklahoma City, OK — 3.34%
Philadelphia, PA — 4.96%	Sacramento, CA — 3.69%
St. Louis, MO — 3.09%	Salt Lake City, UT — 3.09%
San Antonio, TX — 3.09%	San Diego, CA — 3.88%
San Francisco, CA — 6.18%	Seattle, WA — 3.92%
Washington, DC — 4.23%	Rest of United States — 3.09%

## Voice Mail

DOT Headquarters has a valuable resource to improve communications and enhance productivity: the VMX voice processing system, also known as Voice Mail. This system eliminates the frustration of long ringing, holding, and "tele-

phone tag." All incoming calls are answered quickly, 24 hours a day, and callers can be assured that the message they leave is complete and confidential.

This service, although available on every phone, must be approved by your immediate supervisor before it can be activated. Voice mail answers your phone with your own recorded greeting, and then accepts the caller's message. Whether you are away from your office, unable to answer the phone, or talking on the phone, you'll never miss a call.

You can also pick up your calls and deposit messages when you are on travel or away from the office by calling 1-800-842-8745.

The system provides a number of other special applications. For additional information, call the Telecommunications Division in the Office of the Secretary, 366-2442.

## Corrections/Ooops...

There were some cooks who called last month to thank me for the award-winning chocolate cherry cake recipe of an FAA employee, but upset because the amount of SUGAR was missing from the frosting part of the recipe.

For those who made the cake "hit and miss" on the sugar, the correct measurement is ONE CUP SUGAR.

Another alert FAAer noticed that our metric math is not up to par yet. On page 6, a FHWA story compared the number of kilometers you would have to drive to equal one hour of using several non-road vehicles. The kilometers converted from miles, however, were incorrect.

The kilometers should have read:

- 1,923 km (1,202 miles)
- 1,400 km (900 miles)
- 1,287 km (800 miles)
- 320 km (200 miles)

Still another alert reader, Dr. Jerry R. Hordinsky from the FAA's Aeronautical Center, sent me a fax saying that the November article on the Russian/DOT effort was interesting, but pointing out that in references to "Ukraine" the word "the" prior to "Ukraine" should be deleted, since Ukraine is a new nation — not the province of the USSR.

Thanks for pointing that out.

In fact, thanks for all your calls, letters and faxes on what's printed in DOT Today. It shows the newsletter is being read (and read carefully by some!) and I hope, enjoyed.

Sue Challis, editor

## Transit Subsidy Renewal Approved

The Federal Employees Clean Air Incentives Act (commonly known as the transit benefit program) was signed by President Clinton December 2, making the tax-free transit fare benefits for employees permanent. The program has also been extended to military personnel.

The program requires that federal agencies set up alternative projects — including non-monetary incentives and improved accommodations for bicyclists — to encourage commuting by other modes of transportation. An estimated 24,000 federal employees in the Washington area alone currently receive transit benefits under the program, which is primarily designed to encourage the use of public transportation for commuting in an effort to reduce traffic congestion.

Participants in the program cannot be named on any federal workplace parking permit and must certify that they will use mass transportation for their normal daily commute on a regular basis.

Application forms may be obtained at your transit benefit office.

## Addressing Mail the Right Way Saves Dollars and Delays

As a cost-cutting measure, DOT recently issued guidelines to all employees on how to properly address outgoing mail. Annually, thousands of dollars are wasted because of improperly addressed mail. Using the procedures will also help avoid increases in mail costs for the department and improve delivery time. In case you missed the guidelines, we thought we'd offer them here:

Addresses must be typewritten or printed in black on white envelopes or labels. Do not use handwritten addresses on envelopes or labels.

The name and address should be in CAPITAL LETTERS with no punctuation, except the dash or hyphen in the zip code.

If an "attention" line is used, it should be the first line of the address.

The second line should be used for the name of the receiving individual, agency, or company.

The third line should include the street address, P.O. Box number, rural route, or highway route number. Also included on this line are things like north, south, east or west.

The last line is reserved for the name of the city, the two-letter state abbreviation, and the zip code.

Be sure the address block is centered on the envelope.

Envelopes with handwritten addresses and other improperly prepared envelopes can be returned to the sending office for proper preparation.

For information or questions, contact the Office of Administrative Services and Property Management, mail services section, (202) 366-2102.

## CALENDAR

### January

#### 1 Happy New Year 12 Software

**Engineering Forum**, 9 a.m. to noon, FAA Headquarters, FOB10 auditorium. Topics include software maintenance, planning upgrades and contracting. Cosponsored by AIT300 and AOS100. Call Shirley Ginwright (202) 287-2643.

#### 13 ATCA Symposium

9 a.m. to 3:30 p.m., Hyatt Regency Crystal City, Va. To discuss models and merits of proposed restructuring of ATC system. Call (703)522-5717.

#### 17 Dr. Martin Luther King's Birthday celebrated

through Jan. 31 Thrift Savings Plan Open Season

#### 23-28 AFSS Third Annual New

**England Ski Fest**, Stowe, Vt. Price is \$390 per person. Call Mike Chapman or Bill Coddington (FTS) 802-951-6718 or COMM (802) 863-1541.

### February

#### Black History Month

#### 11-13 Ski Party

**Weekend** sponsored by Headquarters Employee Recreation Association, Hunter Mountain. Pre-payment required (by 1/21/94): 4 per room, \$152 per person; 3 per room, \$172; 2 per room, \$182. Includes round trip transportation; discount lift tickets; two breakfasts, two dinners and more. Call Bill Gossard (202) 382-6566 or Anton Lilly (202) 366-9723.

#### 21 Presidents' Day

### March

**10-12 Fifth Annual International Women in Aviation Conference**, Disney's Contemporary Resort, Lake Buena Vista, Fla., sponsored by Parks College of St. Louis University. Call (618) 337-7575 or 7500, ext. 299.