

DOT Today

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 DOT Ties America Together

Women's History Month

March is Women's History Month, and many events are planned in both headquarters and field offices. DOT Today is pleased to present profiles on five successful women at DOT who have made a little history of their own - in their own fields. We realize there are many successful women around the country that just happen to work at Transportation. Here are a few we talked with. Perhaps their stories will inspire others to make a little history, too:

Arlene Feldman, Regional Administrator, Federal Aviation Administration

"I have the best job in the world," says Arlene B. Feldman who in 1988, became the first female regional administrator in the history of the Federal Aviation Administration. That's when she assumed the New England Region's highest ranking position.

She was transferred to New England from the Western Pacific Regional Headquarters, where she had already been making history as the first woman to be named deputy regional administrator. Prior to that, Feldman served as deputy director and acting director of the FAA Technical Center in Atlantic City, N.J. "I really enjoyed working at the FAA Tech Center for a year - it's truly the cutting edge of future technology," she explains.

Before coming to the FAA, Feldman served as Director of Aeronautics for the State of New Jersey, where she spearheaded legislation that resulted in New Jersey's Airport Safety Act of

1983. Her career never strayed too far from transportation. She also worked as a supervising attorney in the law department of the United States Railway Association and represented the federal government in legislation resulting from the reorganization of the Penn Central Railroad and other bankrupt railroads in 1973.

An expert pilot, Feldman has also served as a volunteer Accident Prevention Counselor for the FAA and a consultant in aviation law to members of the legal profession and aviation groups. She has for many years been an active member of the 99s, an international organization of licensed women pilots and is the first Honorary Member of the Professional Women Controllers.

"Right now at DOT we are all facing a wonderful challenge and opportunity," says Feldman. "We are seeing a new way of doing business because Secretary Peña is setting the pace for

innovation and leadership. I think we are going to see more diversity and even more innovation in DOT. We can all benefit from what's happening right now."

What's the secret to her success? "Look for opportunities and challenges that you are equipped to take hold of," Feldman says. "And learn as much as you can from the FAA. You have to work to get the job and then work hard to get the job done."



Arlene Feldman

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Fareed Suraleigh (2nd from left) and Herbert Clarity (3rd from left) after they were taken aboard the "Shin-Kakagawa Maru"

Intermodal Cooperation in an Extraordinary Rescue at Sea

by Duncan Pardue

Close cooperation between Coast Guard units, the Maritime Administration and an Air National Guard rescue mission flown by pilots who work for the Federal Aviation Administration, turned disaster into rescue for two sailors during a raging December storm in the Atlantic.

In addition to confirming the efficiency and reliability of new satellite and computer augmented search and rescue technology, the rescue exemplified the fact that DOT agencies have the spirit, commitment and professionalism necessary for strategic intermodal cooperation.

On December 8, 1993, the 30-foot sloop "Lightfoot" set sail from City Island, N.Y., for a 740-mile journey to Bermuda. At 6:00 a.m. on December 11, the Coast Guard Rescue Coordination Center (RCC) in Boston received an elec-

tronic distress signal from the search and rescue satellite, giving the sailboat's position as 300 miles southeast of Long Island.

A Coast Guard HC130 from Air Station Elizabeth City, N.C. was diverted to investigate. The aircraft located the sailboat at 9:00 a.m. and confirmed that it had activated its Emergency Position Indicating Radio Beacon (EPIRB). The vessel had lost its sail and engine power and was foundering in 70-knot winds and 40-foot seas. Its captain, Herbert Clarity, and mate, Fareed Suraleigh, asked to be evacuated.

The Coast Guard Cutter FORWARD was diverted from 240 miles away. The Boston RCC called upon the Coast Guard's Automated Mutual Assistance Vessel Rescue (AMVER) ship reporting system to identify merchant ves-

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Bob Marx Remembered

Robert S. Marx, DOT's director of public information, died March 8 at Mount Vernon Hospital in Alexandria, Va., after a six-month illness. He was stricken with Guillain-Barre syndrome last August while on a trip to Europe.

Marx, 64, had served as director of public information for more than a decade. During his 27 years with the Department of Transportation, he held a number of positions, first in the Federal Highway Administration (1967-71) and later in the DOT Office of Public Affairs.

A familiar and respected figure in the department, he was remembered fondly and warmly by his colleagues:

Secretary Peña said, "Back when I was first appointed to office - and we were still wet behind the ears - Bob Marx was the one I counted on most to guide me, just as Sam Skinner, Andy Card, Elizabeth Dole and other secretaries counted on Bob. In a real sense, Bob was the DOT.

No employee gave more to the department than Bob Marx. He was our institutional memory, our public face, our bridge builder to the media and the public. And if you had the great good for

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sels in the vicinity. The Japanese Merchant Vessel Shin-Kakogawa Maru was located 30 miles away and asked to divert to the stricken sailboat. The RCC also requested an HC 130 plane and a refuelable HH60 helicopter from the Air National Guard Rescue Squadron 102 at Westhampton, Long Island, N.Y.

Lt. Col. Martin J. Ingram, a pilot assigned to the 102 Squadron and a Supervisory Aviation Safety Inspector with the FAA at the Flight Standards New York International Field Office at JFK Airport, had arrived at the airport early that day for a training flight. At about 10 a.m., he was at the dispatch center when he received the call for a helicopter to rescue the two sailors.

"Fortunately, most of the crew members live near the station. They responded quickly and the aircraft were underway in an hour," Ingram said. Ingram's crew consisted of Maj. Frederick C. Meyer, co-pilot; Master Sgt. Dennis Richardson and Technical Sergeant John S. Krulder, Jr., engineers; and Senior Master Sergeants Timothy Malloy and Paul Bellissimo, pararescue specialists. Manning the HC130 were Lt. Col. Robert Landsidel, pilot, and Lt. Col. Charles Steuve, copilot, also an FAA Aviation Safety Inspector, who works at the New York International Field Office at JFK.

The HC130 and the helicopter were airborne at 12:30 p.m. There were 80 to 90-knot winds with zero visibility in rain squalls. The helicopter depended on the HC130 for both fuel and navigation and flew at altitudes of 300 to 600 feet. Throughout the mission, the HC130 refueled the helicopter five times. "An hour before we arrived at the site, we got word from the Coast Guard that the sailboat had rolled over and sunk moments after its crew had jumped into an inflatable life raft," Ingram said. "That meant we were no longer looking for a sailboat but a tiny life raft that was being knocked around like a beach ball." Meanwhile, in the HC130, Steuve said, "We were flying at 600 feet in and out of clouds. The odds were very slim that we would be able to see anything on the surface of the frothing water. The turbulence was so great that we had difficulty keeping the wings level."

When they arrived at the last reported site of the sailboat at 2:05 p.m., the weather had worsened and the life raft was nowhere in sight. "Looking at that ocean, and the approach of nightfall, it looked like those guys were goners," Ingram said. The flight crews learned later that the raft had been blown 35 miles from the original search area.

"When we leaped into the raft, we lost our EPIRB and our handheld VHF radio," said Suraleigh, a sailor with extensive offshore experience. "The raft was already more than half full of water. We had no food and only a plastic gallon jug of water which we had to cut open to bail the water."

At about 4:00 p.m., they heard an aircraft and turned on the raft's strobe light atop its canopy. They had been spotted by a Coast Guard Guardian Jet from Air Station Cape Cod on final pass. The aircraft then led the Japanese merchant vessel through the darkness to the raft.

In maneuvers that took several hours, the two sailors were brought aboard with ropes and nets. Although winds had subsided somewhat, the seas were still monstrous. The Coast Guard cutter arrived but was unable to remove the two sailors. They considered diverting the ship to Cape Cod so that the sailors could be removed by helicopter, but changing sea conditions made that impossible. The sailors agreed to remain on board until the Japanese ship reached its destination in Ireland.

As a followup to the attempted helicopter rescue, the FAA's Ingram and Suraleigh got together after the sailors returned from Ireland. "I felt like a fireman who had gone into a burning house to rescue someone and not being able to find them," Ingram said. "As I was getting the life raft into position for us to jump on board, the line holding the EPIRB was jerked from around my neck," Suraleigh said. "That EPIRB was our ticket to you," Ingram said.

Suraleigh described one more accomplishment by the Coast Guard while they were on the Japanese freighter: "My shipmate, Clarity, lost a six-month supply of medication for glaucoma



Rescue Squadron 102. HC-130 Refueling a HH-60 Helicopter

when the sailboat went down," he said. "The Coast Guard talked to his physician and got replacements, in three packages. They made two unsuccessful attempts with parachutes to drop a package on the deck of the ship. The third time, they did it without a parachute and it landed right on target."

Ingram said that all agencies involved in the search and rescue were highly professional. "These long-range over-water rescue operations seem to be occurring more often. In fact, two years ago my unit lost a helicopter with six persons on board in almost the same spot. Only five were rescued. In addition to relying on improvements in search and rescue technology, I believe we should concentrate on educating mariners on how to avoid getting into rescue situations." Ingram added: "We should also continue to conduct joint training exercises."

Both Suraleigh and Clarity praised the Coast Guard, the Japanese captain and crew of the Shin-Kakogawa Maru. "You are extraordinary people for whom I have the utmost respect and praise," Clarity said. Suraleigh commented, "There is no doubt in my mind that no other organization could have provided the help that we received from the U.S. Coast Guard."

The Shin-Kakogawa Maru vessel was awarded the Coast Guard's 1993 International Rescue at Sea Award and the Maritime Association of the Port of New York and New Jersey's Severe Storm at Sea Award.

Duncan Pardue is a Public Affairs Specialist in the FAA's Eastern Region and Editor of Eastern Intercom.

Bob Marx (continued from page 1)

tune to know him any length of time, he was a friend."

Deputy General Counsel Rosalind Knapp, who worked with Marx for many years, said, "He was a dedicated public servant, a dear friend, and a lovely man." Patrick Murphy, acting assistant secretary for aviation and international affairs, said, "Bob was, in every sense of the word, the consummate professional. He was indispensable in keeping the public in close touch with all that was happening at the department. He will be greatly missed by all of us who were fortunate enough to be counted among both his colleagues and friends."

Jon Seymour, assistant secretary for administration, said, "He worked in a very high pressure environment, but he was always calm, genuinely considerate of everyone, and consistently even tempered. At the same time, he was devastatingly thorough and professional. He was the kind of man people hoped they could find to answer their questions. He was a good friend we will all miss."

Hal Paris, chief of DOT's news division and a deputy to Marx, said, "Bob was unique in his ability to deal effectively with people at all levels, both in and out of government. He worked tirelessly in a pressure-packed environment, using his gift to communicate and an excellent sense of humor as major weapons against stress."

Hoyte Decker, DOT's director of consumer affairs, said, "Whenever I went to him with a story, he was enthusiastic about it. He wanted to know all the background - why did this happen, what are the ramifications? He wanted all the details."

Born in Munich, Germany, Marx came to this country as a child and grew up in Brockton, Mass. After attending Boston University for a year, he served in the U.S. Navy for four years. In 1956, he graduated from George Washington University. From 1957 to 1960, he worked as a civilian information specialist with the U.S. Navy Department in Washington. In the early 1960s, he worked on the public relations staff of IIT in New York and also for Carl Byoir & Associates, a public relations agency. He joined the old Bureau of Public Roads in 1966, which became part of the new DOT in 1967.

After moving to DOT public affairs in 1971, he held several positions, including assistant director for publications and audiovisual services and acting director for public information, 1979-83.

During his DOT career, Marx received various awards, including the Secretary's Meritorious Achievement award in 1977, 1984 and 1992. He was a member of the Senior Executive Service.

Marx is survived by his wife, Harriet S. Marx, two sons, Kenneth Marx, of Iowa City, and L. Eric Marx of McLean, Va., and two grandchildren.

A memorial service for Marx was held March 11 at the Mount Vernon Unitarian Church, Alexandria.

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The deadline for the April, 1994 issue is March 22.

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Women's History Month



Jacqueline Smith,
FAA Regional Administrator

FAA Regional Administrator, Jacqueline Smith

Jacqueline L. Smith says she enjoys a challenge. The first woman air traffic controller to come up through the ranks of the Federal Aviation Administration and be named a regional administrator, she says she "prefers" to see problems as opportunities to

make a difference." Named as regional administrator of the Alaskan Region in 1992, Smith says, "We have made great strides in promoting women. Today, you will find women air traffic controllers all across this great country at many levels of the organization."

Smith, who started her career as air traffic controller in the U.S. Navy, joined the FAA at the Los Angeles Air Route Center in Palmdale, Calif. where she handled traffic for California, Arizona, Nevada and parts of Utah. That was 1968, at a starting salary of \$6,800 a year. Now she is a member of the Senior Executive Service, overseeing the efforts of 1,600 employees in the Alaska region.

During the course of her career, this mother of four has moved to a number of major cities around the country. Smith served as Deputy Regional Administrator of the Great Lakes Region in Chicago, and was formerly air traffic division manager of the Western Pacific Region in Los Angeles, where the controller work force numbers 3,500. She also served as manager of the Boston Air Route Traffic Control Center, assistant man-

er, Cleveland Center, and in several air traffic control towers. Smith is a charter member and co-founder of Professional Woman Controllers, Inc., a member of Women in Transportation Service, and the Federal Executive Institute Association.

"I enjoy working as a regional administrator," Smith says, "serving as the eyes and ears of the FAA Administrator, interfacing with other transportation modes and coordinating all facets of the national air space system as they pertain to our region." An added attraction is her ability to fly to various parts of Alaska and experience the "bush" lifestyle that is so dependent upon air transportation to sustain life. On those trips she makes herself available to the customers that the FAA serves, listening to their issues and concerns. "I consider it a privilege to be here and to spread the FAA's important message," says Smith.

Master Chief Petty Officer Patricia Stolle

Managing leaders is a challenge and an opportunity for the Coast Guard's first woman Master Chief Petty Officer, Patricia "Tricia" Stolle, who is an instructor at the Coast Guard's Chief Petty Officers' Academy for enlisted men and women in Petaluma, Calif., her home town.

"I love working with the senior enlisted people," says Stolle, who began her 20-year career as an enlisted yeoman in 1974. "It's a wonderful job," she says. The CP Officers Academy helps others develop, personally, professionally, and philosophically as senior enlisted members. Physical fitness, including step aerobics, bike rides and walks are also part of the curriculum. The six-week course has an average of 30 men and two or three women. Stolle worked her way up through the ranks. Right after boot camp, she attended YN "A" school training at Petaluma. She was graduated as a SNYN, and her first duty assignment was in the personnel division in the Third Coast Guard District Office on Governor's Island in New York City. "To a kid from Petaluma, Governor's Island looked like a playground of the world," Stolle recalls. "But there is more to life than just play." She proved it by taking control of her future. By hard work and study, she advanced to YN1 in about three years.

Thanks to two master chiefs who were her mentors, Stolle not only survived being an instructor, but thrived as part of the team. "She was the only female on staff at the time," recalls one of her fellow instructors. "She taught school, graded papers, motivated students, and stood on watch like the rest of us. The success story is that we all managed to work together as a team with the students' interests foremost. We just went to work and did the best job we could." Another of Stolle's mentors was her husband, who served as an active duty and reserve Coast Guardsman and as an Army National Guardsman, and is now a civilian.

All these factors have brought Master Chief Stolle, now the mother of two teenagers, to where she is now. She is currently pursuing a bachelor's degree, and gives this as her philosophy for success: "Slow down. Life is only a rat race if we let it be. Too many of us have to have everything at once career, family, education. . . Our priorities just get messed up. We're going to work, going to school, going to study for advancement, going to get that family with two kids, two cars and two dogs, and going to get it all now! I've only seen a few people that seemed successful at doing all this at once, and they sure didn't look happy.

"Plan your life so that you can enjoy things as you go along, rather than doing everything now to 'make things better later.' You could find yourself unemployed, or divorced, or out of touch with your kids because you never have time to talk.

"Remember, the phrase 'spending time' is a precise and accurate one. You only have so much time to spend. Spend it well. We all have only so much time this time around."



Master Chief Petty Officer
Patricia Stolle

Linda Hall Daschle, FAA Deputy Administrator

Linda Hall Daschle began her aviation career 18 years ago as a licensed weather observer for the FAA. In 1993, she became only the second female in the agency's history to be named Deputy Administrator—the number two slot.

"I've never had a job that wasn't in aviation," she says. "I knew at a young age that I wanted to be in the field. I've been lucky enough to have mentors in the industry throughout my career who have guided and encouraged me."

In the early 1980s, she was the first woman to direct the Civil Aeronautics Board's Office of Congressional

Community and Consumer Affairs. While at the CAB, she was awarded the board's special achievement award for her contributions to air service for

rural America and airline consumer awareness initiatives.

Since 1987, Daschle had served as senior vice president in charge of federal and environmental affairs for the American Association of Airport Executives, 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—which broadcasts to airports around the country.

Daschle also served on the U.S. Travel and Tourism Congressional Advisory Board and as chair of the Oglala-Lakota College Foundation Board—a college located on the Pine Ridge reservation in South Dakota, the only Native American four-year institution in the U.S.

"I am one who believes any problem can be solved if you just work hard enough," Daschle says. Her advice for women who aspire to top management positions:

"Three things: 1. Be patient and willing to listen. 2. Use common sense, and 3. Remember to make time for yourself and your family. They're most important in life."



Linda Hall Daschle,
FAA Deputy Administrator

Captain McClelland

Captain Lane McClelland can claim a few "firsts" during her career. She is the first woman named as a full-time chief judge for Coast Guard courts-martial, and she was the first woman captain in the regular Coast Guard.

"Doing courts-martial is constantly interesting," says the 44-year-old captain, whose work takes her to cities all over the country. Eight judges work on a part-time basis, but Captain McClelland is the only full-time judge and handles most of the cases herself—around 40 special and general courts-martial a year.

McClelland grew up in upstate New York and earned her bachelor of science degree in mechanical engineering from Cornell University, followed by an MBA and a law degree from the same university. She graduated from Coast Guard Officer candidate school in Yorktown, Va. in 1974, and her first assignment was in Long Beach, Calif. She has served in both the 11th and 12th District offices, the Marine Safety Offices in both San Francisco and Baltimore, and in the Second District. In addition, she was the Coast Guard women's policy advisor from 1990-91.

Her advice to young women who aspire to be both officers and managers in the Coast Guard is to work hard. "Talk to other people about your career," she says. "Women need to be aware that there are dangers out there, and they have to keep on the lookout for little biases. Some people may inadvertently put up barriers against women and minorities. When women see signs of that they need to do something about it—they need to at least educate those responsible."



RADM Norman T. Saunders, 2nd District commander, helps CAPT Lane I. McClelland attach her new O-6 shoulder boards. McClelland is the first regular active-duty woman to achieve the rank of captain.

New Alcohol, Drug Standards Testing

Flanked by safety advocates, Secretary Peña recently announced final rules requiring alcohol testing programs and extension of drug testing programs for more than 7.4 million employees who have safety-sensitive jobs in the transportation industries.

Secretary Peña says the new rules, mandated by Congress, will save lives and prevent injuries, a goal he called a top priority. He says the regulations are based on three principles: safety, common sense and flexible performance-based standards.

"We have built into these tough new rules clear, common sense incentives for both individual employees and transportation industries to take responsibility for achieving our common goal: dramatically reducing alcohol and drug-related safety risks," Peña says.

The alcohol misuse prevention requirements are generally the same for all transportation industries, with certain provisions tailored to accommodate specific needs. Since alcohol is generally a legal substance, testing is related to the performance of safety-sensitive functions. These employee functions are described in the rules issued by DOT's operating administrations (FAA, FHWA, FRA, FTA and RSPA). Drug tests include urine samplings for marijuana, cocaine, amphetamines, opiates (including heroin) and phencyclidine (PCP), using state-of-the-art gas chromatography/mass spectrometry analysis. Employees who engage in prohibited conduct (including having an alcohol test result of .04 or greater), must be immediately removed from safety-sensitive functions and cannot return to such functions until evaluated by a substance abuse professional. These employees will also be subject to return-to-duty and follow-up testing.

Alcohol testing must be conducted by employers under DOT procedures to ensure accuracy, reliability and confidentiality. All testing will be administered by breath-alcohol technicians who must be trained in DOT procedures and in the operation of evidential breath-testing devices.

The rulemaking actions include a final drug rule for the FTA, similar to the department's other drug testing rules issued in November 1988. In addition, FHWA is extending drug regulations to approximately three million intrastate drivers who hold commercial driver's licenses, including school bus, government vehicle and motor coach drivers.

"We are making a commitment to the American people," Peña says. "We will do everything we can to ensure that when your child boards a school bus the driver has not been drinking - and that when you board a plane, or a bus or the subway - those responsible for your safety will have strong incentives to be sober and fit for duty."

The new rules will go into effect starting January 1, 1995 for large companies and January 1, 1996 for smaller companies. Copies of the rules may be obtained from the DOT Office of Drug Enforcement and Program Compliance (202) 366-3784 or by writing to DOT, Room 9404, 400 7th St., S.W., Washington, D.C., 20590.



SEAWAY CORPORATION HOSTS PUBLIC MEETINGS ON TOLLS

The Saint Lawrence Seaway Development Corporation recently hosted three public meetings in Great Lakes cities (Chicago, Cleveland, and Duluth) to generate industry comments on the current Seaway toll policies and on the possibility of a total toll elimination.

Currently, U.S. Seaway tolls are fully rebated, while the Canadian portion of tolls are used for expenses by their Seaway agency. Earlier this year, the two Seaway agencies negotiated a toll freeze for the upcoming shipping season at 1993 levels. At each meeting, there was unanimous support for the Seaway Corporation's efforts to negotiate with its Canadian counterparts to eliminate tolls entirely.

Many industry officials testifying complimented the efforts of Seaway Corporation Administrator Stanford E. Parris during recent Seaway toll negotiations to freeze 1994 tolls at 1993 levels and to revise and expand the Seaway's Incentive Tolls Program.

"I am here to commend Mr. Parris and his staff for their efforts in holding the line on the costs of doing business on the Great Lakes," said Vera Paktor, Executive Director, U.S. Great Lakes Shipping Association.

During the three-month toll negotiations, Administrator Parris publicly called for a serious and comprehensive review of the need for Seaway tolls and stated that talks with the Canadian Seaway Authority on toll elimination will be a top priority of his agency this year.

"I have been a staunch advocate of the elimination of Seaway tolls as quickly as possible, in order to increase the Seaway System's competitive position," Parris said. "We were pleased with the thoughtful and comprehensive presentations made (at the meetings) and we intend to strongly consider them in the final decisionmaking process on tolls with the Canadian Seaway Authority."

STREAMLINING DOT

The National Performance Review (NPR) challenged federal agencies to identify what works and doesn't work and to propose new ways of doing the job that would eliminate red tape and improve both operations and customer service. Agencies were asked to think broadly regarding ways to perform their activities in smarter, more cost effective ways. With more efficient operation, the NPR estimated that the executive branch civilian work force could be reduced by 252,000 by Fiscal Year 1999.

In line with the NPR recommendation, the president directed departments and agencies to begin streamlining their organizations. Streamlining includes redefining organizational missions, reengineering work processes and eliminating duplication of effort, providing managers with flexibility to develop alternative approaches to performing their job, reducing layers of management, simplifying internal administrative processes, and eliminating unnecessary controls.

Within DOT, each operating administration has developed a streamlining plan best suited to its unique organizational needs. Through this effort, DOT management has identified areas where significant improvements can be made to work processes, organizational structure, supervisory staffing ratios, and employment levels. With these changes, DOT will be able to meet its mission requirements while reducing overall employment by approximately 8,000 by Fiscal Year 1999.

In implementing change, the Secretary strongly believes that the greatest resource the department has is its work force. To the greatest extent possible, DOT will work to accomplish staffing reductions in a way that minimizes the impact on employees, such as attrition, restrictions on outside hiring, and reassignment of staffing resources within the organization.

Since attrition has recently been below traditional levels, the Secretary has also strongly supported other measures to minimize the impact of reduction on the DOT work force. DOT has requested and received permission to use voluntary early out retirements. At a recent congressional hearing, Secretary Peña was one of three cabinet officers to testify in favor of using buyout incentives to help avoid the need for a reduction in force (RIF). He noted that if he is to manage the restructuring of DOT so it works better, reduces middle and senior management and excessive oversight functions while preserving vital frontline workers, he needs all the tools available to corporate America, including buyout authority.

See the story on page 8 of this issue of DOT Today for specific information regarding the early out retirement process and the potential for buyout incentive payments.

TAX TIPS

Earned Income Credit - Get up to \$2,364 in two simple steps:

Did your family earn less than \$23,050 last year? Did a child live with you for at least half the year?

If so, you may be eligible for up to \$2,364 from the Earned Income Credit. It's a federal benefit for both married and single parents who worked either full or part time during part or all of the year.

Getting your Earned Income Credit takes just two simple steps:

1. File a federal income tax return (Form 1040A or 1040 - NOT 1040EZ)
2. Fill out "Schedule EIC" and attach it to your tax return.

If you're eligible, you'll either owe less in taxes - or the government will mail you a check! You can get the Earned Income Credit even if you don't owe income tax.

For information on this and other programs, help is available from the IRS. They have hundreds of specialized tax publications and forms to guide you through every aspect of filing your return. These are listed in IRS Publication 910, Guide to Free Tax Services, available at your nearest IRS office, or by calling 800-829-3676.

For pre-recorded tax information by topic, call 800-829-4477.

You can talk by phone with IRS personnel who are ready to answer specific tax questions. Call 800-829-1040.

Coast Guard Beefs up Fleet with New 47-foot Motor Lifeboat

A state-of-the-art 47-foot motor lifeboat (coastal search and rescue, CG-47201) is the latest acquisition to the U.S. Coast Guard fleet, replacing the aging 44-foot motor lifeboat. Five of these new vessels will undergo operational tests and evaluation throughout the year at Coast Guard stations nationwide.

"The 47-footer is a boat jockey's dream, says BM2 Gerald Grant, a Coast Guard Station Cape May, N.J., coxswain. "It's a well designed platform that outperforms anything in our small boat fleet." The Coast Guard in Cape May was the first to accept the boat, which is a top performer in all kinds of weather, in 30-foot seas, 20-foot surf or 90 mph winds. It can right itself with all equipment operational if overturned in heavy surf, and is capable of towing vessels nearly three times its own length. It's also faster, safer and more functional than anything in its class.

"I'd say it's the future of the Coast Guard," says FN Michael Goguen, Shipmate at Cape May. SA Darren LaGrave says the 47-foot cutter is "like a knife cutting through butter. In any kind of seas, I feel safe, comfortable and secure aboard."

The lifeboat was designed and built by Textron Marine Systems in New Orleans. Coxswains are able to operate the boat from both sides, with helm stations located port and starboard on both the bridge inside and on the outside flying bridge. This feature provides them with an unobstructed view of their work.



photos by J.D. Oney



1995 Budget Boosts Funds for Highways, Transit, Technology

DOT's \$39.7 billion budget for FY 1995 recognizes the importance of transportation to the nation's economy by increasing investment in transportation infrastructure, said Secretary Peña. This is a budget that "promotes safety, technology and advances President Clinton's promise to reinvent government," he continued.

The proposed budget is two percent higher than the amount enacted in the regular FY 1994 Appropriations Act and includes more funds for highway and transit programs. It also requests a reduction of 3,550 full-time equivalent positions from the 1993 level.

"This budget will advance DOT's strategic goals by promoting a transportation system that is intermodal, safe, efficient and environmentally sound, and that serves people, communities and business," the Secretary added.

Infrastructure Improvements

- Nearly 71 percent of the budget supports infrastructure funding, including full funding of the core federal-aid highway program and the transit formula grant programs at the levels authorized by

the ISTEA of 1991. The funding proposals are designed to provide state and local governments with \$3.6 billion more in funding for formula capital programs than in 1993.

- Passenger rail programs are funded at slightly more than \$1 billion, including \$252 million for capital assistance to Amtrak. A total of \$32 million is requested to develop new technologies for high speed rail.
- Grants for the Airport Improvement Program are being held at the current level of \$1.69 billion in the budget, and a seven percent increase (to \$2.2 billion) is requested in the FAA's Facilities and Equipment program.

Maritime

The budget includes two key initiatives to help the maritime industry: The Maritime Security Program, funded at \$1 billion for a 10-year period, will provide payments to U.S.-flag carriers entering the program. The budget also includes \$50 million to fund Title XI loan guarantees over the next two years for ships

bought by U.S.-flag operators and to fund shipyard modernization.

Promoting Technology

Research and development is funded at \$692 million, an increase of 14 percent of FY 1994, and will emphasize moving people and goods more efficiently in the development of new technology. IVHS development efforts are funded at \$289 million and FAA's research budget is at \$267 million, (a five percent increase) with continued support for the development of Global Positioning System (GPS) for civilian use. DOT estimates that about \$425 million of its R&D budget could support the administration's defense conversion efforts.

Promoting Safe and Secure Transportation

The Motor Carrier Safety Assistance Program, which provides grants to states for truck safety-related activities, is funded at the ISTEA-authorized level of \$83 million; the pipeline safety program would increase 10 percent to \$21.2 million, including growth in state grants to \$8

million. The railroad safety program increases more than seven percent, to \$47.7 million.

Reinventing Government

"DOT is doing its share to implement the recommendations of the National Performance Review and to streamline government," said Secretary Peña. The FY 1995 budget calls for over \$400 million in outlay savings associated with the recommendations of the National Performance Review and other program reductions and terminations.

For example, the boating safety and local rail freight assistance programs are eliminated, two of more than 100 programs slated to be cut government-wide.

The budget also requests 1,332 fewer full-time equivalent civilian employees than in FY 1994 and, nearly 5.2 percent below the FY 1993 enacted level, exceeding the target set by the president. Coast Guard military personnel reductions are also proposed. The FAA and Coast Guard, DOT's two largest operating administrations, both plan consolidation of certain facilities and equipment to promote more cost-effective operations.

Reinventing Air Traffic Clinton Administration Gives Full Support to Corporatization Proposal

"This administration's full weight and political drive and support will be behind the creation of a government corporation to manage the nation's air traffic control system." That's what Vice President Al Gore told about 75 industry representatives affected by the proposal at a

February 23 White House meeting.

In attendance at that meeting were Secretary Peña and FAA Administrator David Hinson. The appearance of the vice president, as well as the president's top transportation and aviation advisors made it clear that the administration is prepared to go "all out" in their efforts to advance the air traffic control corporatization proposal.

According to the vice president, corporatizing air traffic will be a focal point of his

ongoing National Performance Review's effort to "Reinvent Government" — to help it work better and cost less.

Over the next several months, the vice president and administration officials, including Secretary Peña and Administrator Hinson, will meet with members of the aviation community, as well as labor representatives and the general public, to discuss the details of the proposal.

At a recent speech before the Aero Club of Washington, D.C., Hinson echoed the administration's move to embrace an air traffic corporation. "I've devoted much of my time over the past few months to deliberative review of all the issues involved in this step..." he said. "This objective look at all the options convinced me that an air traffic control corporation is the best approach to achieve the safety, productivity, and efficiency benefits that we all seek."

Both Secretary Peña and Hinson are currently working out the details of the proposal and hope to have specific legislation submitted to Congress this spring.

Reprinted from the FAA Headquarters Intercom



Photo by PAC Keith A. Spangler, USCG Academy

The U.S. Coast Guard Academy Bears hockey team captured the annual Polaris Cup Trophy for the third consecutive year over the U.S. Naval Academy's "B" team January 15-16. Cadet 1st Class Jay Campbell, regimental executive officer for the corps of cadets, led the Coast Guard charge against the visiting Navy team, led by Midshipman Joseph Carilli. This year's win over Navy marks the fifth time the Bears have captured the Polaris Cup Trophy in its six years of competition. The trophy takes its name from the star Polaris (also known as the North Star), that has guided mariners at sea since man first began to sail the oceans.

New Intermodalism Course Forges Military-Private Sector Partnership

by Martin P. Skrocki

U.S. Merchant Marine Academy

"Intermodal freight transportation is truly one of the most exciting developments in transportation," says Michael P. Huerta, DOT's Associate Deputy Secretary and Director, Office of Intermodalism. "(It) is also one of the least understood forms of transportation."

Huerta expressed this view as the keynote speaker at a first-of-a-kind course, "Commercial Intermodal Freight Transportation," offered at the DOT-operated U.S. Merchant Marine Academy (USMMA) in January. The purpose of the course is to instruct men and women in the defense logistics sector on how the commercial intermodal transportation system can support national security objectives. "This is extremely important," says Huerta. "Both the commercial sector and the military can achieve dramatic efficiencies by developing closer working relationships."

The two-week course is aimed at middle level military officers and civilian personnel who work in the Military Sealift Command, the Military Traffic Management Command, and the Defense Logistics Agency.

"It is essential that military transportation practitioners understand how the nation's commercial intermodal transportation system works," says Captain Richard Trembley, an Air Force officer assigned to the USMMA faculty and a coordinator

of the new program. The commercial sector transports some 90 percent of the military's freight, he points out. "Military logisticians rely heavily on our commercial partners, and it's imperative that we know how commercial intermodalism operates if we are to make maximum use of the system."

The course, planned to be offered about three times a year, is taught by USMMA faculty as well as by lecturers from the commercial transportation industry. Field trips take advantage of the Academy's prime location in the metropolitan New York area. Participants in January's course visited American President Lines' stack train facility in South Carney, N.J.; Sea-Land Services' container facility in Port Elizabeth, N.J.; and Japan Airlines' new air freight terminal at New York City's JFK Airport.

Feedback from course participants has been positive. Said one Military Sealift Command employee: "This course is very timely, and the level of instruction was extremely high. The field trips were of outstanding value. The course provided a fantastic opportunity for interfacing with logistics counterparts."

Associate Deputy Secretary Huerta expressed enthusiasm for the program, and suggested that it



eventually include transportation planners from the private sector as students. In fact, two major firms in commercial intermodalism, CSX Corp. and Sea-Land Services, have already inquired about sending employees to future course offerings.

"As a result of intermodal transportation, manufacturers and the rest of our industrial sector are the beneficiaries of lower costs," said Huerta. "Ultimately, we all benefit from these efficiencies as consumers."

Participants in the new "Commercial Intermodal Freight Transportation" course offered at the U.S. Merchant Marine Academy in January were middle level military and civilian personnel involved in defense logistics. They learned how to best utilize commercial intermodal systems to move military freight and cargo

PORT PACESETTER AWARDS GO TO SEVEN U.S. GREAT LAKES/SEAWAY PORTS

Saint Lawrence Seaway Development Corporation Administrator Stanford E. Parris announced last month that seven U.S. Great Lakes/St. Lawrence Seaway ports have earned the 1994 Seaway Port Pacesetter Award, presented to ports registering increased international tonnage during the 1993 navigation season.

The seven ports are: Cleveland-Cuyahoga County Port Authority; Seaway Port Authority of Duluth; Port of Milwaukee; Toledo-Lucas County Port Authority; Ogdensburg Bridge and Port Authority; Port of Oswego Authority; and Indiana's International Port at Burns Harbor.

Parris noted that the large number of winning ports is a result of an improved regional economy and stronger marketing initiatives by port officials. "I am pleased with the efforts by U.S. Great Lakes port directors and their staffs to market the Seaway as a cost competitive and efficient international trade route," Parris added. "In some cases, ports even developed incentive programs to entice new business into their facilities. I am optimistic that 1994 will produce even greater results for the Seaway's U.S. ports."

31 Foot Electric Bus Makes an Appearance at Headquarters

A state-of-the-art 31-foot electric bus was on display at DOT Headquarters last month during a series of demonstrations around Washington, D.C.

The zero-emission bus, owned by the Chattanooga Area Regional Transportation Authority and funded by a grant from the Federal Transit Administration, is the first of eight buses that have been ordered by the southeast Tennessee transit authority.

The prototype design features a pair of high-tech induction traction motors that provide a total of 80 horsepower. An internal trailer system carries the weight of the 5000 pounds of batteries required to fuel the motors of an estimated 50 to 75 mile urban driving cycle, and allows for a five-minute battery change-out.

This venture recognizes the fact that public service providers do not exist separate from the community, but as an integral part of it," FTA Administrator Gordon Linton said. "The development of more efficient, less polluting vehicles, whether they run on electricity or alternative fuels, will be essential if we are to provide reliable transportation while ensuring both clean air and a high quality of life."

Seven additional buses have been ordered by Chattanooga. When they are in place, that city will have the largest electric bus fleet in the United States.



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FTA Administrator Gordon Linton (R) with Cardozo's Principal at the TransTech Open House

FTA Administrator Visits TransTech Academy

On February 25, Federal Transit Administrator Gordon Linton was the guest speaker at TransTech Academy's open house at Cardozo High School in Washington, D.C. In the audience were not only about 100 students enrolled in the Academy, but a group of eighth to eleventh graders from other schools who will be starting classes at TransTech in the fall, and some junior high school students who are just "getting to know" this unique program. Projects completed by current students were on display and classrooms were open to the visiting students.

Established in 1991, TransTech is the first transportation studies academy in the District Public Schools system.

Administrator Linton made his first visit to Cardozo last September, when he presented an FTA grant check in the amount of \$75,000 to TransTech. In November, DOT renewed its partnership agreement with the program. To finance courses and other activities for the 1994-95 school year program, FTA has committed an additional \$75,000 in grant funds. FTA and FHWA staff also volunteer time to the program. The FTA grant also helps provide opportunities for students to participate in summer internships, cooperative education assignments, and transit-oriented field trips.

TransTech is supported by a broad alliance of public and private sector groups, including the American Public Transit Association, Transportation Research Board, Amtrak, American Trucking Associations, The University of Maryland, the Transportation and Communications Union, and the Teamsters Union. Other members of the alliance in Washington include the Metropolitan Area Transit Authority, University of the District of Columbia, the Transportation Center at Morgan State University, Mid-Atlantic Universities Transportation Center at Penn State University, the Federal Highway Administration, and the D.C. Public Schools.



Clinton Plan to Preserve the American Merchant Marine Goes to Congress

The Clinton Administration has sent legislation to Congress designed to maintain an American fleet of modern merchant ships, Secretary Peña announced March 10.

President Clinton informed Congress of his plans for strengthening America's shipyard last October. Today, America's deep sea merchant ships employ about 27,000 civilian American seafarers.

"The Administration's Maritime Security Program is designed to ensure continuing American presence in the transportation of the nation's vast international commerce," the Secretary said. "Along with the president's program to restore the American shipbuilding industry, it reflects this administration's commitment to the status of the United States as a maritime nation," he added.

"The Maritime Security Program will provide cost-effective supplemental sealift and other transportation resources when needed to support the nation's armed services," said Albert J. Herberger, Maritime Administrator.

The Administration's proposal, the

Maritime Security and Trade Act of 1994, would establish a new 10-year, \$1 billion maritime Security Program. Participants in the program must agree to make their ships and other commercial transportation resources available during national emergencies, or as otherwise determined necessary by the president.

The legislation authorizes payments of \$2.5 million per ship per year through FY1997, and \$2.0 million per ship per year from FY1998 through the end of the program in 2004. Operators joining the new program will not be subject to trade route regulations and other restrictions of the existing, more costly operating differential subsidy program.

To offset the costs of the program, the administration proposes an increase in existing tonnage fees imposed on vessels entering U.S. ports from foreign ports.

"We must provide the funds needed to preserve a U.S. fleet with U.S. citizen crews for national and economic security," said Secretary Peña.

First Annual Report from BTS

The Bureau of Transportation Statistics (BTS), a small office that was created by the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA), has issued its first annual report. Included is a new version of national Transportation Statistics, previously published by the Volpe Center at Cambridge. The information will be available in the next month or so on CD-ROM and, in this form, statistics will be accessible in spreadsheet format.

Rolf Schmitt, associate director of analysis and data development for BTS, says he expects feedback on this report to help them design and expand future efforts. Copies of the annual report are available to any DOT office. Call 202-366-3282 for information.

How do you feel about DOT's acquisition and procurement process?

Want to comment on the process?

Your chance is coming.

A Customer Satisfaction Survey to collect your opinions and comments will be distributed to DOT employees in the next four to six weeks. It will be used to gather baseline data on satisfaction with the acquisition process. Responses will be used in establishing customer service standards for the coming years.

You can make a difference. Watch for the survey and complete it when it's distributed. We're counting on you.



New Coast Guard Commandant Named

Rear Admiral Robert E. Kramek will become the 20th Commandant of the United States Coast Guard. RADM Kramek, currently Chief of Staff, is both a surface operations specialist and naval engineer with extensive service in all Coast Guard regions. He has commanded two Coast Guard Districts, the 13th and Caribbean, as well as the CG's largest base at Governor's Island, N.Y. He will assume his duties as the new Commandant in June.

The Employee Assistance Program -

Helping Manage Change



Many employees are experiencing stress in adapting to the changes taking place around them. As the workplace is restructured and we are expected to "do more with less," many of us are experiencing new stresses that didn't exist in the past.

Downsizing, and cost-cutting efforts have left many of us concerned. The Employee Assistance Program in your area is working to assist DOT employees in coping with these uncertainties.

Sometimes employees don't seek counseling even though they may be feeling angry, depressed or anxious. If you had a medical or dental problem, you wouldn't hesitate to seek help. So ask yourself the question: "Isn't my mental health as worthy of my attention as my physical health?"

Keeping the work force healthy and productive requires strategies that

address and even anticipate organizational change. EAPs are beginning to move more toward preventive efforts and are encouraging in-house wellness initiatives more than ever before.

Attitude toward change is also very important. A landmark study of employees attitudes during the AT&T divestiture singled out three important qualities among workers who thrive during change:

1. They felt they had control over their lives.
2. They saw changes as a challenge – not an obstacle.
3. They had a commitment to life outside work – family, personal growth, hobbies, volunteering.

These kinds of employees felt they had somewhere to recuperate and

refresh themselves when they needed a recharge from the pressures of work. Employees who manage their reactions to the change and challenge of work seem to maintain healthier, balanced perspectives, reduce "down time" and contribute more to the organization.

EAP resources are here to help you address personal problems before they impact the workplace. The program is free for employees and their family members, and is staffed by professional counselors who work for private contractors. They are not employees of DOT and there is strict confidentiality. The EAP is available through DOT offices nationwide. If you need the program – use it. It's there for all of us.

Thanks to the FAA's Eastern Region Intercom for this information.

DOT GETS VOLUNTARY EARLY RETIREMENT AUTHORITY

The Office of Personnel Management granted voluntary early retirement authority to the Department of Transportation for a one-year period starting on February 12, 1994.

To be eligible for voluntary early retirement, an employee must have 25 years or more service with no age restriction, or be age 50 and have at least 20 years of service. In both instances, at least the last five years of creditable service must be civilian federal service.

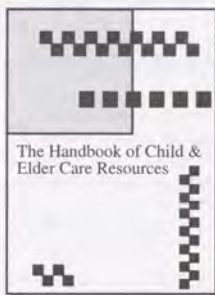
Those employees covered by the Civil Service Retirement System will incur a two percent reduction in their annuity for each year they are under 55. For example, an employee who is 50 will receive 10 percent less in annuity than an identically situated employee who is 55.

In addition to voluntary early retirement, Congress is considering legislation to offer incentives to those employees willing to assist the department in its downsizing effort by separating. This legislation, commonly referred to as "buy-out," may allow employees to separate and receive a separation incentive payment up to a maximum of \$25,000.

The separation incentive should be of particular interest to:

- employees currently eligible to retire
- those with required years of service who would like to retire early
- any employee who would like to resign to pursue other interests.

If you are interested in more information about voluntary early retirement, you should contact your operating personnel office.



The Handbook of Child & Elder Care Resources

New Handbook of Child & Elder Care Resources

DOT's Diversity, Work and Family Resource Center has announced a new handbook that many employees will find useful. The "Handbook of Child & Elder Care Resources" is available to check out overnight from the headquarters center, or you

can stop by and borrow it to copy passages. The Office of Personnel Management, which prepared the document, will take your request by phone (202) 606-5520 and can put it on a disk for use by regional offices. The handbook is also being sent to all DOT regional child care/family coordinators nationwide and the Coast Guard dependent care coordinators. Resources are listed by state, and there are program synopses, tips on selecting a facility, and much more.

Call the headquarters Diversity, Work & Family Resource Center at (202) 366-6393 (TDD is 202-366-5324) for more information.

CALENDAR

March

22 - 9 a.m., Coast Guard Headquarters, Room 2415, "Gender Bias in the Workplace" is the topic for the Coast Guard HQ Federal Women's Program. Guest speaker is Marty Langelan, OST economist and author of "Back Off." Refreshments will be served.

The FAA Flying Club at headquarters offers private pilot ground school in evening classes three times a year. The next classes begin in April. Instrument ground school is also offered, beginning in April. Contact Rachel Tretchick at (301) 779-4039 for information.

April

Alcohol Awareness Month
Professional Secretaries Week
Earth Day
13 - 9 a.m. to noon, Software Engineering Forum, FAA auditorium, Washington, D.C. The focus is "Software Evaluations." Panel discussions. Call Shirley Ginwright (202) 287-2643 for information and/or to register.

May

National Transportation Week
Asian Pacific American Month
Public Service Recognition Week
Armed Forces Day
Memorial Day



John Riley

John Riley

Former FRA Administrator dies at 47

John Riley, former Federal Railroad Administrator, died March 6 in Bryn Mawr, Pa. He was 47. Riley, who had waged a five-year battle with cancer, served in the FRA post from 1983-1989. Jolene Molitoris, current FRA Administrator, was a friend and colleague of Riley's for a number of years. She issued this letter to FRA employees, and was kind enough to share her words with the rest of the department here:

"Although John had been battling cancer for the past few years, he continued to beat the odds and lived a productive life until very recently.

"In addition to the lasting contributions John made at the FRA and for those we serve, he was a dear friend to me and to many of you as well. As the seventh administrator of the FRA, John created a higher awareness of the benefits of bringing increased high-speed passenger rail service to the U.S. In the wake of the nation's then-worst passenger rail accident in 1987, John shepherded critical safety regulations through the congressional rulemaking process. As a direct result of John's efforts, travelers today are assured of increased safety when using the nation's passenger railroads.

"Last month, I had lunch with John and he shared with me stories about his fond memories of the FRA. On

behalf of all FRA employees, I presented him with a photo album of people from all over the agency with whom he had worked. The album, put together by Richard Crisafulli, provided glimpses of some of the FRA family and their fond messages to John. Upon seeing their smiling faces with appropriate captions, he was visibly and deeply moved. So many of you have told me of your high regard for John. It was certainly clear from his remarks that he held FRA and you in a special place in his heart.

"In addition to being respected around the halls of FRA, John was highly regarded throughout the rail industry. As an advocate of the national benefits of both passenger and freight railroads, John is credited with reaching out to diverse groups and building coalitions to achieve common goals.

"John Riley, with his infectious smile and clear dedication to public service, has left a legacy in the FRA and in his beloved state of Minnesota. His contributions helped further transportation progress all across the nation. I believe his courageous battle with cancer, and what the medical profession learned from his struggle, has and will continue to benefit many others. He will be greatly missed by friends and colleagues around the world."