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HORIZONS

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Pilots and the Parachutists Pages 4-5

Santas Four

These employees of Hill AFB RAPCON, near Ogden, Utah hold gifts they prepared for needy families, an annual project of the facility. They are (left to right): Richard Murdock, Coleen Kingsford, base fire station secretary; Cecil Hough and Wayne Barlow.

Regional 'Santas' Are Brightening Christmas

By Cliff Cernick

LOS ANGELES—Santa can count on several hundred helpers in the Western Region this year.

Employees at regional headquarters and throughout the five areas are taking part in numerous programs aimed at making this Christmas brighter for the less fortunate.

The exact number of FAA employees in the West taking part in such programs is not known, but an informal survey of Christmas plans conducted for this issue of *Horizons* reveals that a majority of the more than 6,000 employees in the region will be chipping in on one charitable program or another.

In the regional office, employees are devoting Christmas card money to assist two FAA families who lost their homes in fires.

Employees of the Salt Lake City area office are "adopting" four needy families and will make their Christmas happier through gifts and food. Salt Lake City Center employees again are donating to the "Sub for Santa" fund conducted by the *Salt Lake City Tribune* to aid the destitute.

Employees of Hill AFB RAPCON for the tenth straight year will contribute money, gifts and food to needy families in Ogden, Utah. In previous years, they assisted the family of a pilot who vanished in a flight over the Rocky Mountains.

Again this year, Las Vegas Tower employees will provide bountiful Christmas dinners to needy families. Boise airway facilities sector personnel will use Christmas card funds to assist the needy.

In the Denver Area, air carrier district office employees have

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Your Gifts Helped FAAers on Wake

WAKE ISLAND — For FAA employees in the mid-Pacific, a tour of duty here is sometimes referred to as "isolated." Recently, however, it was vividly demonstrated that employees at Wake are not alone.

When Typhoon Sarah struck Wake the end of summer, it resulted in much loss of personal property, and separated families.

Almost immediately it became apparent that a good deal of hardship followed in the wake of the storm—not the least of which was a lack of ready cash to enable the evacuees to make the transition. Yet, even as those remaining behind on Wake were beginning to dig out and start the enormous job of restoration and reconstruction, elsewhere throughout the FAA family thoughtful and compassionate co-workers were marshaling efforts toward setting up an emergency fund to assist with their financial problems.

Five days after the disaster, the Wake Island Relief Fund had been established, headed by a committee composed of two FAA chaplains, two evacuee wives, and a representative of the regional office. Immediately following the typhoon,

(Continued on page 7)

Timely Xmas Present

LBJ Signs Pay Bill

WASHINGTON—Just in time to make Christmas merry for Federal employees, President Johnson last week signed the new pay bill which, generally, gives GS (General Schedule) employees a 4.5 per cent pay raise now—promises two more raises in the future—and greatly liberalizes federal employees' group life insurance. Provisions of the bill will interest every employee.

GS	STEP RATES 1	2	3	4	5	6	7	8	9	10	STEP INCR.
1	$3,776	$3,902	$4,028	$4,154	$4,280	$4,406	$4,532	$4,658	$4,784	$4,910	$126
2	4,108	4,245	4,382	4,519	4,656	4,793	4,930	5,067	5,204	5,341	137
3	4,466	4,615	4,764	4,913	5,062	5,211	5,360	5,509	5,658	5,807	149
4	4,995	5,161	5,327	5,493	5,659	5,825	5,991	6,157	6,323	6,489	166
5	5,565	5,751	5,937	6,123	6,309	6,495	6,681	6,867	7,053	7,239	186
6	6,137	6,342	6,547	6,752	6,957	7,162	7,367	7,572	7,777	7,982	205
7	6,734	6,959	7,184	7,409	7,634	7,859	8,084	8,309	8,534	8,759	225
8	7,384	7,630	7,876	8,122	8,368	8,614	8,860	9,106	9,352	9,598	246
9	8,054	8,323	8,592	8,861	9,130	9,399	9,668	9,937	10,206	10,475	269
10	8,821	9,115	9,409	9,703	9,997	10,291	10,585	10,879	11,173	11,467	294
11	9,657	9,979	10,301	10,623	10,945	11,267	11,589	11,911	12,233	12,555	322
12	11,461	11,843	12,225	12,607	12,989	13,371	13,753	14,135	14,517	14,899	382
13	13,507	13,957	14,407	14,857	15,307	15,757	16,207	16,657	17,107	17,557	450
14	15,841	16,369	16,897	17,425	17,953	18,481	19,009	19,537	20,065	20,593	528
15	18,404	19,017	19,630	20,243	20,856	21,469	22,082	22,695	23,308	23,921	613
16	20,982	21,681	22,380	23,079	23,778	24,477	25,176	25,875	26,574	....	699
17	23,788	24,581	25,374	26,167	26,960	....	....	....	....	....	793
18	27,055	....	....	....	....	....	....	....	....	....	

Pay increases averaging 4.5 per cent are authorized for GS employees in FAA retroactive to last October 8. The new regular GS salary rates and new special pay rates and ranges authorized on a world-wide basis by the Civil Service Commission are shown in charts accompanying this article (pages 1 and 8).

Special pay rates and ranges authorized for specific geographic locations by the Commission will be furnished by your local FAA personnel office.

The pay comparability policy will be implemented by two further pay adjustments.

Effective at the beginning of the first pay period in July 1968, the pay of GS employees is to be increased by half the amount that private enterprise wages exceed theirs or by 3 per cent—whichever is greater.

Effective at the beginning of the first pay period in July 1969, the pay of GS employees is to be increased by an amount that will make their pay equal to rates paid

(Continued on page 8)

Alaskans Say 'Thank You' For a Merrier Christmas

By George Fay

FAIRBANKS—Four months after the receding Chena River released Alaska's second largest city from its clutches, this far North American city was ready for Christmas.

Lampposts and facades of buildings downtown were festooned with gay, colored lights; display windows in stores tempted passersby with handsome arrays of gifts for families and friends; and bright-eyed children ogled toys in happy anticipation of Santa's visit last Christmas Eve.

Christmas 1967 was one of the merriest ever held here. Fairbanks' hardy citizens have a lot to be merry and cheerful about.

Twenty weeks ago the swollen Chena River took over and occupied Fairbanks as the city slept. The Chena, which snakes around the city, overflowed its banks in mid-August by more than six feet. For a full week, it held Fairbanks in its grip; beneath its waters lay streets, businesses, homes, and autos.

When the Chena finally receded, it left behind an appalling mire. The debris had to be cleaned up and removed before the arrival of the first "hard freeze," which usually comes to Alaska's interior in mid-September. Basements in homes had to be "mucked out" before furnaces could be repaired and started (practically all homes in Fairbanks have basements). Insulation in walls had to be removed and replaced, and electrical wiring had to be ripped out because the insulation had become soaked. These were just the first of the essential tasks that had to be accomplished before winter laid its first blanket of snow on the city.

A Big Cleaning Task

The job of cleaning up and making dwellings habitable again was a staggering task for refugees returning from the temporary camps, where they had lived for a week. But they tackled the job vigorously, knowing that the first freeze would add to the already severe financial losses which the flood waters had visited upon them.

(Continued on page 2)

NAFEC Holds Annual Party For Children

By Ed Shoop

ATLANTIC CITY—By the time the tower here had Santa and his SSS (supersonic sleigh) on its radar on a recent Sunday afternoon, everything was ready. The hangar was gaily decorated and there were entertainers, 1,500 sodas, 750 ice cream sandwiches, 800 pretzels, 597 gift packages, an engineer-cotton candy machine expert, and an anxious crew of helpers, all standing by to greet the 587 children of Center employees expected to attend.

As a crowd of over 1,100 people assembled, the party opened with entertainment. Master of ceremonies Milton Smith, of management analysis, introduced Mrs. Claus, who was there ahead of time to make sure that everything was ready for Santa. She was Ellen Orr, a flight operations secretary who also is the reigning "Miss NAFEC." Together, she and

(Continued on page 2)

Alaskans Say 'Thank You'

(Continued from page 1)

They were working against time. Each day the newspapers reminded them of it as the countdown to "freezeup" was reported like a macabre drum beat.

Everyone Pitches In

The work proceeded at a frantic pace. For FAAers, who had to keep open the aerial lifeline to the city's airports, the burden was a heavy one. But they had lots of help. Volunteers from Anchorage descended on Fairbanks in droves, and pitched in wherever they were needed.

Birdye Edwards, whose husband Desmond is the maintenance liaison officer in the AF Branch, recalls one occasion when four FAAers came to her home and worked all day shoveling the slime from her basement. They also helped her remove her soaked woolen rug from the living room floor.

"Seeing these total strangers from Anchorage pitch in to help us was the most exhilarating moment of the flood for me," she said.

Mercifully for the flood victims, winter delayed its arrival. Sunshine, warm days, and a dry spell permitted the water table under Fairbanks and the surrounding countryside to descent to normal levels. The dreaded "hard freeze" waited benevolently until Thanksgiving Day—a full five weeks behind schedule. Then the temperature dropped from 30 degrees above zero to 30 degrees below in a day. By that time, practically all the families were back in their homes. For most, the dirty work was just a bad memory, although repairs would take another year of work.

Employees Donated $54,000

Volunteer help and a break in the weather were tremendously helpful, but the financial assistance they received from all over the FAA had a two-fold effect. Of course, they needed money to replace damaged possessions, and FAAers responded in an unprecedented outpouring of donations which totalled $54,000.

The knowledge that people all over FAA whom we didn't know, and were pulling for us and trying to help us, is something I'll never forget," states Andrew Billick, sector chief at the Eielson RAPCON. His wife Raelene, a chic mother of two daughters, who came to Alaska 21 years ago, put their check from the flood fund to excellent use in her home. She lives in the Island Homes Subdivision—the worst ravaged by the flood—and her house is now as nice and liveable as before.

Apportioning Was Systematic

"How do you cut up a $54,000 pie?", was the question FAA management in Alaska had to answer.

"Unfortunately, there aren't any orders, notices, or guidelines to point the way in a situation like this," recalls Virgil Knight, appointed head of the "4F" (FAA Fairbanks Flood Fund) Committee to dispense the money. Knight, chief of planning and evaluation in the regional office, was assisted by Al Fullerton, chief of accounting, and Clyde Shoe, chief of personnel and training. However, before the committee could release any funds, they needed precise information from Fairbanks.

They did establish the principle that the money would be apportioned to the most needy. The grade of the employee, the number of dependents in his family, the amount and nature of his loss, whether he owned his home or was renting—all of these were considered before a check could be written. They depended on Darrell Nelson, area manager, for this information.

Household Inventories Taken

Nelson's first task was to instruct his people to record their damages on household inventory report forms. Immediately, he established three teams of two members each, who visited each employee's home, made their own appraisal of the damage condition of the item reported (light, medium, heavy); in effect, they verified the reported information. Nelson then forwarded these inventories to the "4F" committee.

Four categories of financial loss were established for the claims received, and each claim was placed in a category. The committee's findings were reported to Nelson in Fairbanks for his concurrence before the money was released. This check and double check between the Regional Office and the area manager's office assured as fair a distribution of money as could be expected. The average check subsequently issued was for 15 per cent of the final determination of the financial loss sustained.

"What our people needed most at first was clean clothing," recalls Nelson.

"We spent $8,000 from the fund on the laundry bill alone. The project was known as 'Chong's Laundry,'" states Mike Boslet, Administrative Officer in the Area Office. "And what a mess it was," he adds. The soaked clothing had to be kept wet before laundering to prevent spotting and to remove odors; everything had to be wrapped in plastic sheets and bags. The Region's C-123 served as a "flying laundry truck" for the next month, carrying "wet wash" to laundries in Anchorage. Administrative Services had arranged with laundries in Anchorage for a 30 per cent discount on the laundry bill.

"We paid for the dry weight of the laundry—after washing and ironing," states Paul Watkins, assistant area manager at Fairbanks. "Four thousand pounds of wet items weighed only 1,000 pounds after laundering. This was a real break for us, and saved a lot of money for other things."

Donations Did The Job

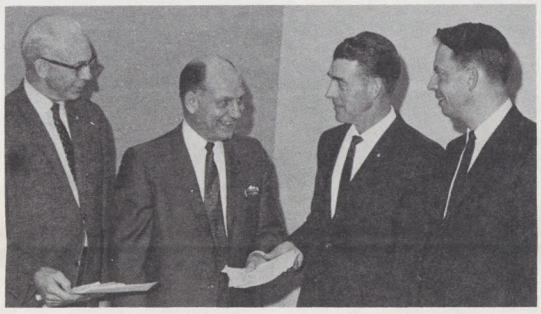
Everyone put the money to good use. Furnaces, washing machines, dryers, stoves and refrigerators are operating once again. Walls and ceilings are mostly rebuilt, repaired, and painted; and the threat of fire has been largely averted, because faulty wiring has been replaced. Homes are warmer, too, because new insulation has been installed in walls and ceilings.

Christmas 1967 promises to be remembered as the merriest one ever for FAA families in Fairbanks. Undaunted by one of the worst floods in Alaska's history, and the severe financial loss which they sustained, they are back at their jobs serving aviation in the interior of the 49th State.

Their warm and sincere thanks go to the many employees throughout the agency who contributed so generously to the flood fund following that terrible period.

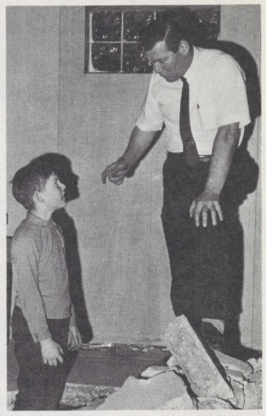
Cozy Again

Considerable cleaning up is just a memory for the Andrew Billick family in Fairbanks, Alaska. Rehearsing Christmas carols are (left to right): Fawn, Andrew, airways facility sector chief at Eielson RAPCON; Michele, and wife Raelene. Water was up to the ceiling during height of flood.



$54,000 Donation

Fairbanks flood victims were aided by donations from FAAers throughout the agency. Allen Fullerton (second from left), chief of accounting in the region, presented the $54,000 check to Darrell Nelson, area manager, flanked by Virgil Knight (far left), chief of planning and evaluation, and Clyde Shoe (right), chief of personnel and training. Fullerton, Knight, and Shoe were appointed to administer the fund.



New Cellar Floor

Wallace Evans (right), ATS and a crew chief at Fairbanks Center, discusses replacing the concrete floor in his basement with his son, Wallace, Jr. The job will be done after the "breakup" comes this Spring.

Fixes Furnace

Audree Knutzen, air traffic specialist at the Fairbanks Combined Station Tower, adjusts controls on oil burner in the basement of her home, which was flooded to the ceiling. "There is a lot of cleaning up to do, but at least I've got a warm home," states Audrey, whose FAA assistance check was spent on furnace repairs.

NAFEC Holds Annual Party

(Continued from page 1)

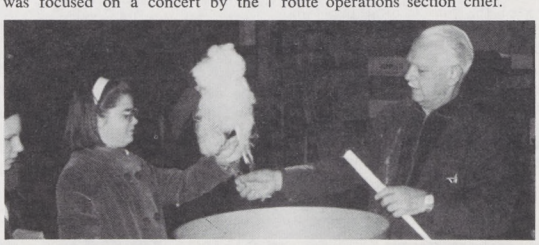
"Smitty" pitted girl against boy until their combined shouts of, "Merry Christmas," were loud enough to light the central Christmas tree.

Smith then introduced NAFEC Director Jack Webb, who officially welcomed everyone present.

If there was a highlight in the party's entertainment program, it was focused on a concert by the Linwood (N.J.) Elementary School Band.

Throughout the party program, youngsters and parents were ably aided and returned to happiness by Mrs. Claus and clown Dorothy Toland. Dorothy, of simulation operation, was pure magic as she pulled balloons and lollypops from the sleeves of her over-stuffed clown suit.

Souvenir Christmas party song books were given each person entering the party area. These were brought into play after the band concert, when Smith led a carol sing, accompanied by the electric guitar of Willard Bethel, ATC en-route operations section chief.



Cotton Candy

Floyd Jones (right), a NAFEC communications engineer, kept his cotton candy machine turning to accommodate the longest continuous line at the children's Christmas party. He and his magnificent machine star wherever they appear.

As young voices began to weaken and Santa's position was reported "nearing NAFEC's outer marker," the children's refreshment stands were opened and there was mass revitalization.

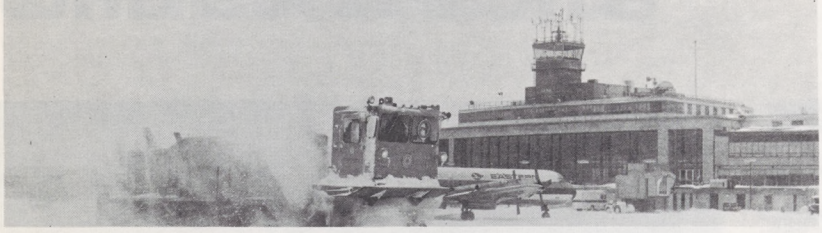
Then, as the run on refreshments settled down, and the carols playing over the public address system slowly faded, the wail of a siren was heard. The hangar doors opened and there, led by a NAFEC police car, was Santa. He was riding atop a big red airport fire truck with three of his elves. No one could hope to describe the magic of the moment.

Each child received a wrapped gift and a half-pound box of hard candy. In the nine to 12 age group, each boy received a vinyl-covered portfolio, and each girl, a globe-type, water scene paperweight. Boys six to eight received matchbox cars. Girls of this age received paint sets. From five on down, the boys and girls received rattles, dancing dolls, trucks, cranes and plastic block sets, as seemed most appropriate.

As the lines dwindled, the ever-popular cotton candy machine ground to a stop, and Santa again moved on, everyone agreed that the result was well worth the effort.

The children were happy and the true spirit of Christmas again reigned.

DREAM OF CHRISTMAS PAST



By Edward Aikman

It was four nights before Christmas last year. I was relaxing at home, after a hard day's work at my new job in design and construction at Washington National Airport, when the 'phone rang.

It was Ray McNall, maintenance engineer for WNA.

"Just wanted you to know that I'll be out of town until December 30," McNall said. "While I'm gone, you're in charge of the airport's maintenance. Of course, this will include snow removal. Merry Christmas, Ed."

My job until that moment had given me absolutely no expertise in dealing with the fluffy white matter. But I said, "Sure," and returned McNall's greeting with "Happy New Year." I vowed to become knowledgeable in snow removal the very next day.

First thing Wednesday morning, I got hold of Tom Flaherty, assistant to McNall, to learn more about the removal responsibility. He talked with me, and introduced me to Leroy McCauley, prime mover of the snow removal crews. They both described the operation. The maintenance people knew their business.

"No need to worry," Flaherty said reassuringly.

Thursday came, and a predicted storm failed to arrive. In fact, the Weather Bureau seemed unsure that it would hit Washington at all. But then conflicting news came from my secretary, who advised that a well-known local seer had for some time seen a mammoth Christmas snowfall in her crystal ball. Further credence of forthcoming snow came that night, when a TV weatherman forecast a deep snow of eight inches with blizzard intensity, starting about mid-day Friday.

However, all day Friday, only light, melting snow fell, so I went to bed to slumber peacefully through the night. But at 5:00 a.m. Saturday morning, Dec. 24, I was awakened by a call from Tom Flaherty. He advised me that his crew was just beginning to sweep snow from the main runway. They hoped to have it cleared by 7:00 a.m. for the holiday rush of passengers.

At 6 a.m. I arrived at the airport operations office to help direct snow removal. About 7:00 a.m., I went out on the runway with McCauley and the operations officer to check the snow condition. The sweepers had made the runway acceptable for aircraft operations, and we halted the snow removal. The runway was sanded to improve braking action, and snow removal crews returned to the shops to stand by. This almost seemed unnecessary—the snow was very light, and the Weather Bureau was predicting an end to the storm.

But about 10:00 a.m., a heavy snow began to fall. A great many passengers were in the terminal, and they were all beginning to look anxious.

Activities in the operations office headed by Al Lumpkin began to get hectic. The 'phone started ringing frequently, and airline officials kept dropping in to inquire about field conditions. Lumpkin was reassuring that the airport would probably remain open. He told the waiting travelers that the Weather Bureau was still predicting an end to the snow about noon. I tried to help out by answering 'phone calls.

But the snow did *not* end by noon. In fact, it just got worse. About 12:30, Lumpkin and I went up to confer with the chief Weather Bureau forecaster. He explained why this storm was so hard to predict. The center had already passed Washington, and was moving northeast at a steady clip. The snow should have stopped. But the problem was that the storm center was now over the ocean. The air temperature over the water was extremely warm, which was causing the cold storm air to absorb water like a blotter. This was causing the storm to increase in size and was why Washington was continuing to get heavy snow.

When Al Lumpkin and I returned to operations, the 'phones were jangling off the hook. The newspapers, and radio and television stations were all calling asking about flight conditions. Individuals were calling about flight schedules, and the airlines were calling to inquire when we expected to close the field.

About 2:00 p.m. I went up to the coffee shop for a quick sandwich. It was not very quick, because the coffee shop was now jammed. While I waited for lunch, I watched the storm outside turn into a blizzard.

At 2:30 p.m., Lumpkin, McCauley and I went out to check runway conditions. The blizzard was raging so hard we could hardly find our way about. Visibility was all but nil. After a couple of wrong turns in the operations car, we found the main runway.

The snow on the runway was about to exceed the allowable two-inch maximum, and it was much deeper and piling up on the parking apron and on the other taxiways and runways.

McCauley went back to the shop to notify the snow removal crews to prepare to go out on the field. Lumpkin and I returned to operations. He advised all necessary parties that the airfield would be closed for snow removal operations for approximately three hours, beginning at 3:00 p.m.

The airlines began advising passengers and persons waiting to meet arrivals that the airfield was closed. Flights were being delayed or cancelled.

This left a great many people stranded in the terminal, with Christmas Eve night fast drawing nigh. The crowd was large enough so that all seating spaces in the terminal were occupied. Stranded passengers and airport employees adjusted to the situation. They were polite and helpful to one another.

The Christmas Spirit began to take hold.

As soon as everyone knew the airport was closed, the 'phone calls almost stopped. Calmness was restored. Out on the airfield, under Leroy McCauley's steady direction, the snow removal crews guided their giant blowers and plows over prescribed courses, in swift and methodical movements. The first phase of removal was to clean the instrument runway, the main apron and several vital taxiways. Then the airport could open again, and other areas would be cleared. The estimated time for completion of the first phase was three hours.

About 4:00 p.m., Lumpkin suggested that I go home. "All necessary decisions have been made," he said. "Things have calmed down, and it's just a matter of time before McCauley and his crew finishes it off. You might as well be home with your family." he added.

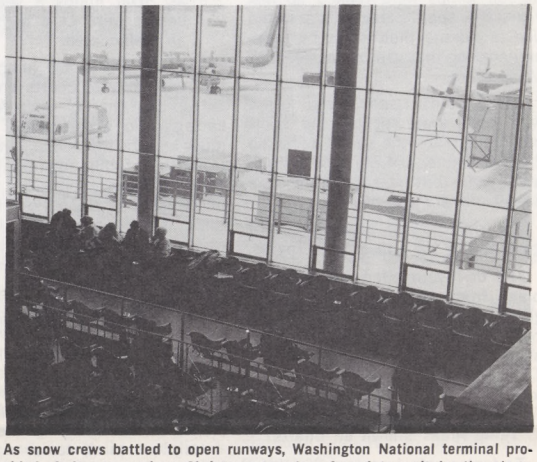
I was a bit reluctant, but then, why not? So I walked through the Main Terminal, the North Concourse, and the North Terminal. The stranded passengers looked quite forlorn, their Christmas hopes fast slipping by, but they maintained a friendly and watchful vigil. I walked out into the raging blizzard, started my car, and because there was very little traffic —and the District of Columbia was doing a good job on the streets— I was soon with my family.

At 11:00 p.m., I heard the first plane fly over the house. I knew it was from National. With great relief, I thought, "Now Al Lumpkin and Leroy McCauley and his crew can go home to their families." I figured that their work had taken much longer than the estimated three hours because the blizzard had continued into the night.

I learned the whole story the night after Christmas, when I stopped by the airport to read the Operations Office log. True, the snow removal crews had finished the first phase of clearing about midnight Christmas Eve. But they couldn't leave then, because the wind had shifted. The cross-wind runway had to be cleared. At midnight, they went to the shops for a rest and to work on equipment indoors. By 4:30 a.m., Christmas morning they had returned to the field to clear cross-wind runway. Their job was easier then, because the hard snow had stopped falling. But they didn't finish snow removal until 11:00 a.m., Christmas Day, and it was noon before they finally arrived at their homes to be greeted by their anxious families.

They had been on duty 36 hours straight!

Leroy (Mac) McCauley, snow removal boss at Washington National Airport, directed runway clearing as his "Snow Blower" made a fast pass.



As snow crews battled to open runways, Washington National terminal provided shelter to anxious Christmas travelers forced to wait by the storm that forgot to stop as predicted.

A forlorn view from the Washington National Airport terminal lobby awaited grounded Christmas Eve travelers.

FAA HORIZONS

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The Pilots and th

By Thom Hook

There are upwards of 40,000 sports parachutists active this year. Some 12,000 of them are serious enough to be current members of the United States Parachute Association. All are attracted by the feeling of accomplishment that to them is greater than flying a plane, skiing down a mountain, or scuba diving in "inner space."

Like other burgeoning groups with a new-found enthusiasm—a quarter-million jumps were racked up last year—the sport parachutists would like to pursue their sport by properly sharing that vast air ocean with other users.

Among those specialized users with both eyes out for the sport parachutist are the pilots of some 2,379 airliners, 104,706 general aviation and business aircraft, and 32,310 military aircraft.

The right to use airspace is not governed by the size of participants.

The do-it-yourselfer who builds a plane from plans or a kit, or the glider pilot who enjoys soaring, or the parachutist—all have a right to their share of the air ocean overhead. They all have a responsibility, too, to operate safely.

Jump Areas Shown on Charts

To foster safe jumping, the trend is for parachutists to operate from designated areas. On current charts, some of the nation's busiest and most established sport parachute jumping centers are being clearly "flagged" by a parachute symbol. These include centers at Elsinore, Calif., on the Los Angeles sectional and the Anchorage jump area on the Seward sectional. Coming up are charts marking the thriving Lakewood, N.J., center (on the Washington sectional next March) and the Orange, Mass., center (on the New York — now Albany — Sectional in January). A page map showing all major centers is contemplated for the "Airman's Information Manual."

"Denoting jump areas on charts will help pilots be aware of the activity," says Robert W. Martin, chief of air traffic control operations and procedures.

"Our controllers separate aircraft from the airspace allocated to the jump operation when the jump is conducted in positive controlled airspace," Martin explains. "Otherwise, separation between aircraft and parachutists is on a 'see and avoid' or conspicuity basis."

With 1.5 million charts being issued annually, criteria must be developed now to determine what jump centers should be indicated on the charts.

"Until now, so-called centers have been somewhat like mushrooms—they come and go," says George E. Manger, head of cartographic standards at FAA headquarters. "But we are working with the agency's regional offices with suggested criteria and consulting with the United States Parachute Association so centers can be tabulated."

Tentatively, areas worthy of charting would be:

1. An area that has been in operation at least two years.
2. An area operating on a year-round weekend basis, plus weekdays in season.
3. An area having an annual volume of at least 8,000 jumps, but which could have as few as 2,000 jumps a year if the center were in a high density air traffic area.

"Adding 300 to 400 jumping centers willy-nilly to charts could clutter up the charts," says Al Reiter, cartographic expert. "And we still must know if the center remains active after it fulfills the initial criteria. They have been somewhat nomadic in the past, as clubs move from one jump area to another at will."

Agency's Role in Jumper Safety

To understand both sides of the question on parachuting and piloting an aircraft, we talked with Bill Ottley, executive director of the National Pilots Association and also a national director of the U.S. Parachute Association. As a commercial pilot with land and seaplane ratings, a sailplane pilot, senior rigger and holder of several free-fall records as a 'chutist, Ottley is unusually qualified to have an opinion.

"Sport jumpers would like to have a very limited part of lower level air space reserved for their use, and then only under strict VFR conditions," Ottley says. "By reserved, we mean that charts would show the parachute symbol at center-airports, which would tell pilots passing through that we are there and we also are using the air."

If such jumping areas were denoted by a three-mile circle, it would represent .0078 of the national lower level air, Ottley said. The jumper and his pilot still would have to assure that the air is clear of traffic before jumping. Other pilots transiting the area would remain aware that jumping was going on.

"Jumpers have found it best to operate from airports, where their presence is known," says Ottley. "Also, this eliminates the ferrying and taxiing involved when they jump away from airports."

Responsible jumpers obey the Basic Safety Regulations, first developed by the U.S. Parachute Association and since then adopted as legal requirements in many state aviation codes. Included among these "BSRs" are prohibitions against opening low and against mixing alcohol and parachuting. "These two rules are just never violated by anyone," Ottley reports.

When sport jumping started catching hold after World War II, surplus military parachutes costing hundreds of dollars were available in sealed cans for as little as $12. Many

Trailing smoke as part of opening ceremonies for the 1967 National Parachuting Championships at Tahlequah, Okla., National Pilots Association head Bill Ottley is photographed in free fall by another parachutist. Target circle is in the upper right.

Phenomenal aiming control is
ing member of the U.S. Army G
chuting team by 36 directional s
In one standard jump, team m
plane at 13,500 feet, quickly
speed. By "grabbing air" the
siderably to perform free fall
than a minute before activatin
chutes at 1,800 feet.

the Parachutists

Bill Ottley (back nearest camera), executive director of the National Pilots Association and an avid parachutist, joins two other Pelican Sky Divers club members in free fall before separating at 1,800 feet above ground to open their main 'chutes. The club's headquarters is at Ridgely Airport, near Chestertown, Md.

Juan Croft (center), of flight standards, discusses placement of symbols denoting "Parachute Jumping Areas" on navigation charts with cartographic designers Alfred Reiter (left) and Joseph Dunich at Washington headquarters. Croft recently directed publication of an Advisory Circular on "Sport Parachute Jumping."

ontrol is given this descend-
S. Army Golden Knights para-
rectional scoops in its canopy.
, team members exit an air-
quickly reaching 120 m.p.h.
air" they slow down con-
free fall maneuvers for more
activating their main para-

Their sense of accomplishment exceeds that of flying, skiing or skin diving, say veteran parachutists. Jumping from 7,000 feet, executing free fall maneuvers before opening at 2,500 feet and guiding into the target goes as planned in one out of five jumps. Unused reserve 'chute is under jumper's right arm and used in one out of 100,000 jumps if main 'chute fails.

jumpers who learned using this inexpensive equipment, now jump in custom made 'chutes costing between $300-$600.

"The military surplus model is as outmoded by the Para-Commander model as the Cadillac beats an old Ford Model T," Ottley says.

Experienced jumpers have amazing control over their free-fall, and under certain conditions can travel a foot horizontally for two feet vertically if they wish; and after the canopy is opened a practiced jumper expects every time to land inside a 30-foot target circle marked on the ground.

According to Ottley, half of the fatalities in the sport last year involved persons either making their first jump or who had made only a few jumps.

21 Seconds, Free-Fall to Ground

Some of the fatalities have been explained erroneously by saying the student jumper was paralyzed into inaction—not pulling the rip-cord—by the sheer "rapture" or "bliss" of descending through space.

A more realistic appraisal, experts say, is that in the 21 seconds it takes to free-fall from 3,000 feet to the ground, there is little time for the neophyte to analyze an emergency situation and act to correct it. If the pilot 'chute hesitates, or the unfolding nylon burbles into the student's back, or wraps around him, he has to know immediately what corrective action to take. If panic takes over, there is insufficient time to correct.

Endeavoring to solve the educational and training problem, the parachutists are organizing their sport around professional jump centers at established airports. The progression of learning, based on the individual's personal capability, is to prepare the student to master the following jumps:

1. Jump and pull from 2,800 feet.
2. Jump from 3,000 feet, with 5 seconds of free fall.
3. Jump from 3,600 feet with 10 seconds of free fall.
4. Jump from 4,500 feet with 15 seconds of free fall.
5. Jump from 7,200 feet, with 30 seconds of free fall.

Agency Airs Views on Rule-Making

David D. Thomas, the agency's Deputy Administrator, recently testified before the Senate to oppose a proposed bill that would further regulate commercial and sport parachute jumping.

He pointed out that since 1963, FAR 105 applies to such jumping. These regulations prescribe operating rules for jumps and equipment requirements, which cover such items as:

1. Radio equipment on the jump aircraft.
2. Restrictions upon jumps over congested areas, an open air assembly of persons, airports, and controlled airspace;
3. Prior notice of jumps to be made within controlled airspace; and
4. Minimum visibility and distance from cloud requirements.

The equipment requirements include:

1. Restrictions upon who may pack the parachute used; and
2. Requirements for an approved auxiliary parachute and a light for night jumps.

These rules are designed to prevent the jumper from creating a hazard to aircraft operating in the airspace and to persons and property on the ground. Almost all of these rules also provide some degree of protection for the jumper himself, although none are designed solely for that purpose. In fact, such regulation would be beyond the present scope of the Administrator's authority under the Act.

"We do not believe an individual should be given free rein where his jumping activities may present a hazard to other users of the airspace or to persons on the ground," said Deputy Administrator Thomas, ". . . and we have the necessary statutory authority to provide such protection."

The agency's recommendation was that the judgment of the Government need not be substituted for the judgment of the individual, just as the Government does not certificate skiers, scuba divers, or mountain climbers. To certificate present jumpers would require a staggering number of man-hours annually to administer a program, whereas the training responsibility is being handled adequately by the association dedicated to the sport and the manufacturers serving its needs.

A regulatory proposal has been circulated, in which the agency would require use of a deployment assist device on the main parachute for static line jumps.

Advisory Circular Is Developed

A 20-page Advisory Circular on Sport Parachute Jumping is being developed under the direction of Juan K. Croft, of the flight standards service. Croft, who flew fighters and dive bombers for the U.S. Navy in World War II and had to make a couple of emergency jumps then. He has sent the circular draft to all flight standards field offices and to a hundred parachute clubs for review and suggestions.

Early returns indicate only a few points for discussion, such as recommending a minimum jumping altitude of 2,800 feet vs. 3,000 feet above the surface for student jumps; thorough in-harness training for students on emergency procedures, and minor differences of opinion as to subjects to be taught new jumpers.

May It Never Happen . . . but just in case

By Mark Weaver

OKLAHOMA CITY—A series of evacuation tests are being held at the Aeronautical Center in careful anticipation of the commercial flight of the U.S. supersonic transport in the early 1970s. Conducted by the Civil Aeromedical Institute (CAMI), the tests began in mid-November, when 280 passengers and 9 crew members were successfully evacuated from a "crashed" SST.

These tests seek to determine the safest and most efficient way to evacuate the huge SST as well as other large planes that are rolling out of factory hangars. In these first tests, regular stewardesses from a commercial airline, plus three instructor-crew members from the FAA, added to the realism of the tests.

The plane "cabin" was the SST mockup built by Lockheed Aircraft Company, and given to the agency after a government contract to build the SST prototype went to Boeing. The test crash could only approximate a real crash—the SST mockup is without wings, engines or landing gear.

But simulated conditions inside the cabin, plus passenger's imagination, created all the charged, spine-tingling atmosphere of a real emergency.

Pleased with First Tests

J. D. Garner, CAMI staff member, was pleased with the first test. Garner, chief of emergency escape research in the protection and survival laboratory, had hoped to empty the plane through seven single-door exits on one side, in 90 seconds. That figure was bettered as the last passenger emerged and ran down the exit ramp just 87 seconds after the "crash."

A forward section was cleared in 74 seconds. The second in the series of tests used only two exits, and the aircraft was emptied in 134 seconds.

These tests are aimed at learning how safety exits on air carriers of the future should be built.

Garner said, "This is basic testing, rather than testing for a particular airplane, such as the SST. We are concerned with the exits —their size, combination and location."

Results of these first tests and the ones to follow—simulating other crash attitudes and hazards—could lead to recommendations for new safety standards in the placement of emergency exits on all large airplanes of the future.

Windows in the mockup permitted passengers to see the ground and spectators watching the "flight" and subsequent tests.

Project Leader Garner told the passengers, "We are doing this in a very serious vein. We are trying to save lives. Thank you for your participation—it will benefit many others."

He asked passengers to use their imagination, and said the six airline stewardesses who took part "are going to take you on a very nice flight." To capture their every action and reaction, as well as movements, movie cameras were attached to the ceiling of the cabin, swivel-mounted and trained on the numbered jackets worn by the passengers. The 16mm film was taken to aid in evaluation of the tests.

Take Films Inside and Outside

Outside, a battery of cameras, movie and still, normal sequence and slow-motion, ground away throughout the evacuation from the aircraft. An electronic panel, whose lights denoted where passengers were seated, was used as a guide for a quick count of the evacuation. As the passenger left the seat, the light went out on the panel.

The public address system in the SST mockup carried the sound of the engines, interspersed with soft music, as the plane "taxied" to the runway at a large airport. Stewardesses demonstrated how to use oxygen masks and advised passengers to note the location of emergency exits.

The sound of the plane's engines increased as the aircraft began its "takeoff." An instant later, a screeching sound whined through the cabin. "Keep down," shouted the stewardesses. "Keep down and hold your ankles."

Some passengers did as they were told; many others, unable to hear the orders clearly, looked around, wondering what to do next.

At the sound of a bell, the stewardesses leaped from their seats, pushed open the emergency exits and began directing passengers out and down ramps to the ground. No one needed to tell the passengers more than once to get out of their seats.

Some Evacuate Too Soon

During the first test, a few passengers in the forward part of the cabin jumped the bell and raced through the door before the bell rang.

"They would have been killed," said Fred Eide, an FAA flight standards training instructor in the Academy, and one of the mockup's three crew members.

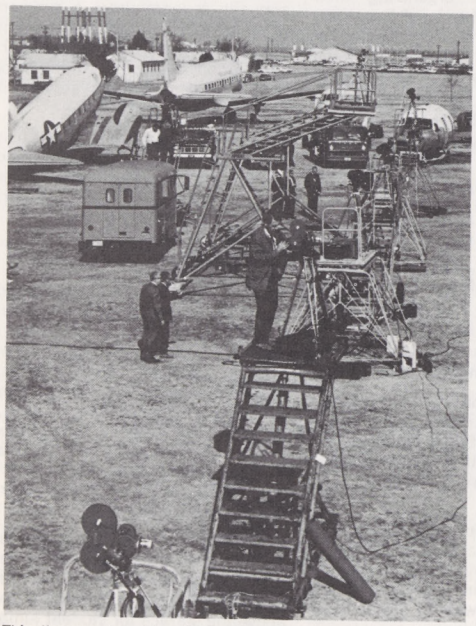
"The plane hadn't stopped skidding yet. When they went out the door, they would have fallen and would have been run over by the entire plane." Fellow crew members, both FAA men, C. E. Robbins and Paul Auchenback, agreed.

In the second test of the series only two emergency hatches were used—one near the pilot's compartment, and one near the mockup's tail section.

Through careful tests such as these a lot has been learned about seating arrangements and emergency exits—even though the SST never left the ground.

Passengers immediately after the first evacuation test of a model SST at the agency's Aeronautical Center, Oklahoma City. Two hundred eighty-nine were evacuated in one minute, 27 seconds from seven exits. Four double-doors on other side of aircraft mockup were used in subsequent testing.

Most of the "passengers" were FAA Aeronautical Center employees and members of their families. Some were over 60 years of age, and there were a number of children in the evacuation test. Each passenger wore a number designating a seat position in the mockup, while a film record was made of his order of exit.



This line-up of motion picture and still cameras was used to record the recent SST model evacuation test at the Aeronautical Center. The tests, conducted by the Center's Civil Aeromedical Institute, were considered "promising" by the researchers. Films will be studied closely to determine future requirements.

The "first SST flight" begins, complete with regular airline stewardesses and an FAA flight crew. A realistic taxi and takeoff start was simulated over the speaker system.

At time of simulated collapse of the SST's landing gear on takeoff, stewardesses called for standard emergency measures. Passengers were told to get their heads down.

Direct Line!

This is your direct line to the top! Your questions will get answers! Of course, employees are encouraged to discuss questions or problems with their supervisors or their local personnel office, but for those FAAers who do not have ready access to a personnel office, this column will give them an opportunity to have their questions answered. Write today to Joseph H. Tippets, PT-1, Federal Aviation Administration, 800 Independence Avenue, S.W., Washington, D.C. 20590. General Ground Rules: • All questions must be signed by the employees. • This column should not be used in place of the formal grievance and appeals procedures. • The questions should concern personnel or training policies, programs, and procedures and not be operational or technical in nature.

Question: Do "benefits" outweigh "cost" in sending veteran ATCS personnel to FAA training schools (instructor training)? In using the word veteran, let's assume a man with 10 or more years active service.

Answer: It is the veteran ATCS that FAA needs for instructors. Their experience, combined with training in "instruction methods and techniques," gives the facility the capability to provide highly professional, sound training "in-house." This results in improved performance in general, and avoids the cost of sending people to other locations for required training. When viewed in this perspective, yes, the benefits do outweigh the costs—very definitely.

Question: What is the position of FAA management on the present and future grade level of the Supervisory Technician-in-Charge (STIC) position?

Answer: The FAA policy is to grade all positions so that they are consistent with standards issued by the Civil Service Commission. FAA classification guidelines, developed within the framework of CSC standards, are being developed for use in evaluating supervisory positions. However, it is, and will remain, possible that some employees will have the same grade as that of employees over whom they exercise some degree of work direction. Some of the elements considered in evaluating positions with supervisory duties are the number of employees supervised, the degree of supervision exercised and the variety of the work involved.

Question: Are there plans to provide a within-grade raise or other type of compensation to the STICs in the near future?

Answer: No. There is no plan to provide within-grade increases to all STICs in the FAA. Individual employees may, of course, receive quality increases if warranted by their job performance.

Question: My experience prior to joining FAA includes, but is not limited to: chief control tower operator at a large overseas air base and 18 years experience in international flight operations (including four and a half years in Europe). In accordance with a Notice issued by my Region on October 5, all of my bids prior to October 5, could have been, and probably were, thrown out for the simple reason that my experience was not gained with the FAA. How widespread are these practices? To what extent are the various directives of the regional and area offices monitored by the Washington office?

Answer: First, you should be aware that the region's Notice reflected a change in the ATCS qualifications standards recently approved by the Civil Service Commission to allow FAA to hire air traffic controllers at the GS-8 and GS-10 level in the center and tower options. To be eligible for these higher entrance levels, applicants will have to meet rigorous standards as to the nature, quality and recency of their previous experience. With the adoption of these new standards, the FAA recognizes that it can now take better advantage of the military's participation in the common ATC system. The employment of experienced military air traffic controllers will enable FAA to meet more quickly the urgent needs at facilities with a shortage of fully qualified controllers. However, since differences still exist between the civil and military control systems, there is no plan to abandon the policy of requiring practical FAA experience before an individual can be promoted to the full professional level. Regional directives are monitored in Washington. In addition, periodic inspections are made to review their application in practice. The regions exercise a similar review over area office issuances.

Engineer Likes His Quiet Texas Life

FORT WORTH—Calvin Stoner, an aerospace engineer who works in engineering and manufacturing here for FAA, has always tried to be a good citizen. But he really was surprised when he learned he was judged one of 5,000 outstanding civic leaders in the country.

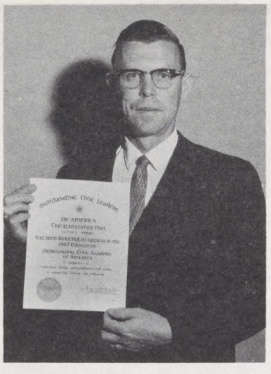
That is what the citation he received recently says. Listed now in the 1967 edition of *Outstanding Civic Leaders of America,* Stoner is recognized as one of those "who have accepted the challenge of responsibility."

Stoner's citation is for his work in his hometown of Gordon, a farming center of 500 residents south of Fort Worth in Palo Pinto County.

His contributions at present take several avenues. He is a member of the Palo Pinto County School Board, president of the Gordon Lions Club, chairman of the board of the Methodist Church and president of the Ex-Students Association.

"We are working on a community Christmas tree, providing city lights, furnishing a Santa Claus, have an X-ray unit coming to town, are working on a cemetery cleanup —and I am also a volunteer fireman," says Stoner.

A native of Gordon, Stoner studied at the University of Texas, where he earned a degree in mechanical engineering in 1954. He then worked in the engineering department at Ling-Tempco-Vought near Dallas for three years. Ten years ago he joined the FAA.



Commuting Champion

Calvin L. Stoner, FAA engineer, is also a school official, church board member, civic club president, alumni director . . . and a champion commuter. He commutes two-and-a-half hours to work daily, yet has time to be an active community leader.

Gifts Help Islanders

(Continued from page 1)

dramatic use was made of the fund. Because of the speed with which dependents were evacuated, families had to leave the island without sufficient cash to establish residence off the island. The fund aided immeasurably in seeing employees through their difficult period of dislocation.

One mother—her home on Wake completely destroyed — arrived in Honolulu with her five children to feed, clothe and house, and not enough money to do the job. Without assistance from the fund, it would have been impossible to rent a home adequate to her needs, because she lacked the required deposit. Subsistence allowance to cover such costs would eventually have been forthcoming, but it was not immediately available.

The Wake Island Relief Fund provided the needed helping hand —by placing the needed cash immediately at her disposal. Her heartwarming "thank you" note with the loan repayment expressed her gratitude and that of several others for "this lifesaver."

Some families had to get items out of storage to replace household furnishings destroyed in the storm. Although the expense of withdrawing household effects from storage is not reimbursable by the Government, the Wake Island Relief Fund met this emergency.

One young mother and her three children were ready to check out of their hotel in Honolulu and board a plane for their home on the mainland, when she discovered that sometime during her shopping tour that day she had lost $700 in travelers checks. Things looked grim. Only two hours were left to catch her plane, she had no cash, and the banks were closed. The hotel bill had to be paid—and her husband was on Wake Island.

Again, the fund came to the rescue. Within minutes, one of the FAA chaplains serving as a fund co-chairman was on the scene with the necessary cash, and she and her children were able to leave on schedule.

The Wake Island Relief Fund will continue to be used to mitigate hardship situations stemming from Typhoon Sarah. Money in the form of grants will be paid only when it is clear that hardships are genuine and it is certain no other help is available. Thus, the contributions of FAAers will continue to reflect the personal concern that is in keeping with the spirit of FAA employees.

The Pacific Region and the Wake Area gratefully acknowledge the responsiveness that made the fund possible.

Transportation Heads Talk

Secretary of Transportation Alan S. Boyd talks over developments in a field of mutual professional interest with the Paul T. Hellyer, Canadian Minister of Transport, during a recent visit to the U.S. by Canadian transportation experts.

'Santas' Brighten Xmas

(Continued from page 1)

"adopted" Rosa Roncancio, poverty-stricken 10-year-old Bogota, Colombia, girl. The employees contribute $180 annually under the Foster Parent Plan, and also are contributing additional funds to provide Christmas gifts. Area office employees are contributing to a drive to provide clothing for children in South Vietnam villages. The dire need for this aid was called to the FAA's attention by L. H. Klahn, of the 227th Assault Helicopter Battalion, First Cavalry Division, Vietnam. Klahn is the son of Les Klahn, chief of electronic systems engineering in the Denver Area office.

San Francisco Area headquarters personnel are pooling their Christmas card funds to participate in community projects this Christmas. FAA personnel at Oakland have selected a needy Indian family to assist. Employees at Sacramento and McClellan RAPCON will assist needy families with gifts and food. Names of families are obtained from the Salvation Army.

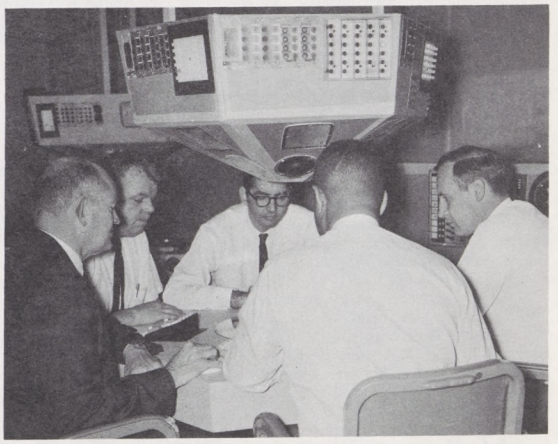
Los Angeles Center employees will donate to the North and South Antelope Valley Charity Foundation this Christmas. The Foundation purchases Christmas baskets and distributes them to destitute families. Tucson Airway Facilities personnel have a similar program.

Los Angeles Tower employees are contributing to the Bill Kennedy Fund, conducted by the Los Angeles *Herald-Examiner*. This voluntary non-profit organization reaches families whose youngsters have written letters to Santa Claus. The letters are obtained from the Post Office "dead letter" files.

Seattle Area office personnel, including the FSS, FIDO, and GADO for the third year are adopting two needy families for Christmas. The heads of families in need are taken on shopping tours to supply them with food, clothing, and gifts for Christmas. One family aided in the past by this FAA effort wrote declaring the help "re-establishes our faith in mankind and the future."

Employees of Fairchild RAPCON each year sponsor a Christmas Aid Project. They have given assistance to the House of Charity and Union Gospel Mission which provide meals and lodging for unemployed, homeless men. They also assisted in providing special schooling for a seriously retarded boy. Later, they were delighted to receive a letter from the social agency which had referred the case stating the boy "has improved unbelievably in motor control, reading, linguistics, mathematical ability and several other significant areas." Fairchild RAPCON employees plan a similar effort this year.

All in all, Santa can count on a lot of helping hands this Christmas, not only in the Western Region, but throughout FAA.



Game of Cards?

These five air traffic specialists appear to be concentrating intensely on their gin rummy or poker hands. They are (left to right): Roy Bradley, Richard Rood, Robert Mitchell, Hugh Milligan (back to camera) and Donald Martin. To see what they really are doing, turn to page 8.

Special Rates

These worldwide rates have been established by the Civil Service Commission, to be retroactively effective to October 8, 1967.

Professional Engineers, Architects, Meteorologists, and Certain Others

Grade	STEP RATES									
GS	1	2	3	4	5	6	7	8	9	10
5	$6,681	$6,867	$7,053	$7,239	$7,425	$7,611	$7,797	$7,983	$8,169	$8,355
6	7,367	7,572	7,777	7,982	8,187	8,392	8,597	8,802	9,007	9,212
7	8,084	8,309	8,534	8,759	8,934	9,209	9,434	9,659	9,884	10,109
8	8,368	8,614	8,860	9,106	9,352	9,598	9,844	10,090	10,336	10,582
9	9,399	9,668	9,937	10,206	10,475	10,744	11,013	11,282	11,551	11,820
10	9,997	10,291	10,585	10,879	11,173	11,467	11,761	12,055	12,349	12,643
11	10,945	11,267	11,589	11,911	12,233	12,555	12,877	13,199	13,521	13,843
12	11,843	12,225	12,607	12,989	13,371	13,753	14,135	14,517	14,899	15,281

Medical Officers

Grade	STEP RATES									
GS	1	2	3	4	5	6	7	8	9	10
11	$11,589	$11,911	$12,233	$12,555	$12,877	$13,199	$13,521	$13,843	$14,165	$14,487
12	13,753	14,135	14,517	14,899	15,281	15,663	16,045	16,427	16,809	17,191
13	16,207	16,657	17,107	17,557	18,007	18,457	18,907	19,357	19,807	20,257
14	17,953	18,481	19,009	19,537	20,065	20,593	21,121	21,649	22,177	22,705
15	19,017	19,630	20,243	20,856	21,469	22,082	22,695	23,308	23,921	24,534

Professional Accountants

Grade	STEP RATES									
GS	1	2	3	4	5	6	7	8	9	10
5	$6,681	$6,867	$7,053	$7,239	$7,425	$7,611	$7,797	$7,983	$8,169	$8,355
6	7,162	7,367	7,572	7,777	7,982	8,187	8,392	8,597	8,802	9,007
7	7,634	7,859	8,084	8,309	8,534	8,759	8,984	9,209	9,434	9,659
8	7,876	8,122	8,368	8,614	8,860	9,106	9,352	9,598	9,844	10,090
9	8,592	8,861	9,130	9,399	9,668	9,937	10,206	10,475	10,744	11,013

GS-1825, Airman Certification Turbo Jet Specialists

Grade	STEP RATES									
GS	1	2	3	4	5	6	7	8	9	10
13	$16,207	$16,657	$17,107	$17,557	$18,007	$18,457	$18,907	$19,357	$19,807	$20,257
14	18,481	19,009	19,537	20,065	20,593	21,121	21,649	22,677	22,705	23,233
15	20,243	20,856	21,469	22,082	22,695	23,308	23,921	24,534	25,147	25,760

LBJ Signs Pay Bill

(Continued from page 1)

by private enterprise. A government study at the time will decide what pay change will be needed.

The bill the President signed contains a salary limitation which prohibits an increase in the pay of GS employees in excess of the rate authorized for Executive Level V ($28,000). It also provides for setting Executive Level pay rates.

The Civil Service Commission is authorized to set the minimum step rate of special pay rates and ranges at a rate not in excess of the maximum pay rate authorized by law for the GS grade. This authority became effective on the date the bill was signed by the President. In the past, the minimum pay rate for pay rates could not exceed the rate authorized by law for Step 7 of the GS grade.

Pay for Travel

There are changes in the new law on paying premium pay for time spent in a travel status away from an employee's official duty station when the travel is performed during non-duty hours.

The law now provides that Classification Act and Wage Board employees shall be given premium pay for travel when the travel: (1) involves the performance of work while traveling; (2) is incident to travel that involves the performance of work while traveling; (3), is carried out under arduous conditions, and (4) results from an event which could not be scheduled or controlled administratively.

Items 2 and 4 are the new provisions of law on premium pay for travel for Classification Act employees. Item 4 has been recognized in the past by the Comptroller General as a situation warranting premium pay.

These provisions become effective 30 days after enactment of the pay bill, and will apply to both Classification Act and Wage Board employees. The Civil Service Commission is preparing detailed regulations on premium pay for travel. FAA will issue instructions on paying for travel time as soon as the regulations are received from the CSC.

Appeals

Thirty days after enactment of the pay bill, a wage board employee may appeal the classification (grade level) of his position to the Civil Service Commission. Before this time, wage board employees could appeal to the Commission only on a question of pay system, *e.g.* Wage Board vs. Classification Act.

The Civil Service Commission will issue regulations on wage board appeal rights.

Not connected with the bill, but of considerable interest to wage board employees, is the new Coordinated Federal Wage System. This has been developed by the Civil Service Commission for implementation July 1, 1968. *Horizons* will include details on this in the near future.

Regular Insurance

The present insurance program provides regular term life insurance and an equal amount of accidental death and dismemberment insurance. Employees are automatically covered for both types of insurance on the first day of employment unless they specifically decline coverage (only 5 per cent do).

Accidental death and dismemberment insurance ceases upon retirement.

Life insurance continues, free of charge, for employees retiring on immediate annuity after 12 years of service or because of disability.

The amount of insurance in force declines at the rate of 2 per cent each month after age 65 (or date of retirement, if later) until it reaches 25 per cent of the amount in effect at the time of retirement. *The new bill changes none of these things.*

However, the new law increases the life insurance available to all employees by providing a policy in the amount of the employee's annual salary—rounded to the next higher $1,000—*plus $2,000.*

For example, if you receive a salary of more than $9,000—but less than $10,000—you would receive $12,000 insurance.

The maximum of $32,000 that will be currently available under this formula will be automatically raised to correspond with future increases in level II of the executive pay schedule.

The Civil Service Commission estimates the biweekly cost of the new regular insurance benefit at 41.5 cents per $1,000. At this rate, the employee's biweekly contribution will be 27.5 cents, and the government's contribution will be about 14 cents per $1,000.

The Commission may adjust these contributions from time to time as required to assure that they fully cover actual cost, but it must preserve the present cost-sharing ratio of two-thirds for the employee and one-third for the Government.

Optional Insurance

The optional insurance is a big new feature added to the program. It directs the Civil Service Commission to make up to $10,000 additional insurance available—on an optional basis—to those employees who wish to purchase it at their own expense.

This additional optional insurance will be provided by the insurance industry in the same manner as is the regular insurance:

- The face value of the policy will decline 2 per cent a month, down to 25 per cent, beginning at retirement or at age 65 whichever is later.
- Employees who retire before age 65 will continue to pay full premiums for the optional insurance until they reach age 65. After age 65, premiums are free. This privilege is allowed if the annuitant purchased the insurance at the first opportunity or it was in force for 12 years immediately preceding retirement.
- It will include an equal amount of accidental death and dismemberment protection up to the time of retirement but not thereafter.
- It will be paid for through deductions from the employee's salary or annuity.

The optional coverage is not convertible. For example, employees who resign from service, may not convert optional coverage to ordinary life. Thus additional protection will be available to those who desire it, but no part of its premium cost will be covered by the taxpayer.

Unlike the regular insurance, the premium rates for this insurance will be established by age groups, with each employee's premium increasing as he moves into the next higher age group. Premiums will be payable to age 65 even though the employee retires earlier.

The Commission estimates the initial biweekly premium rates per $1,000 of optional insurance at 30 cents through age 34; at 60 cents for ages 35 through 54; and at $2 for ages 55 and over. These rates would later be adjusted as required by actual experience of the group electing the additional insurance.

Effective Dates

The new law makes changes in the regular insurance program effective approximately 60 days after enactment and changes in the optional insurance program effective within approximately 180 days after enactment.

The provisions are not retroactive and will not apply to any employees who resign, retire, or die prior to the date of enactment. However, insured employees who resign, retire, or die between the date of enactment and the effective date are protected with respect to the additional regular insurance and the maximum optional insurance without payment of additional premiums.

The optional insurance is strictly voluntary. The Civil Service Commission will announce an "open season" during which employees can elect to purchase or not to purchase the additional coverage.

Christmas Is Busiest For 'Men From Mars'

By Frank King

LOS ANGELES—Two radio hams went all out to help bring American servicemen in Vietnam and other overseas points closer to their families this Christmas. The two are among other "men from MARS" who join nationwide to provide this service.

MARS is the acronym for the Military Affiliate Radio System. Its members are ham operators who can beam messages by radio to anywhere in the world. Primary purpose of the system is to supplement normal military communications channels.

John Elwood, whose call letters are W7GAQ, is an electronics installation technician at the Los Angeles ARTC Center at Palmdale, Calif.

"Last month I handled over 300 messages between servicemen and their families," Elwood said. "I didn't handle nearly as many as Guy Shattuck though."

Guy Shattuck, better known to fellow hams as W6LFM, is an electronics maintenance technician at Edwards AFB RAPCON. He operates a very sophisticated radioteletype station that is set up in his garage.

"MARS business really picks up over the holidays," Guy said. "Last year, during the month of December, I handled 3,000 messages."

Shattuck was instrumental in setting up a support network of radioteletype stations to handle overseas messages in the Air Force western communications region. Over 20 stations shared the work that three were doing during the last year's holiday season.

The procedure to send a message by MARS is quite simple. All that is required of the sender is to:

1. Write the message in 25 words or less.
2. Write the serviceman's *complete* military address.
3. Write how the message is to be signed (Mom, Dad, etc.)
4. Contact any MARS member at their home telephone.

After the MARS member receives the message, it is transmitted to a network, which in turn sends the message overseas in about 36 hours. Emergency messages, prearranged, can be sent even faster. Servicemen in South Vietnam can use the same MARS network to answer messages from home. Both Elwood and Shattuck send their messages for transmission to Vietnam to March AFB. March in turn transmits them across the Pacific.

The Christmas season was another busy one for the two FAA "men from MARS."

Texan Invents Novel Aid To Help Flight Checking

FORT WORTH—Granville Westbrook, an electronics panel technician in the Fort Worth FIDO, applied drafting experience to facility flight check requirements in order to give flight check pilots an easier tool with which to work.

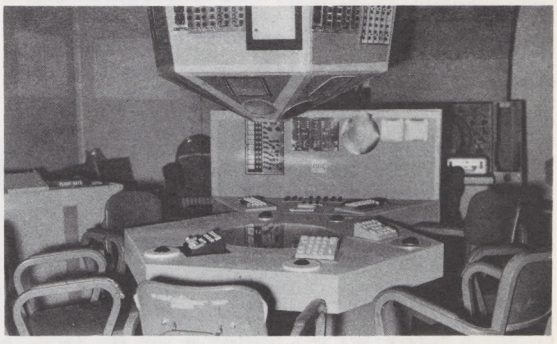
Westbrook has perfected the mounting of a flight check chart on a six-gauge cardboard disc, which is imprinted with an azimuth ring. This lightweight but complete aerial chart replaces the older process of securing a chart on a metal disc with two gluing processes.

Three years ago Westbrook and his supervisor, Martin L. Sheppard, Jr., perfected the paper azimuth ring for the metal disc, replacing a much larger and heavier metal azimuth plotter board. However, problems associated with damp air in the coastal area and during the rainy season caused the charts to come unglued from the metal.

Westbrook has tested his "all paper" device since May 1966, and the cardboard holds up exceedingly well. The cardboard disc has an imprinted outer azimuth ring on either side into which charts are oriented and glued into place. Both sides are used and the glued chart becomes a permanent bond.

Pilots like the charts because of ease of handling and less in-flight calculations to determine precise approaches. A small cursor is secured to the center hole.

Supervisors agree with Westbrook's ideas and awarded him $143 for his suggestion.



Gone Home

After the five NAFEC air traffic specialists (see page 7) have left work for the day this is how the trial console for TRACONs looks. Communications equipment is mounted overhead. The five-position shared-use horizontal console has a 22-inch PPI (planned position indicator) display. Its wider shelf has space for alpha-numeric keyboards, and inhibit-select switches.