



## FAAers Meet Challenge of Storm

By Thom Hook

WASHINGTON—The mammoth snowstorm that recently zeroed in on the West Coast systematically closed numerous airports and caused short-term navigational outages and communications interruptions. Western Region FAAers, especially, will remember the storm's tense 10 days, although parts of the Central Region were also affected.

FAA "firing line" personnel braved icy winds, drifting snow and, in some cases, floodwaters to keep the system functioning, enduring great personal hazard and discomfort. In many areas, air traffic was cancelled or diverted as airlines kept close watch on the storm's steady progress eastward.

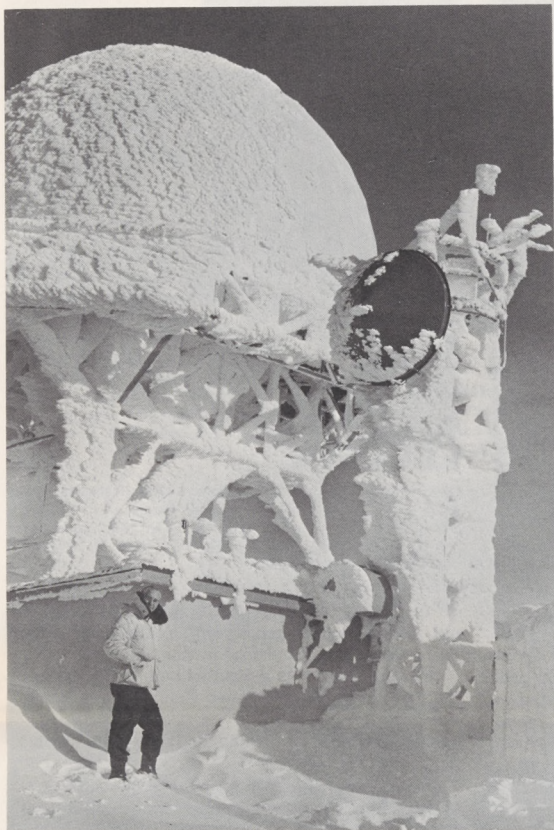
Three or more feet of snow blanketed vast sections of the West. In much of the area, the mercury plunged far below zero. Getting to work under blizzard conditions and reaching out-of-commission mountaintop facilities was the greatest challenge.

As the storm swept by, the record of accomplishment by dedicated FAA employees was expected: excellent.

The tribute paid to Salt Lake City Area employees by Assistant Area Manager DeEstaing Newton, could apply equally to all involved: "Though our people are used to challenges and are geared to winter weather, the storm confronted them with an additional challenge and they met it in a way that gives us all cause for great pride."

How FAA employees in various sections of the Western Region met the challenge of the storm is shown by these dispatches:

EUGENE, Ore. — Snow began about dawn Saturday, Jan. 25, and continued until 37 inches piled up—the previous record was seven inches. Heavy snow brought operation (Continued on Page 7)



### Deep-Frosted Bubble

Protective radar "bubble" atop a mountain at Ashton, Ida., is transformed into what looks like a gigantic scoop of ice cream by one of the West's heaviest storms. Vaughn Clayton, Salt Lake City Area Manager, inspects the Ashton site during a lull, reaching the peak on a go-on-snow vehicle.

## John Volpe, New DOT Secretary, Has Impressive Record of Service

WASHINGTON — John A. Volpe, sworn in as the second Secretary of Transportation Jan. 22, has had extensive and varied experience in public service.

A three-time Governor of Massachusetts, Secretary Volpe was named to the Cabinet post by President Nixon Dec. 11, 1968, and his appointment was confirmed by the Senate Jan. 16, 1969.

He was elected to the Massachusetts Governorship in 1960 and in his nearly three terms in office established a record in fighting for civil rights, consumer protection, natural resources, cultural resources and conservation. He also set many precedents in his State in education, public health, mental health, economic development and increased efficiency in State government.

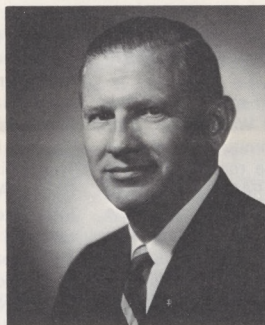
Prior to his election as Governor, Secretary Volpe was named the first Federal Highway Administrator by former President Eisenhower. Serving in this position from 1956 to 1957, he became one of the architects of the \$40 billion Interstate Highway Program.

Secretary Volpe was born in the Boston suburb of Wakefield, Mass., on Dec. 8, 1908. Upon completion of high school, he went to

work as a plasterer's apprentice. He also attended night school for two years, then returned to the Wentworth Institute full time, where he majored in architectural construction.

In 1933, he cashed a \$300 insurance policy, borrowed an additional \$200 and went into the construction business in Malden, Mass. He closed down his business in 1943 and volunteered for duty with the Civil Engineer Corps (Seabees)

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John A. Volpe  
Secretary of Transportation

## Employee Tells of Unexpected Cuba Trip

By Theodore Maher

WASHINGTON — "When I turned around, the hijacker was holding the stewardess and kicking the cockpit door. He was clutching her across the shoulders with one arm and holding a pistol to her back with the other."

This is how the first FAA employee to be on a hijacked plane described the scene aboard a National Airlines DC-8 recently diverted to Havana by a well-dressed passenger, about 30.

ATC Specialist William Stevens of the St. Petersburg, Fla., Tower was aboard the San Francisco-to-Tampa flight as part of the agency's long-standing controller Familiarization Flight Program.

Stevens was interviewed at FAA Headquarters immediately after returning from his unexpected trip to Cuba.

"I was riding in the jump seat between the pilot and co-pilot," Stevens said. "We had just left the coast and were flying over the Gulf. The captain suggested I go back and get some breakfast. Walking back, I spotted the hijacker-to-be because he was drinking a bottle of beer. 'Five-thirty in the morning,' I remember thinking.

'An odd hour to be drinking beer.'

"Shortly afterward, the hijacker accosted the stewardess, Miss Leanna Anderson of Miami. I didn't know anything was wrong until I saw him holding her and kicking at the cockpit door. He didn't come out again until the plane landed in Havana."

Stevens said he believed both the hijacker and Cuban authorities suspected him of being an FAA marshal, but he was not detained or searched in Havana.

"After we landed, two Cuban militiamen and a civilian boarded the plane and grabbed the hijacker. For a moment he seemed apprehensive, then he handed his gun to the Cuban civilian saying, 'The safety's on.' That's the last I ever saw of him.

"I left the plane with the crew. We were taken to a large, shabbily-furnished room with burlap curtains on the windows. After they offered me juice, coffee and sandwiches, they began to question me.

"First, they asked me to identify myself. I handed them my FAA ID card, which they studied with considerable interest. I had some difficulty explaining our control-

lers' Familiarization Program to them, and I don't think they believed me, but they did not touch or search me. They asked me a number of general questions, wanting to know, for example, what I thought of Cuba and the Cuban people."

Although the passengers returned to Miami from Varadero Airport aboard a DC-7, Stevens returned with the crew in the plane which had been hijacked. He said the 10,000-foot runway was a little rough, but very adequate.

"Captain Leeds told me the plane could easily have taken off with all the passengers," Stevens said.

On the trip back, the captain informed Stevens the hijacker "seemed to be hopped up."

"Oh boy, I feel good—I'm in charge here," the hijacker told the captain at one time. He also told the captain he trusted him completely and informed him he knew there was "an FAA marshal aboard," apparently referring to Stevens.

About the only time the gunman seemed worried was when the voice of a Ft. Myers, Fla. controller came over the radio in the cockpit as they were nearing Havana.

"That's a Southern boy," the hijacker said in alarm and warned the captain: "I'll empty my gun up here if you try to fool me."

Leeds was not trying to fool the hijacker. The aircraft's radio was tuned to Havana's frequency, which is the same as that for the Ft. Myers tower. (This situation is being rectified. The Ft. Myers fre-

quency is scheduled to be changed from 120.3 to 119.0 in the near future.)

When asked about the possibility of overpowering a hijacker while a plane is still in the air, Stevens shook his head. "The risk would be too great," he said. "And the lives of those aboard would be put in jeopardy."



### Back from Havana

Back from an unscheduled trip to Havana aboard a hijacked airliner, FAA Controller William Stevens (left) of the St. Petersburg, Fla., Tower provides a graphic account of the event to Carl Maisch, Acting Director of the Office of Compliance and Security.

## He Commutes through Seven Counties . . . One for the Road



Gernot Rasmussen, who drives 198 miles round trip daily between his farm and FAA Headquarters, has put almost 50,000 miles on his VW Squareback the past 11 months. He drives coolly, having driven a cab in Washington back in the early 1930s.

When commuting problems bring on a headache, think about Gernot Rasmussen. You'll get relief fast, fast, fast.

Rasmussen, a visual information specialist in the Office of Information Services in Washington, may very well be FAA's champion commuter. He spends nearly four hours each day on the road negotiating the 198-mile round trip between FAA Headquarters and "Belfort," his 200-acre farm tucked away in the foothills of the picturesque Blue Ridge Mountains near Orange, Va. In just 11 months with the agency, he has logged almost 50,000 highway miles. That's equivalent to nearly two trips around the world at the Equator.

The Norwegian-born artist's work day begins at 5 a.m. with a shower, shave and quick cup of coffee. At 5:45, while most city and suburban dwellers are still abed, he maneuvers his spare six-foot one-inch frame into his little foreign-made station wagon, hits the starter, shifts gears, turns on the radio and is off to distant Washington.

Quickly negotiating his more than mile-long driveway, he turns right onto Route 15, and drives five miles south into Orange, where he encounters his first stop sign. Soon he is on Route 20 and then Route 3, the 35-mile leg of his trip.

Here, his daily lesson in Civil War history takes shape as he heads past the Wilderness and Chancel-

lorsville on the left, then the Fredericksburg Battlefields and Spottsylvania Memorial Park on the right. At Fredericksburg, he turns north on Route 95 for the 58-mile last lap to Washington. Approaching historic Alexandria, he notes the Masonic Temple tower on the left (George Washington was a member there). That's his signal to turn east onto Woodrow Wilson Bridge. Across the bridge, he turns north again onto Interstate Route 295, easing past the Navy Laboratory and Bolling Air Force Base.

This part of his trip is commuting with a Capitol "See," for he looks straight at the gleaming white marble National Capitol. Across the Anacostia Bridge, onto 11th Street, then left on M Street past the Navy Yard and finally Rasmussen is at his parking spot.

Usually he drives the 99 miles in 1 hour and 45 minutes. After a brisk 15-minute walk to the FAA Building, his daily northbound trip has ended.

Spending long periods of time in an automobile is nothing new to Rasmussen. During the Depression years, he was a cab driver in Washington. Indirectly, this led to his art career. One day in 1936, a passenger began talking about art and advertising, and gave Rasmussen his business card with the suggestion that the *Washington Daily News* could use an apprentice artist.

Deciding that a career at a drawing board might be better than one at a steering wheel, he applied



As a visual information specialist for FAA's Office of Information Services at Headquarters, Rasmussen does layouts and production on agency publications.  
Photos by Thom Hoek



By gassing up each morning at his own tank, Rasmussen saves close to a nickel a gallon and valuable time as well. Tanks are also used to supply two farm tractors and other vehicles for his tenant farmer, while the FAA artist does his own farm chores weekends and holidays.

for the job and was hired. Later, he transferred to the old, now-defunct *Washington Times-Herald*, where he remained until enlisting in the Navy in 1943.

His background as a youth fitted him ideally for the Navy. His family fished commercially off his native southern Norway island of Landoy. As a teenager, he served on fishing and commercial ships both in Norway and the U. S.

After the war, Rasmussen resumed his art career by becoming art director for a leading Washington advertising agency.

In the mid 1950's he joined the United States Information Agency as an illustrator on the Russian language magazine *Amerika Illustrated*. In March 1968, he joined the FAA.

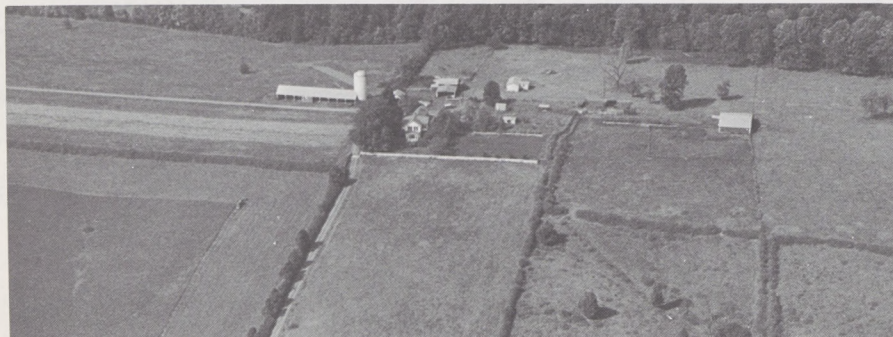
Rasmussen's typical workday consists of doing layouts for *Horizons* and *Aviation News*, working on a pamphlet on Dulles Airport and then finishing a new safety poster.

His return trip home is uneventful, his radio keeping him company as his subconscious ticks off roadside "check points." Then it's supper with the family, scanning the newspaper, watching some TV then early to bed by 9:30.

But then, Rasmussen is used to long trips. Prior to purchasing "Belfort," he and the family lived on another farm near Burke, Va., from which he commuted only two-and-a-half hours each day.

Partial aerial view of peaceful "Belfort," 200-acre farm near Orange, Va. from which FAAer Gernot Rasmussen commutes four hours round trip to his job at Headquarters, 99 miles away. In winter, he sees farm in daylight on weekends and holidays only.

Berkley Ball Photo



A country-style farm table "spread" is the evening prize for the long-driving commuter. Rasmussen helps 15-year old Laura to pork chops while Mrs. Rasmussen plans to pass the salad to 11-year old Mark. Three other Rasmussen offspring, now married and living elsewhere, were raised on a farm.

## 70,000 Persons Attend Air Show

RICHMOND, Va. — During its two-day run, the first Virginia State Air Show held recently at Byrd Airport attracted more than 70,000 persons, including Virginia Governor Mills E. Godwin. The show was coordinated through the Richmond GADO with the Washington Area Office providing guidance and assistance.

Among those who contributed to the success of the Air Show were Clifford Weaver, Chief of the Flight Standards Branch, Washington Area Office; Stanley Henceroth, Manager, Washington Area Office; and Hamilton B. Gowin, Chief, Richmond GADO.

Sponsored by the National Tobacco Festival and the Virginia Air Force Association, the air show was highlighted by the Navy's Blue Angels, the 82nd Airborne Sky Diving Club and Dawson Ransom, noted aerobatic flyer and president of Ransom Airlines, Inc.

Throughout the show there were 50 aircraft on display, including antiques, modern jet fighters and bombers, general aviation planes and agency flight inspection aircraft.



### Mission Control

During the recent dedication of the Ocean County Airpark, Toms River, N.J., this trio from the Philadelphia FSS provided temporary flight services. They are: (left to right) Facility Chief Robert Leana, Anne Shields and Edward Quinn. More than 300 people visited the temporary flight service tent.

# New Pay-Setting Plan Set Up for Wage Board

(EDITOR'S NOTE: This is another in a series of articles on personnel programs and policies.)

WASHINGTON—A new wage-setting procedure—the Coordinated Federal Wage System—is now in effect for Federal employees paid by the hour. The aim of the new procedure is to insure that Wage Board employees in all Federal agencies in a local wage area doing the same kind of work get the same rate of pay.

The new system replaces the many separate wage systems which, in many cases, provided different methods for grading jobs and setting pay.

Under such systems, an electrician in one agency might receive \$4.01 an hour, while an electrician employed just across town but in a different agency, might be paid \$3.82 per hour.

Late in 1965, the President asked the Civil Service Commission to develop standards, policies and practices to insure inter-agency equity in wage rates based on statistically valid surveys. He established two basic principles:

- Wages should be set according to local prevailing rates.
- There should be equal pay for equal work, and pay differences in keeping with work differences.

The new system has a regular, basic pay plan which will cover most Wage Board employees in the executive branch outside the postal field service. It will include many employees formerly paid under special schedules.

#### Special Schedules Continue

Certain special schedules—such as those in security agencies, in maritime, printing, and construction activities, and in electric power production—will continue under present agency practices for the time being. So will schedules for the Panama Canal Company and for foreign nationals in foreign areas.

The Civil Service Commission prescribes basic policies and procedures to assure uniformity. Basics include such things as the way surveys should be designed and carried out, pay schedules, occupational grouping, job-grading systems and standards, and methods of implementation.

The Commission defined boundaries of individual local wage areas, reducing the number of these areas from over 300 to some 150.

For each wage area, the Commission identifies one "lead" agency to conduct a locality wage survey. That agency, the one with the most Wage Board employees in that locality, will issue wage schedules.

All agencies will then pay their hourly wage employees in that area on the basis of these schedules.

The common wage schedules, with 15 grades, cover nonsupervisory employees, with separate schedules for supervisors and leaders.

Each pay grade has three step rates, with the middle rate keyed to the prevailing pay line. A four per cent difference will be established between these rates. Agencies and unions are represented on a National Wage Policy Committee, which advises the Chairman of the Civil Service Commission on basic policy matters.

#### Unions Help With Wages

Labor organizations have an important role in the wage determination process. The union having the largest number of wage employees under exclusive recognition in the lead agency is named the "lead" union, and it designates two of the five members of the Agency Wage Committee. The union with the most wage employees under exclusive recognition in a wage area designates a member of the Local Wage Survey Committee.

Local labor organization participation is provided for in wage areas where there are more than 400 wage employees and where unions have more than 150 wage employees under exclusive recognition. In some unusual situations, where there are very large Federal installations, a larger number of employees under exclusive recognition is required.

The first full-scale surveys under the new system began in July 1968, and about seven or eight started each month thereafter. The system will apply when a full-scale survey under the new plan is made in a wage area.

When wage surveys are made, resulting wage adjustments become effective in accordance with the time limits of what is commonly referred to as the 45-day law. Employees in areas not having full-scale surveys in the first year will also receive pay adjustments. Such adjustments will be authorized by FAA Wage Schedules based on interim surveys conducted under the present wage system.

The Civil Service Commission's rules on pay and premium pay become effective on conversion to wage rates established under the new Coordinated Federal Wage System. Agency rules on pay and premium pay continue to apply to employees who are paid rates authorized on FAA Wage Schedules.

The Civil Service Commission is still working on job-grading standards for Wage Board positions.



### Serving Youth

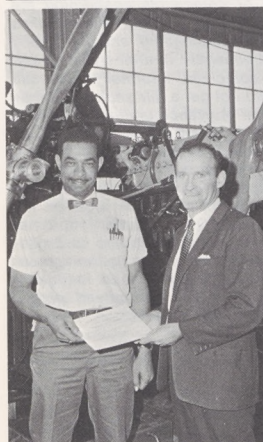
Harold Wick (center), Wenatchee FSS Chief, explains console operation to Jeff Cox (left) and Kyle Shildmyer. As an off-shoot of the Youth Opportunity Program, the young men spend ten hours a week in the FSS.

## FSS Helping Out In New Work Plan

WENATCHEE, Wash. — The FSS here is continuing its summertime Federal Youth Opportunity Program by providing a different form of youth educational opportunity.

Believing that high school students should be exposed to actual job situations, the Wenatchee School System has developed "work experience" outlets to expose students to the work-a-day world.

As a result of a series of pre-school meetings between the school's vocational director, James Moran, student counselors and FSS Chief Harold Wick, an orientation course was set up at the Wenatchee FSS. Two seniors, Kyle Shildmyer and Jeffrey Cox, started their work experience program in the Wenatchee FSS at the beginning of the fall quarter.



### A New Examiner

Seattle GADO Inspector Ernest Heald (right), presents a Mechanic Examiner Certificate to Instructor Frank Quates (center) of Seattle Community College's mechanic school, one of three mechanic schools in the Seattle area.

## Saigon Trip Spine-Tingling

By George Miyachi

SAIGON—"Riding shotgun" in South Vietnam is nothing new to John Cyrocki, Chief of the Pacific Region's Flight Standards Division, recently here on an inspection tour. Cyrocki's visit was no different from others he made over the years except that this time it was spiced with a dash of spine-tingling adventure.

Cyrocki and Ed Jensen, the Pacific Region's Flight Standards representative in Vietnam, were driving in Saigon's heavy traffic to Long Binh Army Base. A stranger on a motor scooter surprised the FAA pair by suddenly swinging in alongside them. With his head almost sticking into the open car window, the man shouted loudly above the cacophony of honking horns, barking dogs, and back-firing automobiles. "Hey! You guys FAA?"

Conditioned by past experience to be extremely wary of strangers in Saigon because it is difficult to distinguish friend from foe, Jensen veered sharply to the left in an at-

tempt to elude his accoster.

But the man on the scooter followed tenaciously. Alarmed, Cyrocki reached under his seat for his loaded .38 revolver. Jensen, meanwhile, expertly zigzagged through traffic. However, the car was no match for the scooter's maneuverability.

A shouting match ensued between Cyrocki and the scooter rider along the synchronous routes of the car and scooter.

Finally, the scooter driver made it clear to Cyrocki that all he wanted was to find out where to go to take a pilot's examination. Jensen told him where he could go: Jensen's office at Tan Son Nhut airport. Apparently satisfied, the man waved and disappeared into a side street.

Sighing with relief, Cyrocki relaxed his grip on the revolver.

Why were Cyrocki and Jensen so readily recognized as FAA types? Because the scooter driver spotted Jensen's special auto license plates with "FAA 3910" on them.

## HORIZONS

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Acting Administrator Director, Office of Information Services Chief, Employee Information Division Layout/Production	DAVID D. THOMAS CHARLES G. WARNICK CLIFFORD CERNICK GERNOT RASMUSSEN
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# New Merit Promotion Program Explained

WASHINGTON—The following questions and answers provide information and guidance on the new Merit Promotion Program:

**Q.** Why have Department of Transportation promotion guidelines been issued at this time?

**A.** The Civil Service Commission required the Department to issue revised general instructions about promotion policies and procedures by Jan. 1, 1969. This material will be used by the various organizations throughout the Department for developing their own Merit Promotion plans.

**Q.** When will these plans be issued?

**A.** Each operating administration and the Office of the Secretary must develop and publish revised plans by June 30, 1969. Any promotion action effective on or after July 1, 1969, must be made under revised policies and procedures. It is important to note that the guidelines do not apply to individual promotion actions until the plans go into effect.

**Q.** Isn't it a duplication having both Merit Promotion Guidelines and Merit Promotion Plans?

**A.** No, the guidelines provide broad direction to assure that CSC regulations and Departmental policies are applied consistently throughout the Department. Maximum flexibility is provided in the guidelines so that each operating administration and the OST can tailor individual plans to fit its own organization, staffing patterns, occupations and operating practices.

**Q.** Has management obtained employee reaction and suggestions concerning proposed directives on merit promotion?

**A.** Draft copies of the guidelines were sent to organizations representing a significant number of employees in the Department and having formal recognition at the national level under E.O. 10988. Comments received were carefully considered in revising the draft prior to final publication. The FAA also will consult with employee organizations, as appropriate, and with individual employees as it develops its plan.

**Q.** The guidelines provide for Departmentwide consideration of employees eligible for promotion to GS-14 and GS-15 positions. How will this work?

**A.** Formerly, only promotions to positions at GS-16 through 18 (or jobs with equivalent salaries) were made on a Departmentwide basis. After revised plans become effective, each operating administration will notify the rest of the Department when an appropriate GS-14/15 position becomes vacant and is to be filled by promotion. Using their individual plans, each operating administration and OST will identify their highly-qualified employee candidates and refer their records promptly to the organization having the vacancy. The latter will then rank these employees against qualification requirements for the position and refer the best-qualified eligibles to the selecting official.

**Q.** Is it true that some positions as GS-14 and GS-15 will not be filled on the basis of Departmentwide competition?

**A.** Examination of staffing, occupations and peculiarities of the several operating administrations shows that in some cases it would not be logical to seek applicants Departmentwide. Therefore, criteria have been developed to

make it possible to go "less than Departmentwide" in these cases:

- Where the job is unique to one organization.

- When program knowledge is so important only those in the program could be expected to have the specific knowledge required to do the job.

- Where there are 50 or more eligible candidates within an administration. For example: Air Traffic Control Specialist positions in the Department are all in the FAA. Therefore, there is little likelihood that highly qualified persons could be found for such jobs in other operating administrations.

**Q.** Since the ATCS occupation is exempt from Departmentwide considerations, how would a former Air Traffic Control Specialist (ATCS) now working in a GS-13 non-air traffic control job in the Office of the Secretary get considered for a GS-14 ATCS vacancy in FAA Headquarters?

**A.** New guidelines provide that an employee may submit a request to any personnel office in the Department, asking to be considered for promotion to any position for which he is qualified. This would allow any employee with unusual or special qualifications to be considered for jobs he ordinarily could not compete for under the regular promotion system. A word of caution, however. CSC regulations state that if you wait and apply for a specific vacancy, your application cannot be considered for that one job unless the area of consideration is expanded to include you and everyone else eligible to apply within your own and similar organizational units. Generally, the organization with the vacancy will not elect to expand the area of consideration because of the extra time and expense involved.

**Q.** Can written tests still be used for promotion purposes?

**A.** Written tests can no longer be used to determine eligibility for promotion unless the CSC requires them or approves their use. They can, however, be used as one factor in ranking candidates for promotion, where these tests meet certain CSC guidelines and the CSC approves their use in this manner.

**Q.** I understand new CSC requirements provide that my past performance record must be used in ranking me for promotion and that I'm entitled to see that record. Please elaborate.

**A.** You are correct about the CSC requirements. DOT guidelines provide for a formal evaluation system, including discussion between the supervisor and the employee concerning the latter's overall performance in his present position. The employee is afforded an opportunity to comment on negative ratings. Such comments will be attached to and filed with the rating form. The "open" evaluation is a departure from past practice in some parts of the Department, but not for FAA.

**Q.** When will I receive a rating under the new system?

**A.** Guidelines state that you will be evaluated once a year by your supervisor on a date coinciding with your most recent entrance on duty in the Federal service, your last promotion or your last regular within-grade increase, whichever is later. This may best be illustrated by the following examples:

- A GS employee who received a regular within-grade increase on Aug. 11, 1968 and has not been promoted since

that date would receive an annual evaluation immediately prior to Aug. 11, 1969.

- A Wage Grade employee who entered on duty Sept. 8, 1968, and whose first step increase became due on the first pay period following 26 weeks of satisfactory service, (about March 9, 1969) would have an evaluation date pegged to the date of the most recent entrance on duty (Sept. 8, 1968), not the date of the step increase. The variation on WG employees is tied to the fact that they are not subject to regulations governing certification of acceptable level of competence as GS employees are.

**Q.** Are performance ratings and certifications of competence for within-grade increases made at some other time?

**A.** No. All ratings will be made just before your anniversary date.

**Q.** If I'm at a step in the pay range where I'm eligible for a within-grade increase only every two or three years, does my promotion evaluation and performance rating take place every two or three years?

**A.** No. If you are on a two- or three-year cycle for within-grade increase eligibility, you will get a promotion evaluation and a performance rating each year just before the anniversary of your last within-grade increase. Your supervisor will fill out the acceptable level of competence certification only in those years in which you are eligible for within-grade increase consideration.

**Q.** Is it possible to get an evaluation for promotion purposes at a time other than on the anniversary date?

**A.** Yes, there are several such instances, including cases in which:

- You are a new employee who hasn't been in the Department a year, but are otherwise eligible for promotion.

- You have been promoted to a grade you held before, and because of former service at that grade you are immediately eligible for another promotion.

- Your supervisor observes a significant change in your performance over what it was at the time your last evaluation was recorded, or you feel that such a change has occurred and your supervisor agrees.

**Q.** I understand that CSC has issued new qualification standards for supervisory jobs. How does this affect my promotion chances?

**A.** New standards are required for use in determining eligibility for supervisory jobs. Candidates for supervisory positions must now meet both the qualification requirements for the occupation (engineer, air traffic controller, budget analyst) and qualification requirements to be a supervisor.

**Q.** Does this mean that I must have had supervisory experience before I can become a supervisor? If so, how will I ever get to be a supervisor?

**A.** You do not require prior experience as a supervisor to become eligible for a supervisory position. You do, however, require some experience or training indicating that you can deal with supervisory responsibilities and problems. You may already have sufficient training or experience to establish eligibility for supervisory positions providing:

- You have experience in guiding or training new employees.

- You have been a "project" or "team" leader in work situations where

others looked to you for direction.

- You have had assignments involving the establishment of new work methods or the improvement of existing procedures.

- You have been responsible from time to time for coordinating the work of several individuals.

**Q.** Can I be considered for promotion before I actually have a year in grade?

**A.** Yes, you can be considered for promotion before you actually meet time-in-grade or qualification requirements for promotion. Normally, however, you should be within at least 60 days of attaining full eligibility. Even though selected in such an instance, you cannot be promoted until you meet all legal and regulatory requirements for promotion.

**Q.** Must there be competition for every promotion?

**A.** While all promotions are based on merit, there are some exceptions to the requirement for competition. For example, when there has been competition to select someone for an understudy position, he may be promoted without competition later when the job he was understudying becomes vacant. Employees in "career-ladder" jobs—those jobs that are filled competitively several grades below the full performance level—are promoted without competition as they learn, until they reach the full performance level. Other examples of promotion without competition include:

- A new classification standard is issued for an occupation and eligible employees are promoted if application of the new standard results in a higher grade level for their jobs.

- An employee is re-promoted to a grade level he formerly held in the Department and from which he was demoted without personal cause and not at his request.

- Temporary promotions for 120 days or less.

**Q.** Are there changes in the manner in which Merit Promotion Program complaints are handled?

**A.** There is one major change. The agency still prefers to settle informally questions or complaints concerning the Merit Promotion Program. This makes for better understanding and is usually faster and cheaper. If, after trying to settle your complaint informally, you still feel you did not get a fair shake, you may file a formal grievance under the general grievance procedure, under a negotiated employee-management grievance procedure (if covered by one), or under the EEO complaint procedures if you feel discrimination is involved. Use of the grievance or EEO procedures is the major change. Of course, failure to be selected when proper promotion procedures are used is not a basis for formal complaint. You are guaranteed proper consideration, not selection.

Editor's Note: Because of widespread employee interest in the revised regulations for the Merit Promotion Plan, a number of questions and answers on the program are being printed here. The full-page format lends itself to being clipped for use on bulletin boards or for the employee's own files.

# Gillespie Air-Cade Draws 10,000

By Bob Huber

SANTEE, Calif.—Jim Burkhardt and his staff at Gillespie Tower here recently hosted more than 450 visitors during a two-day Open House in connection with the 1968 Gillespie Field Air-Cade, which drew more than 10,000 visitors to the field.

Highlight of the Air-Cade was the just-for-fun All Women Pacific

Air Race from Gillespie to Phoenix. This year's winner was Marian Banks, wife of Dr. Gerald Banks of San Diego, an Aviation Medical Examiner, also an active pilot. Mrs. Banks' race co-pilot was Thon Griffith, former secretary to the late Paul Mantz.

Exhibit highlights were the latest business and pleasure aircraft, including the new "Wing Derringer" and "Aerostar." Beautifully

rebuilt antique aircraft from flying's early days and an exhibit of skillfully constructed homebuilt experimental sports planes were on display.

Trophies were awarded for the oldest aircraft and the best-restored antique aircraft. Chief judge for the events was Walter M. Schirra, Sr., father of Apollo Astronaut Wally Schirra. After World War I, Schirra barnstormed throughout the country with Mrs. Schirra performing as a wing walker. Another Air-Cade judge was Brig. Gen. Joseph S. Marriott, USAF (Ret.), a Regional Administrator of the old CAA Sixth Region from 1938-56.

Homebuilt aircraft entries were judged by David Logg, World War I pilot and retired CAA employee and Robert Rentz, whose classmate in the Flying Cadet Class of 1924 was Charles Lindbergh.

At the close of the Air-Cade, departing antique aircraft passed in review formation over Gillespie Field.

San Diego and El Cajon Chapters of the Ninety-Nines sponsored the Pacific Air Race. Gillespie Tower logged some 4,000 operations Thursday through Sunday of that week.



**Gillespie Guy and Gals**

Jim Burkhardt, Chief of the Gillespie Field Tower at Santee, Calif., is flanked by Co-Chairmen of the Pacific Air Race at a recent two-day Air-Cade that drew 450 visitors. Lady race officials are Mrs. Betty Wharton (left) and Mrs. Dottie Sanders.

## Burlage Earns Master's At North Texas State

DENTON, Tex.—George Burlage, 50, employee information specialist in the Southwest Region, was recently awarded a Master's Degree in government at North Texas State University's winter commencement ceremony.

He earned his Master's by attending night classes for three and one-half years.

His courses included such subjects as public administration, municipal management, intergovernmental relations and constitutional

law during his part-time study years.

Burlage's 140-page Master's thesis was on "Federalism's Expanding Dimensions: A Case Study of Decision-Making at the Dallas-Fort Worth Regional Airport."

Burlage's Bachelor's degree is in journalism. Before joining the FAA in Fort Worth in 1963, Burlage was a regional-farm news editor. He lives on a farm in Denton and commutes 70 miles round trip daily to his job.



George Burlage

## 3 Crosby Generations 'Look to the Sky'

WASHINGTON — If you're looking for an "aviation family" you need look no further than the Crosbys of Washington, D. C.

Gerald Crosby, an Airport Engineer with the Design Standards Branch of Airports Service, and Mrs. Crosby have four air-minded children.

Michael, 22, is a Coast Guard Aviation Cadet who recently completed T-28 training at Whiting Field. He is now in Corpus Christi, Tex., completing multi-engine work and will soon graduate as a Coast Guard ensign.

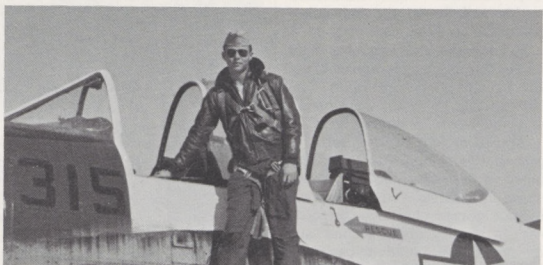
Barbara, 21, is an airline stewardess working out of Chicago.

Patricia, 20, works in the same building as her dad. She is a receptionist in the office of the Under-Secretary of Transportation, OST, on the eighth floor, while Dad works on the fifth.

Theresa is only 11, but looks forward to becoming a stewardess.

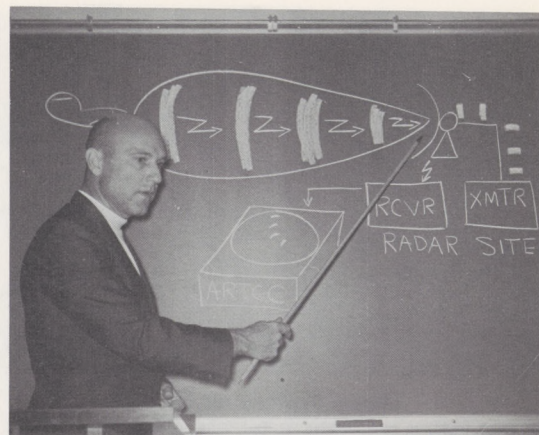
Crosby himself is a former Air Force pilot. He completed his training at Stewart Field, West Point, in 1945 and still holds a commercial ticket.

Crosby has been with the FAA since 1946 and has had three overseas tours of duty with the agency, serving as consultant on international airport design in Africa, Asia, South and Central America.



**The Aviation Gap**

Like the "generation gap," the "aviation gap" is illustrated here. Gerald Crosby (top photo), an Airports Service engineer, is shown with prop-driven AT-6 he flew while in the Air Force in 1945. His son, Michael, in lower photo flies a T-28 Jet at Whiting Field, Pensacola NAS where he is completing training as a Coast Guard Aviation Cadet.



### Not Such a Mystery

Simplified diagram prepared by Electronics Technician James Pader helps pre-engineering students at Miami-Dade Junior College understand radar and the manner in which it is used within the FAA system. Pader is among the FAA personnel assisting the college in developing a curriculum aimed at training future Airway Facilities employees.

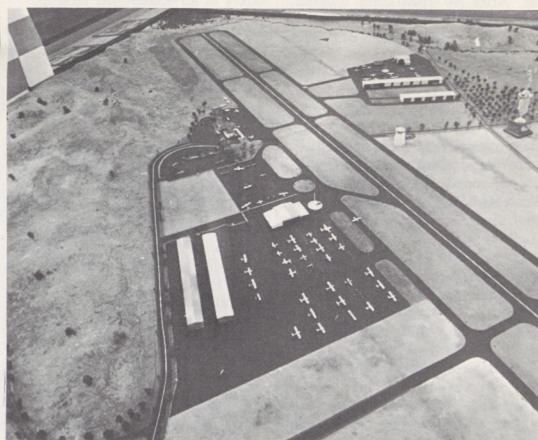
## Technician Helps Students Grasp Radar Fundamentals

MIAMI — Pre-engineering students at Miami-Dade Junior College are being helped toward a firm understanding of radar's complexities by Electronics Technician James Pader, who is stationed here.

Pader and other agency personnel in Miami are working with Miami-Dade Junior College offi-

cial in developing special courses to help train technicians for Airway Facilities positions.

The prototype curriculum is similar to the Air Traffic Management course developed at the college to provide well-trained controller candidates for positions at air traffic control facilities.



### Miniature Airport

Close-up view of Brackett Field model, built in part by agency personnel, shows general airport layout, including runways, taxiways, hangars and parking areas. The 125 model planes in the display are hand-carved.

## Aviation and Agency's 'Image' Are Boosted by Airport Model

LA VERNE, Calif. — Systems Maintenance and tower personnel at Brackett Field helped boost aviation and cement community relationships by participating in a unique civic project recently.

The FAAers donated several hundred hours of their off-duty time to assist the La Verne Chamber of Commerce in constructing a 15-foot-square scale model of Brackett Field. When completed, the model included replicas of the FAA tower, the terminal building and 125 aircraft.

To assure authenticity, details of the display were checked against

aerial photos as work proceeded.

The unusual display was seen by more than 700,000 persons at the Los Angeles County Fair.

Included in the model were three receivers tuned to Brackett Tower, Ontario Tower and the Los Angeles ARTC Center radio frequencies, providing fair-goers with a constant flow of radio communications between pilots and FAA air traffic personnel.

Tiny buildings in the model were lighted from within and the 276 runway, taxiway, boundary and obstruction lights all functioned, giving the illusion of reality.



### Congratulations for Save

Al Crook (right) is congratulated by Earl Baird, Acting Chief of GADO-3, Broomfield, Colo., in front of the Cessna 320 Crook was flying when he made a save while flying on a hunting trip.

## Vacationing Inspector Helps Pilot in Canada

BROOMFIELD, Colo.—Even on vacation, FAAers manage to make a contribution to air safety.

Recently, a local General Aviation Inspector, Al Crook, and several friends were over the Grande Prairie, Alberta, Can., area en route to Anchorage for a hunting trip when they were advised that a plane in their general area was overdue.

St. John Radio asked them to try to contact the errant pilot, reported to be flying a Cessna Cardinal. After 40 frustrating minutes, they managed to raise the Cessna, whose disoriented pilot informed them he had been caught in the overcast for an hour and was low on fuel.

Rescue operations were complicated by the fact that most Canadian navigational aids operate on low frequencies, and the Cessna was equipped primarily with VHF receivers. But Crook realized the pilot might be able to use the Fort St. John ILS.

Luckily the lost pilot had wandered into the vicinity of that facility and was able to pick up the VHF signal, simplifying the problem. After consulting charts, Crook gave the pilot a course which would intercept the ILS. Realizing the lost plane was flying over a broad valley, Crook told the pilot to let down on an outbound course parallel to the ILS course.

Finally the Cessna pilot radioed

that he was clear of clouds and preparing to make an emergency landing in the tree tops. While discussing the situation with Crook he spotted a power line which helped him fix his position so he decided to postpone the emergency landing and fly back toward Fort St. John.

Crook and his party continued toward Whitehorse, Yukon Territory. Upon landing there, they learned that although the lost Cessna pilot didn't make it to Fort St. John, he managed to land safely at an abandoned airstrip.

## Nation's Police Ranks Include 7 In Smith Family

WASHINGTON — Seven members of the Smith family literally can "lay down the law."

FAA Police Officer Frederick Smith, one of Washington National's finest, comes from what might be termed a "law-enforcement family."

Smith's father, Walter Smith, was a member of the Philadelphia police force in the 20s. Seven of the 19 children in the family, including Smith, now work as law enforcement officers for city and Federal governments.

Since Smith transferred to the FAA in August 1967, he has patrolled the Washington National area in a radio car and has lectured to thousands of tourists on regular weekly tours.

Many of his visitors have been underprivileged children who often were awed at the sight of their first airplane. "This is one job I really like," Smith said.

His son, Frederick, Jr., 7, asked what he would like to be, replied "A policeman, like daddy!"



Frederick Smith

# Guam Airport's Beauty Recognized

GUAM—An FAA Airport Beautification Award has been presented to the International Air Terminal here. Built at a cost of \$1.6 million, the terminal opened in March 1967.

The Certificate of Commendation, recently presented to Governor Manuel F. L. Guerrero by Pacific Region Director Phillip Swatek, is the first received by an airport in the Pacific area.

In a letter accompanying the award, Swatek told the Governor: "FAA started the program following the President's recommendation to Congress urging that honor and recognition be given American communities whose airports are examples of the aesthetic and cultural values which America cherishes.

"Guam's new terminal certainly falls into this category. The terminal breezeway-concourse is truly impressive in design, effectively melding ancient with modern. The airy columns, patterned after the mysterious latte stones (sculptured stone pillars) of Guam, the tropical garden, a reflecting pool—all contribute to a pleasing, functional facility, appreciated, I am sure, by the many travelers who pass through the hub of the Pacific."

Other Guam and FAA officials participating included: Dr. Ralph Badger, economic consultant to the Government of Guam, Manuel Calvo, air terminal manager; George Ingling, Federal Programs Coordinator; Edgar Pearson, FAA Assistant Area Manager; Tom Hennessey, FAA Regional International Affairs Officer; Paul Souder, Direc-

tor of the Department of Commerce; Denver Dickerson, Secretary of Guam; and George Harris, Guam Area Manager.

Previous Beautification Award winners include Cuyahoga County Airport, Ohio; Greenville-Spartanburg Airport, S. C.; Johnson Field, Muncie, Ind.; Nantucket Memo-

rial Airport, Mass.; Palo Alto Municipal Airport, Calif.; Phoenix Sky Harbor Municipal Airport, Ariz.; Reid-Hillview Airport, San Jose, Calif.; Russell Municipal Airport, Kan.; San Carlos Municipal Airport, Calif.; San Diego International Airport, Calif.; and Southern Illinois Airport, Carbondale.



### Airport Beautiful

At top, Guam International Terminal, recently commended by the FAA for its blending of island stone work with modern concepts under the agency's Airport Beautification Award Program. In bottom photo, officials from the Pacific island and the FAA gather for the award ceremony (left to right): Dr. Ralph Badger, economic consultant; Manuel Calvo, air terminal manager; George Ingling, Federal Program Coordinator; Edgar Pearson, Assistant Area Manager, Guam; Tom Hennessey, International Aviation Affairs Officer; Phillip Swatek, Pacific Region Director; Governor Manuel Guerrero; Paul Souder, Director of the Guam Department of Commerce; Denver Dickerson, Secretary of Guam; and George Harris, Guam Area Manager.

## Hobby Becomes Major Investment

ALBUQUERQUE — An Albuquerque Center electronics technician has parlayed grandma's purse of old coins into a prize-winning hobby so valuable he has to keep them in a bank vault.

Dan Walter's grandmother gave

him the coins in 1951, back in his native Oklahoma. His interest whetted, Walter researched coins and haunted coin shops, learning what to look for and how to grade coins. He collected some valuable coins from pocket change and bought others from dealers until his hobby grew into an investment worth thousands of dollars.

Numismatist Walter now specializes in two valuable sets. One is a U.S. "type" set—a set of every denominational coin minted by the nation since 1794. This set includes 60 different coins and is valued at approximately \$2,000.

Local dealers persuaded the FAAer to put his set on public ex-

hibition. He did, and won first prize in the 1967 Albuquerque Coin Show. Later, the set captured another first prize at the 1967 New Mexico State Fair.

Walter has a complete set of rare Lincoln pennies gathered over a period of nearly 15 years. Coins in this segment of his collection alone are worth nearly \$1,000. Displayed to outline the U. S. and New Mexico map boundaries, the complete Lincoln penny set won first place at the 1968 New Mexico State Fair.

When on exhibit, Walter's collections are guarded and insured; when not being shown, they are kept securely in a bank vault.

## Would-be Pilots Get FAA Boost

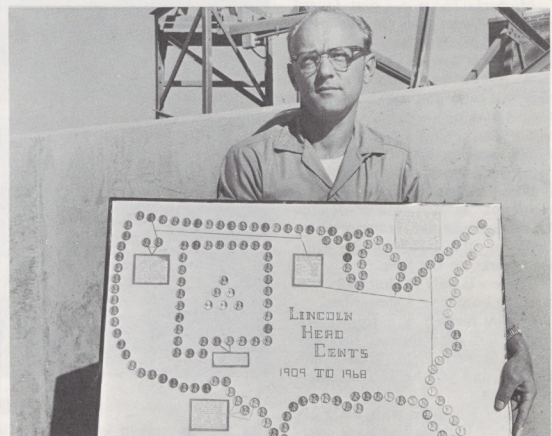
WHEELING, Ill.—An aviation club, organized to acquaint students with career opportunities in aviation, provide free ground school instruction, make low-rate flight lessons available and lay the groundwork for a school course in aviation, is being enthusiastically supported here.

More than 50 members of the club recently attended an introductory half-hour flight instruction session and toured the Palwaukee Airport tower here.

Helping the club organize flight instruction classes are Tower Chief Bill Yocius and controllers Jim Norcutt, Andy Webb, Ed Koscielniar and Keith Lindquist.

Approximately \$1,000 worth of ground school equipment was donated to the club by a local audio-visual firm. Ground instruction will include course charting, meteorology, wind deviation, ground and air speed determination, landmark spotting and rules and regulations.

If enough students support the program, a high school summer course in aviation may be given this year, according to John Amson, Maine West High School biology teacher and organizer of the club.



### For Your Thoughts

A prize-winning numismatist is ET Dan Walter, Albuquerque Center, whose outline of New Mexico in pennies somewhat crowds the state of Texas.

## Southern Region Air Club Growing

ATLANTA—Organized in 1964 with only a handful of members, the FAA Employees Flying Club here now boasts 41 active members.

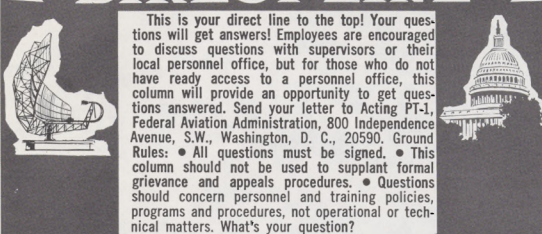
Several members who joined the club with "zero" flying hours are now licensed pilots making frequent weekend trips to beach and mountain resort areas in the Southern Region.

Members' pilot ratings range from student to commercial and several also have instrument ratings.

Because of their work, members possess an unusual range of aeronautical knowledge and skills. Included are such specialties as air traffic control, flight planning, meteorology, navigation and electronics.

The club owns three aircraft.

**DIRECT LINE**



This is your direct line to the top! Your questions will get answers! Employees are encouraged to discuss questions with supervisors or their local personnel office, but for those who do not have ready access to a personnel office, this column will provide an opportunity to get questions answered. Send your letter to Acting PI-1, Federal Aviation Administration, 800 Independence Avenue, S.W., Washington, D. C., 20590. Ground Rules: • All questions must be signed. • This column should not be used to supplant formal grievance and appeals procedures. • Questions should concern personnel and training policies, programs and procedures, not operational or technical matters. What's your question?

**Question:** What procedures are used in selecting candidates for overseas assignments through the FARE System?

**Answer:** Persons interested in overseas assignments should submit a completed Application Form 3639 through their personnel office to Washington Headquarters, PN-200. This information is stored in an Automated Data System for future use. When a vacancy occurs, requirements for the position are fed into the system and all candidates are automatically considered. Names of those meeting the requirements print out. An application (Form 3639) on file ensures consideration for overseas assignments, but selection is based on skills and other attributes that best satisfy the agency's needs. Because of the lengthy processing, recruitment for overseas positions usually begins from six to twelve months prior to the actual assignment of personnel. (See article in the Dec. 23, 1968, issue of *Horizons*.)

**Question:** When can we expect action on standby duty reform and what relief can people subject to this duty expect?

**Answer:** Orders 3550.8, Standby Duty and Telephone Availability, and 6030.31, Restoration of Operational Facilities, have been issued. See the Feb. 3, 1969 edition of *Horizons* for a discussion of this subject.

**Question:** What are the provisions of the Age Discrimination in Employment Act and do these provisions apply to FAA employees?

**Answer:** The purpose of this Act (Public Law 90-202) is to promote employment of older persons (age 40 through 65) in private industry based on their ability rather than age; to prohibit arbitrary age discrimination in employment; and to help employers and workers find ways of meeting problems arising from the impact of age on employment. While the act does not apply to government agencies, FAA policy prohibits maximum age limits from being used in the employment, promotion or reassignment of employees.

**Question:** Why doesn't FAA give technicians a journeyman level grade when they obtain the necessary credentials?

**Answer:** By law, the agency is required to assign grade levels based on the duty, complexity, difficulty and responsibility of the position. The grade level may not be higher than the work performed. Although employees are encouraged to obtain their credentials as soon as possible, there must also be sufficient work at the higher level in their location to justify a higher grade. Fully qualified employees may apply for higher grade vacancies under provisions of the Merit Promotion Policy.

I have two questions:

**Question:** (1) Does an absence exceeding one year from the facility and flight service area support a decision that the previously held Facility Rating is no longer valid and current? If so, what is the reference?

**Answer:** (1) A definite answer cannot be given based on the facts presented. The following rationale and references, however, should be used: (a) If the employee was in another type of work within the same region or another region, paragraph 131, 7220.6A, governs cancellation of certificate when leaving the Air Traffic Service. Paragraph 132 (7220.6A) governs the employee's certification on re-entry into the Air Traffic Service; or (b) If the employee was still within Air Traffic Service but geographically removed from the place of his Facility Rating, then paragraph 130, 7220.6A, governs certification of transfers at new locations. A specialist shall be assigned the responsibilities of an operating position or sector only if currently qualified to work that position or sector. Currency requirements are covered under paragraphs 304 and 316, 7220.6A, and paragraph 262, 7230.1.

**Question:** (2) For a specialist who was previously qualified as a Pilot Weather Briefer but whose certificate has been cancelled for more than one year, which figure, six months or one month, applies for recertification and training?

**Answer:** (2) Six months applies. This is covered in Handbook 7230.1, Appendix to Part 200—Memorandum of Understanding between the FAA and USWB; Handbooks 3120.4, paragraph 63, and 7220.6A, paragraph 132. A specialist whose certificate has been cancelled more than a year must be recertified.

**Question:** An employee from a region accepted a position as an instructor at the Academy in 1958. After more than six years at the Academy, he transferred to Alaska. His acceptance of the Alaskan assignment was with the understanding that he had return rights to the Academy. Are his return rights to the Academy or to his former parent organization (region)?

**Answer:** His return rights would appear to be back to the region instead of the Academy. Paragraph 44 of the Reemployment Rights Handbook, 3330.6, states that the employee's parent organization for reemployment rights purposes is "the FAA employing jurisdiction from which the employee was selected for an Academy assignment." Paragraph 22d states: "If an instructor at the Academy transfers overseas (Alaska for this purpose is overseas) his parent organization is the same as it was while employed at the Academy."

## Volpe

(Continued from Page 1)

of the U.S. Navy. He entered the service as a Lieutenant J.G., and returned to civilian life with the rank of Lieutenant Commander.

After the war, he reopened his construction company. As the business grew, he set up branch offices in Washington, D.C., and Miami.

Former Massachusetts Governor Christian Herter appointed him Commissioner of Public Works in 1953. In his nearly four years in office, he undertook one of the largest highway construction programs in Massachusetts history.

Secretary Volpe is a past chairman of the National Governor's Conference and past president of the Council of State Governments. He is also a member of the Society of American Military Engineers (past president); Associated General Contractors of America (past president); Greater Boston Chamber of Commerce (past president); Sons of Italy in America; Elks; American Legion; and Knights of Columbus.

He is the recipient of 17 honorary degrees from colleges and universities across the country.



JOIN THE STAR-SPANGLED FREEDOM PLAN  
SIGN UP FOR U.S. Savings Bonds New Freedom Shares

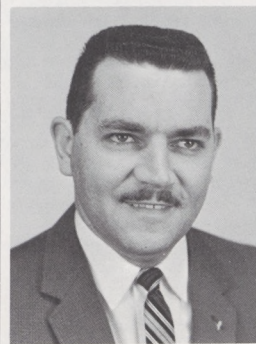
## Outstanding Alaskan Employees Are Chosen

ANCHORAGE — Mrs. Patricia Mayo, Equal Opportunity Officer for the Alaskan Region's Compliance and Security Division, has been named the "Outstanding Woman Federal Employee" in Anchorage for 1968.

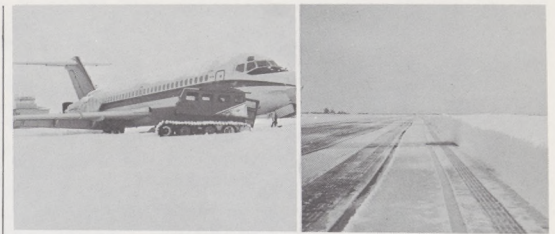
The honor was conferred on Mrs. Mayo at a recent luncheon highlighting Civil Service Week, proclaimed by Anchorage Mayor George Sullivan. She was among six finalists chosen from hundreds of women employed by Federal agencies and military installations in the Anchorage area.

Among the nine finalists picked for the "Outstanding Man Federal Employee" was George Woodbury, Jr., Chief of the Personnel Requirements and Development Branch in the Alaskan Region.

The competition, sponsored by the Anchorage Federal Executive Association, was the first program of its type held in the 49th state



George Woodbury, Jr.



## Snowed in a Week

At left, an Airwest Airlines DC-9 is parked snowbound for a full-week at the Eugene, Ore. airport, as the FAA Airways Facility Sector Sno-Cat passes by. At right, five days after the big snowstorm, a Sno-Blo cleared the instrument runway of three feet of snow. FSS maintained watch coverage during week of no other operations.

Photo by Jerry Coldeen, Chief, Eugene, Ore., CS/T

## Western Storm

(Continued from Page 1)

tions at Eugene Airport to a halt except for watch coverage at the FSS. Snow removal equipment was at a premium. Chief of the Airway Facilities Sector Charles Chase and his family were snowbound 48 hours until rescued by Electro-Mechanic James Fisher. Sno-Cats had to be used to service nav aids.

SAN FRANCISCO—Two "ELECTRAS" were shoved several feet by fierce winds, gusting up to 62 knots. Several light aircraft were damaged. Airway Facilities Technician Gerald Brown braved a storm-tossed launch ride out into the bay to put International Airport's middle marker back into action.

RED BLUFF, Calif. — When Airport Manager Bob Lee at-

tempted to tie down a plane being buffeted by the violent winds, the plane swung violently against him and pinned him against a hangar. He was seriously injured.

PASO ROBLES, Calif. — In response to a police appeal to get help to an invalid woman stranded by heavy rains, FSS Specialist Jack Heckman arranged to get a helicopter to the woman and she was flown to safety.

TAHOE, Calif.—Airway Facilities Sector Technician George Harding defied sub-zero winds and blowing snow to repair the TACAN and VOR atop Squaw Peak. With a rope tied around his waist to keep from being blown off the site, he crawled to the VOR antenna and made the necessary repairs. He remained at the site for a week, skiing down at the storm's end.

STAMPEDE PASS, Wash. — Nineteen feet of snow presented a seemingly insurmountable obstacle to repairing a vital radar microwave link in the high Cascades. However, Chuck Parker of the Seattle Structures and Grounds crew did the job, but it was a struggle. On returning from the mountains, he spotted an overturned truck and radioed for an ambulance that promptly picked up the badly-injured driver.

BIG PINES, Calif. — Winds at the microwave site here were so fierce that icicles formed horizontally and a fence was blown down. To realign the antenna dish and get things going again, FAAers Ralph Dunham, Jim Rush, Blaine Hudson, Bill Story and Jerry Caywood pushed their way through high water from melted snow to get to the site.

FRESNO, Calif.—FSS Specialist John Kaiser reported a small stream of floodwater coursing through his apartment, but not everyone suffered quite as much. Tower Specialist Bill Berryhill had to resign himself to being stranded at the local country club.

SALT LAKE CITY — As the blizzard raged, a newly-hired bulldozer operator worked one day helping to clear roads to the Wilson Creek VORTAC on Snake Mountain. The next day, he quit. "Much too dangerous," he explained.

RENO—Blizzard winds exceeded 100 m.p.h. atop the Peavine RCAG site (elevation: 8,258 feet). Icy blasts blew a four-wheel-drive vehicle off the road and into a ditch and badly battered another. The facility's antenna snapped under the onslaught, but crews were able to repair the damage.



Mrs. Patricia Mayo

and is expected to become an annual event.

In conducting the agency's Equal Employment Opportunity programs in Alaska, Mrs. Mayo meets regularly with representatives of minority groups to explain FAA employment programs. She also conducts compliance reviews and on-site inspections of all contractors doing business with FAA. Her work calls for regular meetings with representatives of contractors, subcontractors, sponsors, unions and minority organizations.

"Mrs. Mayo's initiative and effort reflect credit upon the Alaskan Region, the agency and our contribution to Equal Employment Opportunity programs," said Carl Bailey, CSD Chief.

A native of Springfield, Mass., Mrs. Mayo has worked for the Federal government for the past 18 years. She came to Alaska to work for the CAA in 1948.

Some of the tension eased after the cry, "Bombs away!" was heard—and none too soon, because the flak over Vienna and smoke from the burning refineries were "so thick you could almost walk across them," as Bob Davis described his 25th combat mission. Everywhere ahead of them B-24s were being hit.

U.S. Air Force Photo.

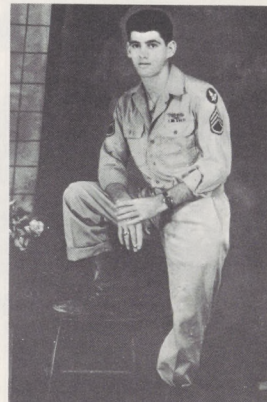
## Mission to Vienna

By Frank J. Puglisi

Another in our series of exciting true adventures of present-day FAAers . . .



Staff Sergeant Bob Davis, U.S. Army Air Corps, as he looked the summer of 1944. The photo was taken just before Davis was promoted to Technical Sergeant.



The B-24 flying high above Vienna shuddered violently as flak smashed into the bomb bay. Over the intercom, the pilot tried to reassure his crew. "Don't jump!" he warned. "I'll get you back!"

Those were his last words. Just as he finished, a second flak burst ripped a wing off the high altitude bomber. The plane, with its ten crew members aboard, began a 27,000-foot spiral toward earth. In the tail section, Tech. Sgt. Bob Davis was helpless, pinned down by centrifugal force. He tried to reach the open escape hatch, but passed out from lack of oxygen. . . .

Before taking off from a base in Southern Italy on that October morning in 1944, Davis had known that his outfit, the 721st Bomb Squadron, was in for a tough mission to Vienna. He knew the Nazis had several fighter squadrons and more than a thousand anti-aircraft guns protecting the city's aircraft factories and oil refineries.

Though only 20, Davis had already flown 24 combat missions. He had faith in his pilot and crew and the big four-engine bomber. They were the best damn crew in the 450th Bomb Group as far as he was concerned.

He felt particularly close to Lt. Mojica, the pilot; Lt. Niederjohn, the co-pilot; and Staff Sgt. Killingsworth. Davis and these three had flown together in the States and had been members of the same crew when they arrived in Italy. All three attended Davis' wedding a week before they left the U.S. and went overseas together.

### Twice Before Over Vienna

As the fat-bellied, four engine Liberator roared down the runway, Davis was thinking of other missions they had flown together. Some had been rough; others, milk runs. Twice before, they had flown missions to Vienna and each time they returned without a scratch. Davis felt sure that "Moe," as Lt. Mojica was known, would get them back once again.

Coming in over Vienna at 27,000 feet, Davis didn't have to see the Blue Danube below to know the target was near. Already, innocent-looking but deadly puffs of flak were blossoming around the American planes. There was no sign of fighters yet; even so, Davis let his finger rest gently near the trigger of his 50-caliber waist gun.

When he heard the familiar "bombs away," he relaxed slightly. From that moment on, he knew, they would be leaving the target. He stayed at his gun,

still safe and untouched. But it was becoming obvious that this was no milk run. Everywhere in the formations, the B-24s were being hit. Some were spinning to earth. Others were managing to stay aloft and were limping along with the formation.

Davis was thinking about the sad fate of the men in the other planes when suddenly his own took a heavy hit. One moment they were flying along, miraculously safe in the hostile sky. The next, Davis found himself pinned in the tail section, with the others all jammed together on the bottom of the fuselage. Desperately, he tried to reach the open escape hatch. He remembered reaching for it, then he blacked out from lack of oxygen.

The next thing he remembered was falling through a grey, indistinct, foggy world. He saw his parachute dangling above his head, unopened. Somehow, he managed to reach up and pull the ripcord. Then he lost consciousness again.

### Bombs Above, Enemy Below

When he came to the second time, he was floating down over the target. It was still being bombed from above and defended from below. He was falling fast. He noticed that two panels had been ripped from his chute, speeding his descent. Closer to earth, another threat emerged: someone was shooting at him. Pretending to be hit, he swung limply from his chute. The firing stopped.

As the ground rushed up at him, he realized there was something wrong with his right leg. To protect it, he landed on the other leg—hard, and injured his back. But he didn't have to think about that for the moment.

As he lay in the potato field, he saw a group of enraged civilians running toward him. He quickly looked in the other direction. Approaching on the double was a squad of German soldiers.

This was the enemy, but he felt immense relief. He knew this meant capture, and he didn't want that. But he didn't want to be torn apart or pitchforked by an angry mob from the local populace, either. The soldiers reached him first.

For the more than six months that followed, Davis was shunted from one Nazi prison camp to another. The Third Reich was crumbling, but his captors didn't want to give up their prisoners to the advancing Russians. Again and again the weary prisoners were herded into box cars. Davis shuffled along with the rest. His injuries were growing steadily worse

and he suffered from cold, hunger and thirst.

At least I'm still alive, he would remind himself.

Out of the crew of ten, only four survived the mission to Vienna. His three buddies—the men he had flown with from the beginning—died, as did many others.

On April 30, 1944, Davis was a prisoner in a German stalag on the Baltic Sea. But these prisoners did not act like prisoners. They were not a dispirited group—morale was high, because everyone sensed an imminent Allied victory.

One day, a day Davis will never forget, he was listening to BBC. He still remembers they were playing "Chloe." Suddenly, someone yelled, "The Russians are here! Tanks are in the compound!"

Several days later, C-47s flew the American prisoners to LeHavre. For Bob Davis, the war was over.

Today Davis is a radar controller at the Griffiss AFB RAPCON, Rome, N.Y. He has been with the CAA-FAA since March 1946. Before coming to Rome, he served at five other ATC facilities in various capacities. He and his wife, Kathy, have two daughters, Joan and Robin.



Heavier and almost completely gray, Bob Davis talks to a pilot over the microphone in the Rochester, N.Y., tower cab where he worked until a recent transfer to the Griffiss RAPCON, Rome, N.Y.