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FEDERAL AVIATION AGENCY, LOS ANGELES, CALIFORNIA

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MARCH, 1959

SOME P's AND Q's ON OUR EMPLOYMENT PROCESS

by  
Glyndon M. Riley  
Deputy Personnel Officer

This article is written to make a few random comments on the system we use in employing new employees. Most supervisors are thirsty for more information about the system; whereas every newcomer is certainly curious about what happened behind the scenes to convert him from an applicant to a regular employee.

RECRUITING OUR TECHNICAL EMPLOYEES. We use the term "recruiting" to describe everything that happens to influence a person to apply for an FAA job. Since FAA prospects come from various walks of life, we cannot afford to put all of our eggs in one basket. For this reason, we have used a variety of sources and methods to elicit more and better applications.

Among the methods, the following are most popularly employed:

- (1) Wherever possible, we have "dolloed up" our examination announcements to give them more eye appeal. More and more, it becomes evident that job seekers like the looks of a pretty package, or abhor the sight of an aged, dog-eared unattractive job announcement bulletin.
- (2) A part of our design is to keep you posted about our needs through constant reminders in the Region IV News. Your friends and acquaintances are always likely prospects for our jobs. And since we hired you, the chances are real good that we think well of your judgment on such matters.
- (3) Gradually but surely, the field supervisors have been brought into the act. Many Air Traffic Control Chief and CATFO's have turned in Class A jobs in soliciting job applicants via local press, TV and radio stations. It pays to advertise, consequently, the local efforts do a lot to keep our needs constantly in the public eye.
- (4) Two personnel recruiters, Frank Dailey and Bill Barry, are constantly

working on the overall design and spend an equal amount of time "beating the bushes". Their beats include the State Employment Services, trade schools, college and university campuses. Both are convinced that there is no substitute for the personal contacts. This takes time and money, but the results of the recruiting seems to go up or down depending on the horsepower expended.

Now for some specifics as to the results of these recruiting efforts:

Air Traffic Control - Employment targets are being met. Most of the activity is at the GS-6 grade levels in Air Route Centers and Communication Stations. Only a sprinkling of GS-5's in Stations and GS-7's in Towers are being hired. Applications for these jobs can still be received until further notice. The principal source continues to be the ex-military pilot and ex-AACS technician. Under FAA, we may have to broaden this base. The experiment on the use of the Federal Service Entrance Examination as a secondary source represents one approach to this eventual problem. This is an untried and untested method which may, or may not, be one answer. We'll doubtlessly need others.

Electronic Maintenance Technicians - We have not as yet enticed sufficient eligibles to fill our needs. The GS-7 level has been the principal in-hiring grade with a sprinkle at GS-8 and GS-9 for persons having radar experience. GS-7's have been certified by our Examining Board almost immediately. But other means are needed to keep pace with the needs. Within the near future, a new "twist" will be introduced to solicit applications from Electronics Technician applicants. A revised evaluation technique will be employed which will emphasize "how much" an applicant knows rather than whether he has a specified length of experience. Look for full details around the turn of the month. We hope for some encouraging results. If the new twist works 'tis quite likely that we will be doing quite a bit of hiring at the GS-6 level with persons whose experience backgrounds doesn't have whiskers, but whose knowledge and learning potential is quite high.

Inspectors in Flight Standards - We have kept our heads above water in all categories except for the Flight Test Pilot. These jobs are filled on a nationwide basis and the likelihood is quite lean that a person would be selected and assigned in his hometown. For other job categories, our tendency is to assign a person as close to his home as possible.

A new examining register, Announcement No. 169, is slated to be established by around June 1. Excepting Flight Test Pilots and Electronic Inspectors, the register is expected to meet our Inspector demands for quite a spell in the future. The attainment of an eligible rating on this register is somewhat unique. An applicant must not only meet certain technical qualifications, but must survive a rigid hour-long oral interview by a panel of three Supervisory Inspectors who have been trained as a special interviewing team. A panel evaluation of "unsuitable" on the basis of not being able to "meet and deal" bars the applicant.

Engineers (Aeronautical, Electronic, Civil and Electrical) - Despite all the energies applied, we are still thirsty for applicants. Our inability to employ has required a special engineering contract with the Radio Corporation of America (RCA) for the Air Navigation Facilities Division. Such a contract is a more expensive proposition, but until we can obtain engineers, we have no alternative than to continue this contract. The average college graduate in Engineering receives an average of 12 solid offers by various employers, and from reports we hear, he accepts the majority of these offers until he makes up his mind which way he wants to jump. Ethical? Well, no not exactly, but it's a condition

(continued on page 4)



## REGIONAL ADMINISTRATOR'S COLUMN

We recently had the pleasure of welcoming our Administrator, Elwood R. Quesada, to the Regional Office and I can assure you that some of his dynamic personality rubbed off on all of us. Here truly is a sound thinking individual with the utmost faith in his convictions.

Mr. Quesada was in Los Angeles on Monday, March 9th, for a luncheon sponsored by the Aviation Writers Association and the Los Angeles Chamber of Commerce. Later in the day he met with my staff and then addressed an assembly of Regional Office employees in the cafeteria.

All in all it was a busy day for the Administrator. During the morning hours he toured Los Angeles International Airport with airport officials and then participated in a two hour press and TV conference. At noon he gave the principal address at the luncheon attended by more than two hundred business leaders of Los Angeles. Here he outlined the tremendous developments taking place in aviation today and the heavy responsibilities resting with our new agency. He also pointed out the important role Southern California has played and is playing in the advancement of aeronautical technology and that the FAA is well aware of the many problems associated with such advancements. He emphasized that it will be the aim of our new agency to see that these advancements follow an orderly pattern and that everyone in FAA will be striving toward this goal with renewed vigor.

In his address to the Regional Office employees, Mr. Quesada again outlined the responsibilities of the single agency and assured everyone that they have nothing to fear about the future unless they themselves "fear" that they are not capable of doing the tasks assigned. On the contrary, he pointed out that each of us will have many new opportunities in our expanding agency. Anticipating the question, "What will happen to me?", Mr. Quesada emphasized that, "nothing will happen to you", so long as you accept the challenge and the new responsibilities that we all must now face. He went on to say that it should be apparent to all of us that in a field as dynamic and changing as aviation, opportunities are boundless for dedicated individuals.

Speaking in a broader sense, Mr. Quesada pointed out that as a single agency charged with all phases of aviation development, we of FAA have shouldered a tremendous responsibility--not a burden, but a real responsibility and an obligation not only to our fellow Americans, but to all the peoples of the world. He urged us to accept the challenge and give it our best.

It was a real pleasure having Mr. Quesada with us and I hope that in the not too distant future, all of you will have the opportunity to meet our Administrator.

of the market.

SCREENING THE APPLICANT'S BACKGROUND. After a person has established his Civil Service eligibility, the selection process is the biggest hurdle. Throughout FAA the use of formal selection tests is scarce (trade examinations, intelligence or mental tests, aptitude examinations, dexterity tests, etc.) The TPO, stenographer and clerical positions are excepted. The emphasis is more toward appraising what a person has done, how well he has done it, and how well he seems to meet and deal with people. This places a high premium on digging up facts and judging them according to their relative merits.

The actual selection is done through a thorough study of pre-employment reference inquiries, report of interview furnished by the interviewing official and a careful analysis of the candidate's background. Little stock is placed in the personal reference check. More stock is placed in the report of the former employer. Our selecting officials tend toward such thinking as...How good a job has the applicant done with former employers? Why has he changed from one job to another? Are the reasons given by the applicant materially different than the reasons cited by the former employer?

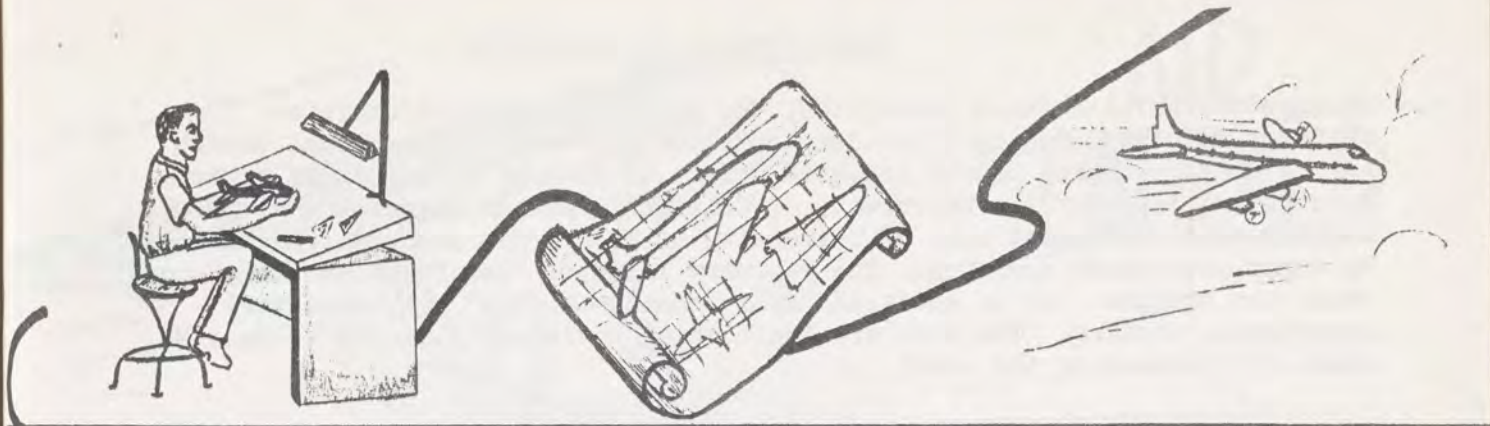
It is somewhat normal for an applicant to slant his employment record to put him in a better light. This slanting often "boomerangs" when this tendency reaches an extreme. A false statement on an application blank is viewed as a serious offense. In order to find out the true facts, Uncle Sam conducts an exhaustive post-employment investigation. A part of this check is to verify the accuracy of information claimed by the applicant.

Selections made from a Civil Service register is based on the age old "rule of 3". Often the "rule of 3" principle ties the agency's hands when three mediocre eligibles come within range at the same time. Without a legal basis for disqualifying the eligible, it is sometimes a chore to select the best prospect among three undesirables. A weak interview report is not sufficient to regard a person as disqualified. To break the "log-jam", it is sometimes necessary to pick a person who has made a poor showing on an interview but in other respects his background is good.

This recruiting and selection business is fascinating and one which all of us, in varying degrees, have a hand. We should all be constantly on the lookout for good FAA prospects. And remember that he doesn't look or act a certain way. When you first meet him, he may be selling insurance, riding as a passenger on the same airplane you are, repairing your television set, a student in college, running that gasoline station on the corner or Assistant Scoutmaster of your son's Boy Scout Troop. When you meet someone who has desirable qualifications for our jobs, help him locate a Form 57. FAA's opportunity for well qualified people isn't just a dream!

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WHY IS THERE NEVER ENOUGH TIME  
TO DO A THING RIGHT -  
YET PLENTY OF TIME  
TO DO IT OVER?



DIVISION REPRESENTATIVE  
Harriet Shillington, LA-235  
Ext. 235

## Aircraft Engineering

### DRIVE IT OR FLY IT



It isn't often you can walk out the front door of Regional Headquarters and see an airplane parked in the front driveway. This was the scene presented to many curious onlookers February 26, 1959, when Mr. Molt Taylor of Longview, Washington, drove his Aerocar from International Airport to the Regional Office. Shown above during their inspection of this combination airplane and automobile are (1 to r) Mr. M. Taylor, President of Aerocar, Inc., Mr. W. P. Plett, Regional Administrator, and Mr. W. A. Klikoff, Chief, Aircraft Engineering Division. As an airplane, the Aerocar has a pusher-prop configuration and has a roomy 2-place cockpit. An Airworthiness Certificate has been issued to the Aerocar, and it was type certificated by Region 4 CAA December 13, 1956. To convert to an automobile, the wings and tail can be folded back to form a trailer which may be towed behind the automobile to destination and, in a matter of minutes, converted back to a flyable airplane.

### HAWKS HONORED BY ALMA MATER

Through the Civil Service Commission, the University of California at Berkeley requested Region IV to develop a comprehensive biographical sketch on Mr. Charles Hawks, Deputy Division Chief, to be used as a feature article in a future issue of the University of California Alumni Magazine. Mr. Hawks was selected from among some 75 University of California graduates recommended by other government agencies. The February issue of "California Monthly" contains the article. It is entitled "From Jennies to Jets" and makes very interesting reading. The Aircraft Engineering Division is proud to have Mr. Hawks as a member of its staff.

### OUR TRAVELLING ENGINEERS

The activities in Aircraft Engineering during this month were affected by the incidents involving the recently-approved Boeing Model 707 and by a landing accident to Lockheed's Electra aircraft at New York. Any new model aircraft must undergo a certain amount of in-service "growing pains", and there has been a rash of requests for us to answer, travel, and investigate with respect to every conceivable type of problem. Roc Lippis was the primary victim this month, donning his long-handled underwear to participate in the PAA 707 hearings at Gander, New York, and Washington; thence leaving for Seattle to join nine others of our group in the 707-320 Pre-Flight Type Board Meeting, and immediately having to leave for Dayton, Ohio, to sit in on a conference with the Air Force concerning design aspects of the VC-137A aircraft procured for the use of President Eisenhower and other government officials.

At the same time, Ben Gaines made an urgent visit to Seattle to assist the CAB in the investigation of the autopilot involved in the Gander incident.. Frank Cardone dashed off to Ontario to do likewise with respect to the flight recorder in that airplane, Bill Williamson spent two chilly days with Paul Gibson in Cheyenne discussing modifications of two DC-6B's to be used by the U. S. Weather Bureau in their Hurricane Research Program, Walt Spelman fulfilled a "command performance" with the A.I.A. to discuss transport aircraft oxygen problems, and Gary Killion sneaked off to Oklahoma City to be indoctrinated into what other people think we are supposed to do in this region. The Flight Test gang was occupied with their usual game of being run ragged with three times as many requests as they could possibly handle, and the few people who were fortunate enough to remain in the office had little to do in addition to their normal jobs but answer numerous requests and send scads of answers with respect to auto-pilots, altimeters, and other suspicious commodities.

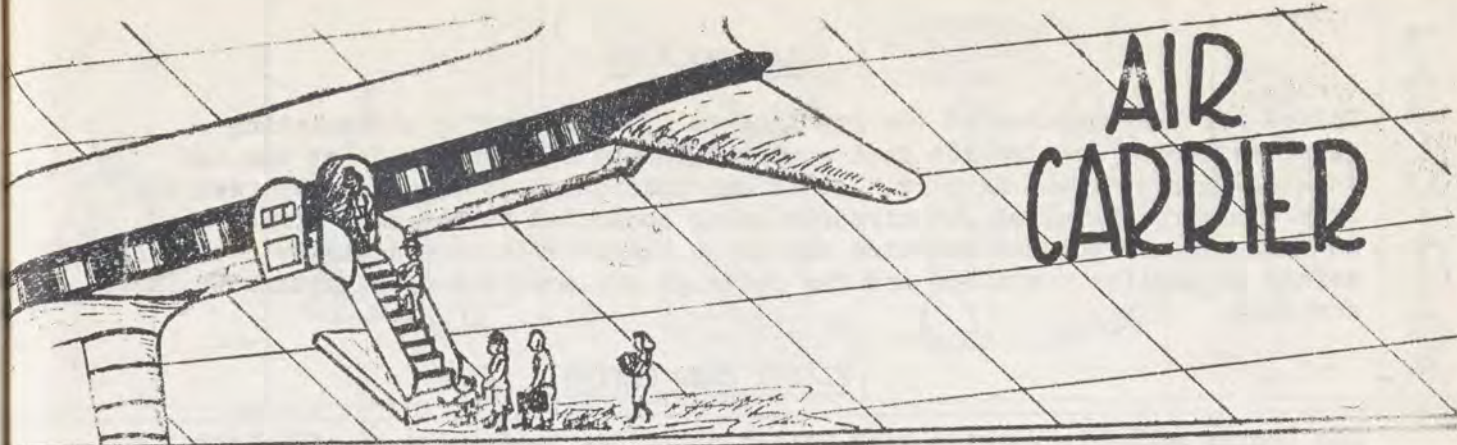
Dick Sliff and Harry Parker moved to Seattle, and Boeing had them up to their ears in 707 flight test work before they found places to live.

### MEANWHILE, HERE AT HOME

New personnel for whom the "Welcome Mat" is out: Iris Joullien in Manufacturing Branch; Bonnie Moore, Don Marshall, and Earl Chester in Flight Test Branch.

Flight Test Branch "gal" Janice Dailey is now Mrs. McCann. Best wishes from everyone, Janice!

It wouldn't be right if we couldn't report a new baby. Gloria Oliver of Flight Test Branch had a 7 lb. 3 oz. baby girl, RosaLynda Nalani, Tuesday morning, March 3rd. Congratulations!



DIVISION Richard Melberg  
REPRESENTATIVE: LA-223A, Ext. 229

### TRAINING

The assigned EE Inspector at the San Francisco Air Carrier Safety District Office monitored DC-8 training at the United Air Lines Educational Center at San Francisco. Subjects in the classes attended included auto pilots, Sperry integrated instrument systems, Kollman integrated flight instruments, communications and navigation equipment and general electrical systems.

Inspectors C. W. Walker and B. Z. Davis, Seattle ACSDO completed West Coast Airlines F-27 ground school training on aircraft and engines. Other inspectors will also attend the course as time permits.

West Coast Airlines ground school class on the F-27 airframe consisting of 40 hours was attended by Inspector Anthony during the first week in January.

The Electronics Inspector of the Los Angeles ACSDO spent seven and a half days attending the Western Air Lines "Planners" course on the Lockheed Electra L-188.

One Maintenance Inspector of the Denver ACSDO has completed Ground School training on the Convair 340 aircraft. This training was accomplished for Frontier Airlines by United Air Lines.

One Maintenance and one EE Inspector, Denver ACSDO, monitored a one week electrical course on the Boeing 707 provided by Continental Air lines at Los Angeles.

Two Denver ACSDO Inspectors assigned to United Air Lines (one maintenance and one operation) completed their observation of United Air Lines DC-8 ground and simulator school. These inspectors attended the five-week course as students and found the course well presented.

### FLIGHT SIMULATORS

During the month of January, 1959, an FAA evaluation team visited Western Air Lines training department to conduct performance tests of the carriers DC-6B flight simulator. The team, consisting of two Inspectors from the Aircraft Engineering Division and one from the Air Carrier Operations Branch, W-235 and W-227 respectively, performed the tests in response to Western's request for approval of a Flight Simulator Training Course. The team's recommendations have not been received.

### LANDING AIDS

United Air Lines contacted the Los Angeles ACSDO regarding a bracketing radar reflector located 164 feet south of Runway 25L centerline at the Los Angeles International Airport. It is our understanding this inquiry resulted from a hazard survey of jet airports being conducted by the main office at Denver. It was pointed out that the three radar reflectors contribute to the safety of airline operation and far outweigh any possible disadvantage to the contrary.

### FLIGHT CREW RATING

The Denver ACSDO is working with United Air Lines to develop an efficient and effective DC-8 rating examination.

### JET TRAINING SPACE

The Denver office is working with United Air Lines and the other users of the airspace in their area to develop a place and procedures for jet transport training. At this time it appears that an area of some sixty by one hundred miles from the ground to 35,000 feet may be needed.

### AIRWORTHINESS

The Tulsa District Office has requested the Seattle ACSDO to issue certificates in future American Air Lines 707s at the time they are delivered to that company at Boeing Field, Seattle, Washington.

### FOREIGN AIR CARRIERS

Japan Airlines plan to inaugurate twice weekly service between Tokyo and Seattle, in July 1959. En route stops are planned at Shanya and Anchorage duplicating Northwest Airlines operations. Approximately 40 company personnel, one Japan's FAA Safety Inspector and the Chief Advisor of the Tokyo IFO accompanied the survey flight. FAA and air carrier facilities in the Seattle area were visited by their personnel during their stay in Seattle.

### AIR CARRIER COMMENTS

Bonanza Air Lines received their first Fairchild F-27A and flight training has started. At the same time, Fairchild have their F-27A at Las Vegas conducting performance flight testing. Two more aircraft will be received during February, making up the initial fleet.

Los Angeles Airways has completed the work program on S-55 Helicopters required for compliance with Part 46 except for the Gyro Horizon instruments which are being installed as fast as they are received from the manufacturer.

The Flying Tiger Line, Inc., has made application to the CAB for a mid-Pacific route between the co-terminal points of Los Angeles and San Francisco and terminal points of Tokyo and Manila via Hawaii, Wake Island and Guam. This is the first application for an all cargo flight and mail air route on the above route.

West Coast Airline's Dart 511 engine has undergone sampling inspection at 600 hours and the Washington District Office Inspector who observed the teardown reports that the engine was in very satisfactory condition.



and Las Vegas, Nevada District Conferences were attended by Messrs. Melville and Mathews; and the Spokane conference, by Messrs. Melville and Hughey. The Oakland conference was also attended by Mr. Aldridge who expressed his pleasure in being able to attend. Additional District conferences are scheduled later in the calendar year. These conferences provide an excellent opportunity for the top brass of the Branch office to meet many people new to our organization, renew old acquaintances, expound on the philosophy of our organization concepts, gaze into our rather cloudy crystal ball to discuss future planning, and to exchange ideas to bring about a better understanding of mutual problems and more clearly fix our common goal in mind. In the evening sessions of many of the conferences, when the smoke grew thick and the conversation loud, and not always completely coherent, this statement was often heard, "Things are sure different than when I was in Washington, (Seattle, Kansas City, Salt Lake City, Cheyenne, Denver, Las Vegas, etc.)," far into the night. Fellows you were so right and as far as we can tell and to quote an old saying, "Brother, you ain't seen nothin' yet."

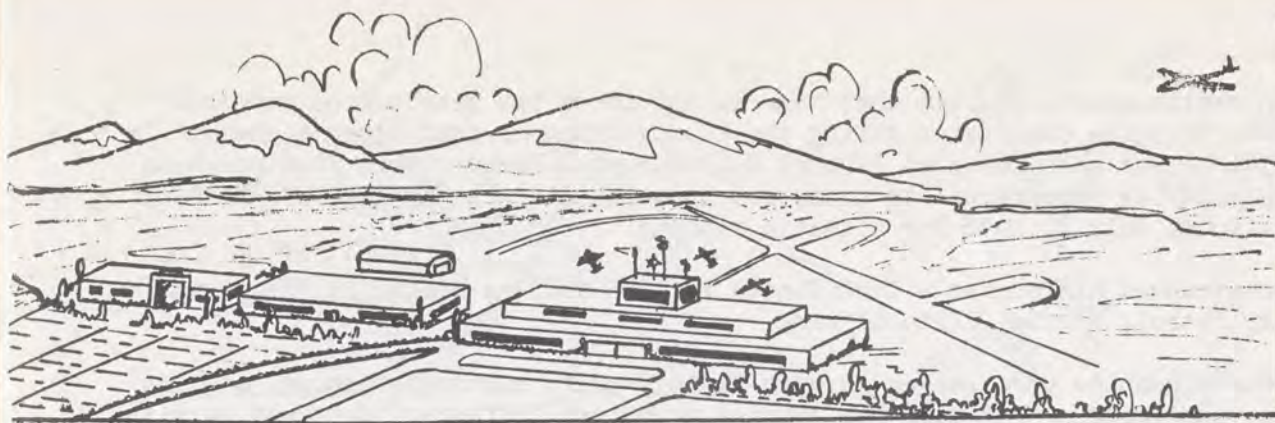
Mr. Huber represented the Branch at the Joint Military/Civil Air Navigation Conference sponsored by Gilfillan from January 21 through 23. Highlights of this year's annual conference was a full day presentation by representatives of the FAA Bureau of Research and Development. The presentation of a three-phase R&D program encompassing continuous in-service improvements, systematic application of existing technology for early modernization and a continuing long range development program indicated that the FAA is carrying out an ambitious R&D program with substantial financial resources aimed to meet the challenge of the air traffic problem. Specific reports covering major elements of the five-year modernization program indicated many significant developments will be implemented prior to January 1963. Each new electronic device will present an interesting challenge to the technicians and engineers of the Maintenance Engineering Branch who will be responsible for keeping them "on-the-air."

#### MORE TRAVEL FOR FIELD ENGINEERS

Field Engineers of the Plant Engineering Branch, descended upon the Regional Office by bus, car, train and plane from all the eleven states comprising the Region. The purpose was to attend training sessions held during the last week of January and the first two weeks of February. Some of the men were disappointed to find they would receive no per diem while in the Los Angeles area but were glad to learn that upon returning to their projects the per diem rate would go back to \$11.00 per day.

The meetings were held to discuss improvements in our facility, engineering and construction work and requirements peculiar to the FAA. It was quite a satisfaction to speakers on the program and to the trainees to find that upon completion of the two day sessions there were very few of the many questions the engineers had arrived with that remained unanswered. The questions had dwindled to only a few with regard to administrative matters or pertaining to specific jobs.

At the conclusion of each two day training session the participants were polled for their evaluation of the meeting and the unanimous opinion was that they had been very helpful and informative and well worth the time and money spent. They all expressed a desire for more such meetings varying in frequency from sixty days to at least once a year. Plans for future meetings are being made.



DIVISION REPRESENTATIVE: Don Barton  
LA-461, Ext. 404

### INTRODUCING

Assistant District Airport Engineer Kellner  
SOCAL District



Ken Kellner transferred to Region IV in his present capacity from Region V in June 1958. His services in Alaska for sixteen years with the Civil Aeronautics Administration were spent as Deputy Chief, Airports Division; Chief, Plant and Structures Maintenance Branch; Chief, Landing Areas Section, Plant and Structures Construction Branch; and as Resident Engineer on various airport construction projects during and immediately following World War II.

He is a native of Arizona and attended public schools in Arizona and California and then attended the University of Arizona in Tucson. Ken Kellner spent eleven years with the Arizona Highway Department in field construction work throughout the state before joining the Bureau of Public Roads in the Spring of 1942 to proceed to Alaska on the location and construction of the Alaska Highway. He transferred to the CAA in the Fall of 1942 to engage in the huge program of constructing the Federal Airways System in the Territory.

His wife, Gertrude, and two sons, David and Ken, Jr., were enthusiastic hunters and fishermen in Alaska. The family members have now taken to the beach and are avid surf swimmers.

Assistant District Airport Engineer Scofield  
Phoenix District

Eugene H. "Pete" Scofield, Assistant District Airport Engineer, reported to the Phoenix District Office from the Columbus, Ohio District Office July 1, 1958 .



"Pete" was born in Terre Haute, Indiana 49 years ago. He graduated from Rose Polytechnic in Terre Haute in 1930 with a degree in Civil Engineering. Pete has a long line of engineering experience with City, State and the Federal Government. He began his career with CAA in 1942 in the Airways Division of the old Third Region, Chicago and has been

on continuous duty since that time except for a two year period with the Ohio Turnpike Commission during the construction of that super highway. In 1946 he was made District Airport Engineer at Columbus, Ohio from which he voluntarily transferred to Assistant District Airport Engineer at Phoenix, Arizona, July 1, 1958 for climatic reasons.

Pete earned his Airman's Certificate in 1942 and was active in the Civil Air Patrol, Peoria, Illinois wing.

Pete's hobbies have ranged through flying, golf, hunting, fishing, bowling and photography, but says his current principal "off-duty" interest is with his family and establishing their home in the Camelback foothills of Phoenix or as he otherwise puts it "trying to grow kids and shrubs in the desert".

Airport Engineer Lovercio  
Phoenix District



Airport Engineer Joseph Lovercio arrived at the Phoenix District Airport Engineer's office from Milwaukee, Wisconsin. Joe was employed as a Civil Engineer with Milwaukee County Regional Planning Department and then the County Airports Division and later the Expressway Commission.

His alma mater is Marquette University. During World War II, Joe served in the Air Force at bases in Boise, Idaho, Tampa, Florida, and finally Will Rogers Field, Oklahoma.

After several winter vacation trips to the "Valley of the Sun", Joe fell victim to the lure of the southwest and decided to exchange a snow shovel for a lawn mower.

Airport Engineer Sutliff  
Carson City, Nevada District

(Photograph not available)

On December 1, 1958, Mr. Edward H. Sutliff became a part of the District Office staff in Carson City, Nevada, as Airport Engineer. He was transferred from the Bureau of Reclamation here in Carson City after having served approximately eight years with that Bureau.

His experience includes concrete design; structural design; construction inspection; weed control; hydrology; hydraulic design, and programs administration.

Approximately a year and half ago Airport Engineer James A. Kurtz transferred from the Bureau of Reclamation in Carson City with similar qualifications.

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THE GUIDING HAND



THE GUIDING VOICE

DIVISION "Sparky" Wright  
 REPRESENTATIVE: LA-530.6, Ext. 538

# Air Traffic Control

## IS THIS A RECORD?

The ATCS personnel at the remote desert Station at Gila Bend, Arizona (pop. 450), have amassed a large number of flying hours. The flight time of 6 of the AOS's (there are only 7 at the Station) totals 24,000 hours.

<u>NAME</u>	<u>HOURS</u>	<u>CURRENT RATINGS</u>	<u>TYPES FLOWN</u>
Harry L. North	8000 since 1940	Commercial, S and M engine, Instrument	Taylorcraft-PT17-AT6- P51-P63-C47-C60-C46- "National Wing" Stearman
Harold Kidwell	5000 since 1939	Commercial, S and M engine, Instrument, Instructor	Travelair-Robin-Ford- F4F-F64-F4U-R4D-R50- SNB-Norseman-Stinson- DC-3-DC4-AD4-Martin 202-404-Navion, Bonanza- Twin Beech.
Orville A. Beck	7000 since 1926	Commercial, Instructor	"Jenny"-Waco-Swallow- Pheasant-Robin-Fledging- Laird-Stinson-PDs-PKS- PMs-PT22-PT17-PT13-AT6- AT7-AT11-C47-A26.
Ray M. Mathis	2500 since 1942	Commercial, S and M engine, Instrument, Instructor	Stearman-N3N-SNV-SNJ- TBM-AMs-AFs-ADs
Kenyon W. Barrett	1200 since 1946	Private, Single engine land	Porterfield-Cessna 120- all the usual single- engine aircraft.
Herman W. Jones	300 since 1946	Private, Single engine land	Taylorcraft-J3-Ercoupe- Cessna 120 and 140-PT17- PT22-PT13, Interstate- Mooney "Mite".

## LETTERS OF APPRECIATION

During the past month letters of appreciation were received by Alice Beck, Communicator, Felts Field, Spokane, Washington and Sam Fabela, Controller, Santa Monica Tower. These letters from airspace users expressed appreciation to each of these individuals for a job over and above normal requirements. Congratulations!!

## BRIEFS

In the event you were one of the bidders on the Resident Inspector jobs recently advertised, you may be interested in the number of bidders on each of these jobs. El Toro MCAS - 104, Hamilton AFB - 104, Travis AFB - 97, Whidbey Island NAS - 77, and Mountain Home AFB - 71.

The Division is conducting a study to determine the extent of FAA's participation in the operation of the El Toro MCAS RATCC. The facility is scheduled for completion on August 1, 1959.

Many of you must have read, with much apprehension, about the controller in the Indianapolis Center who was reported to have been suspended (or fired) because of a near miss report. The fact that this incident received this kind of publicity is regrettable. We understand unofficially, however, that Mr. Quesada called the controller person to person to assure him that he would be treated fairly in the impending investigation and that he would personally see to it that he would not be held up for ridicule. This should indicate to all of you the caliber of the man we have heading our organization and the backing you can expect to receive in a situation such as this.

## WELCOME TO THE REGIONAL OFFICE

Fred S. McKnight, LA-511, Deputy Chief, Planning Branch. Fred's former position was Supervisor Airways Operations Specialist, Systems Evaluation Branch at the Technical Development Center.

George W. Hammond, LA-502.1, Deputy, Program Control Officer. George was formerly the Chief, Estimates Branch, LA-76.

Linda Thrutchley, LA-522

Maureen Holmes, LA-524

Bernice DuPuy, LA-530

## NEW REGION 4 NEWS REPRESENTATIVE

Effective immediately, Region 4 News items should be sent to LA-524; ATTN: Roy McElroy. This is your publication so please let's help Mac make the ATC section interesting by sending in your news items.

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BUSINESS FLYING



AIRCRAFT INSPECTION



PILOT EXAMS



AERIAL APPLICATION

DIVISION Larry Lightbody  
REPRESENTATIVE: Ext 278, LA-258B

## General Safety Division



### WELCOME ABOARD

Richard D. Freeland  
Chief, General Operations Branch

"Dick" as he is known to his friends entered on duty in Washington, May 1940. After graduation as a star pupil from "Perrin Prep" he was assigned as Assistant Aeronautical Inspector at Dallas, Texas. In January 1942 he transferred to Atlanta, Georgia, as a Senior Aeronautical Inspector in charge of the Atlanta and Birmingham GSDO's. Four years later Dick appeared in Miami in charge of the Miami and Tampa GSDO's. One and one-half years were spent on Biscayne Bay prior to moving to New York as Chief,

Flight Personnel Agencies Division which was later renamed Flight Operations Branch. After two months in Washington (brainwashing purposes) Dick saw the light and came west. Bayonne, New Jersey is the lucky metropolis which Dick claims to be his birthplace; he soloed in November 1931 in a Fleet and his hobbies are woodworking and guns. He is currently living in Santa Monica with wife Julia.

### AFTER THE BOWL WAS OVER

Aerial Surveillance over the Pasadena Rose Parade and Bowl Game was conducted again this year by the LAX office in coordination with the Los Angeles Sheriff's Dept. Action was initiated against 14 pilots as a result of their flight below minimum safe altitudes. Three cases were processed through the Pasadena courts by the Sheriff's Department, eleven through routine FAA procedures. The Pasadena courts gave two pilots the option of paying a \$100 fine or enjoying city hospitality for ten days; the third \$50 or five days. The pilots paid the fines claiming prior commitments prohibited them from accepting the offer of room and board. FAA Civil penalties ranged from \$25-\$100.

### WHO SAID IT WOULDN'T FLY?

Johnny Gebelin reports the Gyro-Copter craze has arrived in Portland. Rather than rewrite his statement, I quote: "It appears that some of the builders are using a novel method of getting acquainted with the controls. They mount the contraption on a pivot installed on a trailer. Someone then tows them behind an automobile. When sufficient speed has been reached, the rotor starts turning, and they feel out the controls without danger of leaving the ground. Last week one of these would-be pilots managed to lift the entire trailer off the ground. This resulted in a wrecked machine, trailer and a banged up pilot. It will be some time before he presents a certification problem".

NEW COMPANIES FORMED

Albuquerque, Denver and Sandy Ego report the formation of companies which will conduct scheduled operations in aircraft below 12,500. The Bald Eagle Transport Company will operate out of Farmington, New Mexico serving Las Cruces and intermediate points; Aspen Airways will operate between Aspen and Denver while a local San Diego company will offer services in and around SAN in 5 Bell 47J helicopters.

MEN ON THE GO

The latest addition to the group of smiling faces in the OAK GSDO belongs to Barney Nacht who becomes the second Repair Station Specialist in the Region. Lots of luck in the new job BT.

Roy Outsen decided he needed more experience driving on the LA freeways, and as a result transferred to the VNY GSDO. We understand the move created another group of happy faces although confirmation as to whether they belonged in the ONT or VNY offices has not been made as yet.

"Millie" Millholland (R.O. Electronics Specialist) and Don Nickerson (VNY - Airthness Inspector) are currently enjoying an "all expense paid" tour in the Oklahomá territory - City, that is. We understand they plan to return from the "Indoctrination course" in five weeks.

Ed Rickena (Maintenance Inspector) has transferred to Ontario from Cheyenne.

\* \* \* \* \*

CAA Region Four F.C.U.  
5651 W. Manchester Avenue  
Los Angeles 45, California

Date \_\_\_\_\_

\_\_\_\_\_ I desire to become a member of the Credit Union. Please send me membership signature card and additional information.

\_\_\_\_\_ Also, I wish to apply for a loan of \$ \_\_\_\_\_ to be repaid  
\_\_\_\_\_ in monthly payments.

Entered on Duty CAA  
Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

GENERAL SERVICES DIVISION

DIVISION Betty Dearn  
REPRESENTATIVE: LA-100A, Ext. 302



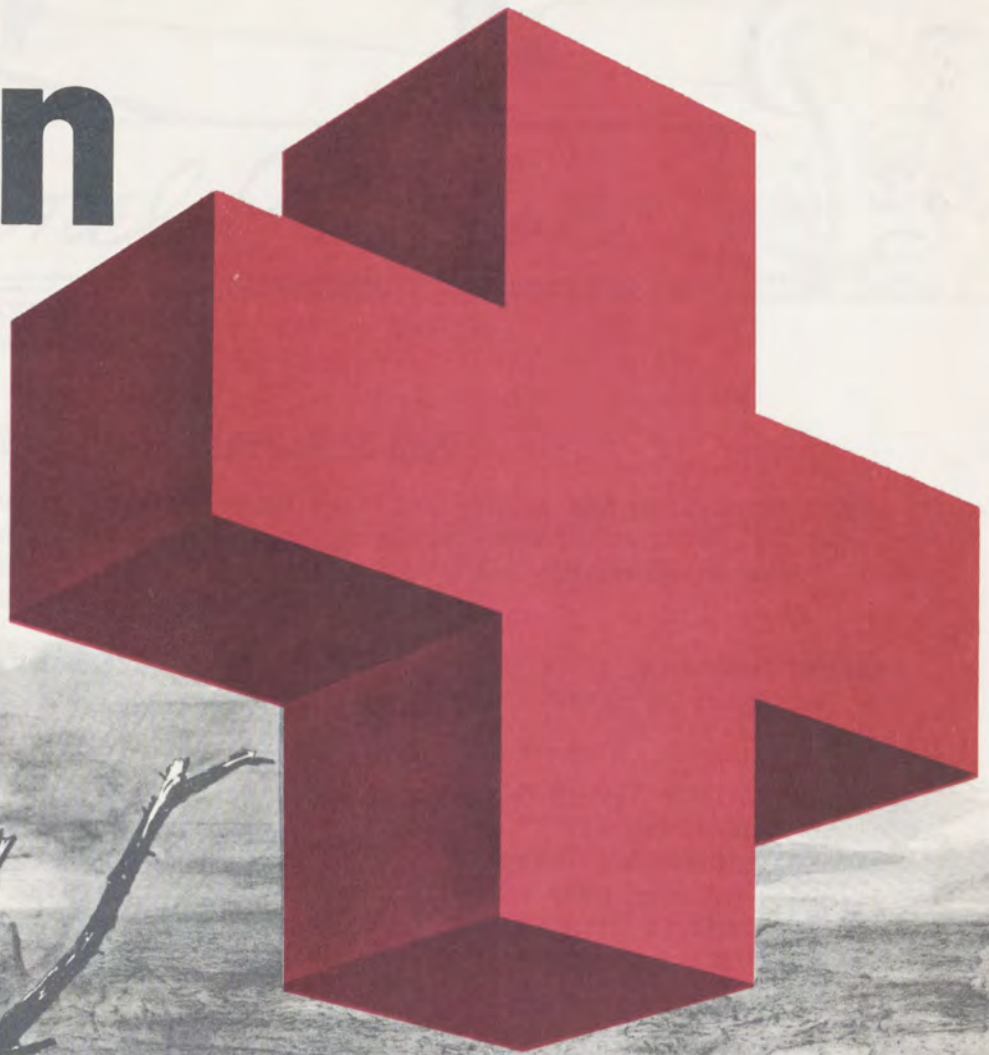
The face above is that of a fellow named Jesse Hunter. It's a familiar face. It's familiar to Regional Office people. They had occasion to see it daily for about eight years. It is also familiar to hundreds of field personnel who have visited the Regional Office and tried to locate their mail.

The picture was taken at a little informal ceremony in the Cafeteria on Friday, February 27. The ceremony was both saddening and heartening. It was sad because Jess had received a disability retirement. It was heartening because there was proof that this man had made an awful lot of friends while making his daily rounds. Word had been passed around that Jess was leaving and that his friends were sending him off with a little cake and coffee party in the Cafeteria. Actually, as it turned out, there was a huge cake -- all be- decorated with airplanes, helicopters, hangars and radar scopes. There was a beautiful Sheaffer pen and pencil set. There was a check in a substantial amount.

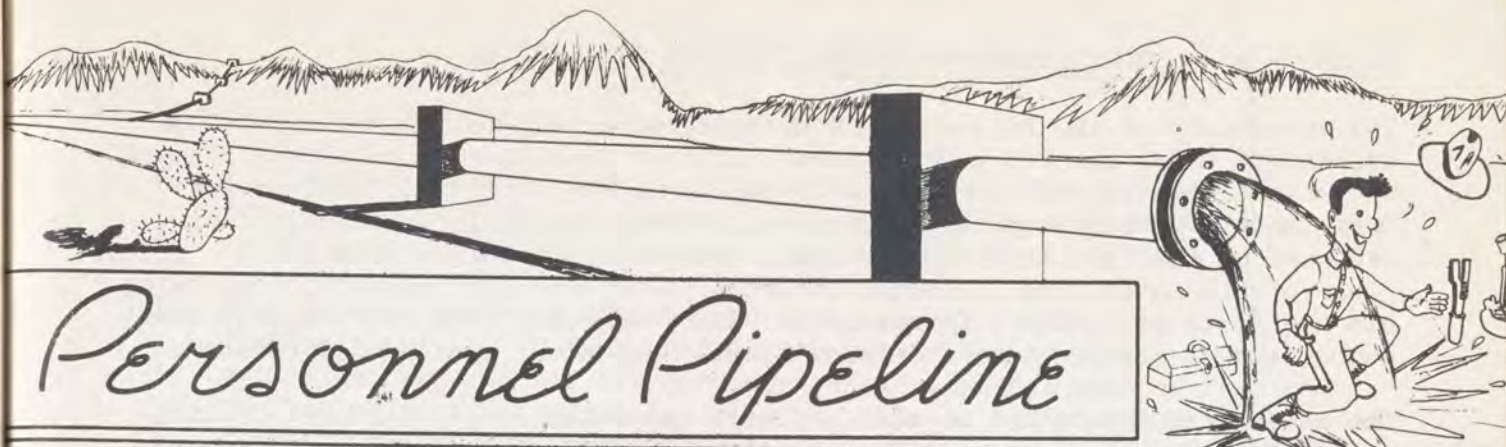
Jess was not in the sort of job where the grades come in two digits. He worked in the Mail Room. The response to the news of his leaving was proof again that people are often evaluated on the basis of their performances, services, loyalties and their willingness to help others--rather than on rank or prestige. Jess was a good public servant. More, he helped others in personal matters like mailing packages, picking up stamps, soliciting funds for charities and less fortunate personnel, etc., etc., etc.

We believe that Jess had a warm feeling about his little farewell party. We know that those who participated had such a feeling. The above may seem a little corny and sentimental. The facts of life are quite often corny and sentimental. The General Services Division, and the Special Services Branch where he worked, are sincerely proud to have had Jess Hunter as an employee and friend.

**join**



**On the job  
when you need it most**



DIVISION Glyndon Riley  
REPRESENTATIVE: LA-90, Ext. 361

### COMMISSIONER GUNDERSON URGES ACCENT ON "PERSON"

"Don't let the accent on highly developed techniques and procedures push the 'person' out of the foreground of personnel administration", U. S. Civil Service Commissioner Barbara Bates Gunderson cautioned recently in a speech delivered at New York University.

While granting the necessity for tools and techniques in personnel management, Commissioner Gunderson emphasized that "the essence of personnel is in its first six letters."

Speaking as "an insider with an outsider's point of view," Mrs. Gunderson, who became Commissioner in September 1958, warned "it is perfectly possible, and a little too easy, to talk about 'human resources' and 'human relations' in an abstract and general way without ever pinning them down to actual situations." The use of "jargon" in personnel work is dangerous, the Commissioner said, because one of the great needs in good management is clear communications with employees.

Expressing her own conviction that Government service affords a unique example of work where the aspirations of management and the aspirations of employees can be the same, because of the fact that all Government work is in one way or another a service to the people, Mrs. Gunderson underscored management's responsibility to make sure that all employees are able to identify themselves with the agency's true goals. She stated that the climate of personnel management which makes an employee grow and helps him to realize himself is the same climate in which the objectives of an agency are best accomplished.

### NOTE TO SUPERVISORS

Occasionally employees applying for advanced sick or annual leave fail to submit the request on Form SF-71 (Application for Leave). Present instructions require that the Form 71 be used and it is often necessary to dispatch the supervisor for the proper form.

## REMINDER ON OCCUPATIONAL DEFERMENTS

The incumbents of the following job categories are eligible for occupational deferments under the Labor Department's List of Essential Activities: Airways Operations Specialists; Electronic Technicians, (all options); Engineering Draftsmen; A&E Mechanics; and Engineers, Professional (All Branches). Any occupant on the list who faces possible draft and/or reclassification to "1-A" should notify the Personnel Officer, LA-90, through channels, concerning his draft status. Such information as: Name, address, show draft board, draft number and classification, date when classified, etc., should be furnished.

The above list should not be confused with those Reservists who need Certificates of Availability in order to stay in the Military Ready Reserve program. The job categories which we now deny Certificates of Availability include: Airways Flight Inspectors, Electronic Technicians and Air Traffic Controllers, all grades. Certificates can be granted for the above job categories if requested by the appropriate military unit. The basis for this is shown in S.P. 3083.

## WHAT IS YOUR LEGAL RESIDENCE?

We were recently requested to interpret the following case. The applicant had resided for a 10-year period in the State of Wyoming. Seven months ago he accepted a position in California, purchased a home, and for all intents and purposes intends to dwell permanently in California. What is his legal residence? (NOTE: He was applying for the Airworthiness Inspector examination and needed to prove his legal residence)

Barring such legal angles as State Income Taxes, voting privileges, etc., we would consider him to be a legal resident of California and advised him in filling out his Form 57 and proof of residence form, that he should show California. The matter of legal residence seems to be one of intent. If the facts substantiate that a person when going from one state to another, plans to dwell permanently in the new state, he becomes in effect a legal resident of the new state. On the other hand, if the facts reflect that he exercises political rights in the former state, retains some property, and conceivably intends to return there at some future time, he has not changed his legal residence.

## JURY SERVICE

Occasionally the question comes up about the Agency's policy on jury service. Jury service is considered an important civic responsibility of all citizens. It is the Agency's policy to keep requests for deferments or excuses from jury duty to an absolute minimum. The procedures set forth in Standard Practice 3672, clearly spell out that any requests for excusal from jury duty should be submitted to the courts only in cases of imperative necessity. The personal wishes of the individual are secondary. Field Supervisors have no authority to make direct requests for such excusals. The authority to contact the courts is vested in the Regional Administrator or his designee.

It is apparent from the above that the policy is rather severe, however, the improvement in administering justice is possible only if deferment requests are thoroughly justified.

INFORMATION FOR VPP TRUSTEES & MEMBERS

1. When enrolling new members please remember:
  - A. If a new employee is from outside the Government Service only a beneficiary designee card and initial \$5.00 pledge is necessary as physical examination will be on file in the Regional Office.
  - B. If a new employee has transferred from another FAA Region; from FAA Washington, D.C., or from another Government Agency physical examination is required for VPP purposes unless the employee was required to furnish physical prior to transfer. Please state status when submitting designee card and initial \$5.00 pledge. A class II medical taken within the 120 days allowed for joining VPP is acceptable.
2. When reporting old members transferred to your facility from another facility in Region IV please state the name (not abbreviated or call letters) of the facility from which the member transferred and forward new designee card with current address thereon.
3. NEW EMPLOYEES AND TRANSFEREES HAVE 120 DAYS FROM DATE OF ENTRANCE ON DUTY IN THE REGION TO JOIN THE PLAN.
4. Please do not use the form developed for reporting repledges as a result of death of a member, for reporting new members. These forms are hard to replace and a simple memo will serve the purpose for new members. PLEASE REMEMBER WHEN YOU SEND CASH YOU DO SO AT YOUR OWN RISK AS WE CANNOT ASSUME RESPONSIBILITY FOR ITS SAFEKEEPING.
5. When reporting repledges as a result of the death of a member:
  - A. Please use Form developed for that purpose and list repledging members in alphabetical order.
  - B. If you have new members who transferred to your facility from another Region IV facility (since the last death prior to the one for which repledges are being submitted), please show opposite the name of each such transferee the name (not abbreviated or call letters) of the facility from which transferred. Do not continue to report transfers after the initial reporting.
  - C. If any of your members have transferred to another Region IV facility (since the last death prior to the one for which repledges are being submitted) please show this information in the space provided therefor at the bottom of the Form indicating name of member and facility to which transferred (please do not abbreviate or use call letters of the facility). Do not continue to report transfers after the initial reporting.
  - D. IT IS IMPERATIVE THAT CARE BE TAKEN IN COMPLETING THAT PORTION OF THE REPLEDGE FORM PERTAINING TO MEMBERS WHO DO NOT REPLEDGE. IF A MEMBER DOES NOT REPLEDGE BECAUSE OF RESIGNATION, TRANSFER, OR ENTRANCE INTO THE MILITARY SERVICE, SUCH MEMBER IS ELIGIBLE FOR MEMBERSHIP IF REEMPLOYED IN OUR REGION. IF A MEMBER WHO IS STILL AN EMPLOYEE OF REGION IV FAILS TO REPLEDGE SUCH FORMER MEMBER IS FOREVER BARRED FROM MEMBERSHIP. THE COLUMN HEADED "DID NOT REPLEDGE" IS FOR USE ONLY FOR THOSE

MEMBERS WHO DROP OUT ALTHOUGH STILL EMPLOYED IN OUR REGION.

6. All correspondence, initial pledges, beneficiary cards, physical examinations, and reports of repledges as a result of a member death should be forwarded Attention: LA-502.1
  - A. All checks and money orders should be drawn to the order of "REGION IV FEDERAL CREDIT UNION". PLEASE, REPEAT, PLEASE DO NOT ISSUE CHECKS PAYABLE TO AN INDIVIDUAL AS THIS CREATES ADDITIONAL WORK FOR US. AGAIN, PLEASE DO NOT SEND CASH.
7. The rule on when an applicant becomes a member, eligible for the benefits is:
  - A. After the application has been processed by the VPP Chairman. Except in cases of failure to comply with requirements such as no designee card, no physical, etc., this is usually within five days from date the application is mailed. In the interest of saving time we have adopted a negative system than an applicant may be considered as accepted for membership five days after mailing application unless advised to the contrary.
  - B. There is one exception to the above and that is, should pressure of work or other reason delay processing applications your Administrative Board reserves the right to decline acceptance of a new member even though the five days have elapsed.
  - C. The deadline established for repledge for each death is the deadline for individual members to repledge. Local Chairmen or Trustees do not have to submit repledges until the following day unless of course the deadline falls on Friday or the day before a holiday, in which case the deadline for submission of repledges would be the next working day.
  - D. Please, please do not accept repledges from members other than your own group. This has particular reference to travelling personnel who happen to be at a facility during a repledge period making it convenient to pay directly to the local Chairman or Trustee rather than forwarding to their own group. This practice creates a heavy administrative load which we cannot assume.
8. It is suggested that this page be detached and one copy given to the local VPP Trustee and the other be permanently displayed on your bulletin board for information to all VPP members.

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