



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

DOT Secretary Lewis Resigns

Transportation Secretary Drew Lewis is resigning his cabinet post, effective Feb. 1, to return to private industry. He will become Chief Executive Officer of Warner Amex Cable Communications, the nation's fifth largest cable TV operator. The President accepted Lewis' resignation "with great regret" and praised him for the strong leadership he gave as Secretary of Transportation. "During the air controllers strike, you acted with both prudence and firmness," he added. Lewis became DOT's top executive two years ago. Previously, he was president of his own consultant firm, was active in politics, particularly in the State of Pennsylvania and was Deputy Chairman of the Republican National Committee.



FAA Certificates Boeing 757

The agency has put its stamp of approval on the new Boeing 757 jetliner. The official type certification papers were presented to the Boeing Company on Dec. 21 by Charles R. "Chuck" Foster, Director of FAA's Northwest Mountain Region. The 757 version certificated by the agency is powered by two Rolls Royce RR model RB 211-535C engines. Designed primarily for the medium-haul market, it is approved for a maximum of 219 passengers.

Foster noted that the 757 certification came just five months after FAA's approval of the Boeing 767 and said the twin projects were the "most demanding certification activity" in the agency's history. For example, during the 757 certification program, FAA's Seattle Aircraft Certification Office participated in over 3,000 separate test conditions and agency test pilots participated in nearly half of the required flight tests.



New Pay Rates Set

As reported in last week's Intercom, the pay for GS and SES employees has been raised to \$63,800 and \$67,200 respectively. Last week only tentative information was available, but now the FAA Office of Personnel and Training has received official confirmation of actual pay rates. The new rates for GS-15 employees are:

GS-15/7:	\$58,261
GS-15/8:	59,879
GS-15/9:	61,497
GS-15/10:	63,115

Employees at and above the GS-16, step 5 level will receive the maximum amount of \$63,800.

Pay rates for SES employees are:

SES LEVEL 6:	\$67,200
SES LEVEL 5:	65,500
SES LEVEL 4:	63,800
SES LEVEL 3:	61,515
SES LEVEL 2:	59,230
SES LEVEL 1:	56,945

The new pay rates will be paid retroactive to Dec. 18, 1982.

Bernard J. Vierling

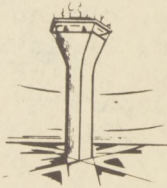
A former FAA executive, Bernard J. Vierling, who lived in the Washington area since his retirement, died last week. Vierling was director of the System Maintenance Service, which was a predecessor of Airway Facilities, and he was also deputy director of the Office of Supersonic Transport Development.

Uncle Sam Giveth ...

The government giveth and the government taketh away, and it will be reflected in pay checks this month. Those covered by the ATC Revitalization Act can expect first evidence of the pay raise in checks distributed the week of Jan. 3. Senior level GS and SES employees can expect to see their recently approved pay raises the week of Jan. 17. Meanwhile, the 1.3 percent employee contribution to Medicare will be coming out of the pay checks beginning the first week in January.

Instructors Get Raise

ATC Revitalization Act pay coverage has been extended to certain employees at the FAA Academy. Now eligible for the pay hike are employees who came to the Academy from positions covered by the pay legislation and who are currently responsible for training employees to perform duties directly involved in or responsible for the operation, maintenance and inspection of the air traffic control system. This means that instructors training controllers, airway facilities technicians and flight inspection crew members, who held covered positions in the field, are eligible for the pay raise. Currently the Office of Personnel and Training is developing guidance to implement the provisions of this amendment to the pay legislation.



In the Regions & Centers

Porterfield Was First

Intercom recently reported that the Southwest Region's Larry Craig "was believed to be" the first FAAer to win the Air Force's Meritorious Service Award. Now, thanks to an Air Force reader at Scott AFB, we find otherwise. Apparently--and we're still qualifying the statement--the first FAAer to win this prestigious award was Robert Porterfield of the Seattle enroute center approximately 20 years ago. Now retired and living in Arizona, Porterfield confirmed that he received the award while at Seattle for integrating USAF fighters from nearby air bases into the air traffic control system.

Penalties Proposed For Do-it-Yourself Balloonist

That fellow in southern California who tied 45 helium-filled weather balloons to an aluminum lawn chair and soared to 16,000 feet last July is finding out what it means to "fly now and pay later." The agency has sent the 33-year old truck driver, who goes by the name of Larry Walters, a letter proposing \$4,000 in civil penalties for violating various Federal Aviation Regulations during the 45-minute flight. Among other things, the agency noted that the flight created a collision hazard and interfered with operations at Long Beach Airport. Still FAA was kinder to Walters than his mother might have been. "She thinks I should be institutionalized," he told reporters shortly after the flight.

Boston Enroute Center Doubles as TRACON

The Boston Air Route Traffic Control Center has gone into the terminal radar control (TRACON) business. In a first-of-its-kind program, controllers at the enroute facility one using a new airport surveillance radar (ASR) at the Manchester, N.H. airport to provide approach and departure service there and at virtually all other airports in southern New Hampshire equipped for instrument operations.

New England Region Director Robert E. Whittington observed that "the Manchester TRACON is a prototype for integrating terminal/center radar functions." He emphasized that this new concept will result in savings in energy and support costs. The TRACON will be staffed 16 hours a day with controllers rotating between terminal and enroute control duties.

Midway Reunion Set

The Chicago Midway tower is holding an informal reunion on Feb. 19 at 7 p.m. at Santucci's Restaurant and Lounge, 6211 Cicero Ave., Chicago. All former air traffic employees are invited with the exception of the fired controllers. Feb. 5 is the deadline for RSVPing to J.S. "Moose" Rood, FAA/ATCT, 6th Floor, 5700 S. Cicero Ave., Chicago Ill. 60638. His phone number is (312) 767-7021.

G. I. Vehicles to Get Latest Safety Devices

As part of the General Services Administration's program to equip Government vehicles with the latest safety devices, G.I. autos in the D.C. area will soon come complete with a high-visibility third brake light. The National Highway Traffic Safety Administration has tested the low-cost item and has found it to be effective in reducing rear-end collisions. GSA says that the safety program is an example of the President's belief that the government can play a more effective role by exerting leadership in its own house instead of writing rules for others to follow.

It's 19, Not 20

Someone called Intercom recently to report that FAA now has been ensconced in FOB-10A for 20 years. We told him to hold on to his party hats and noise makers for another year because the big 20th anniversary celebration won't happen until next fall. FAA veterans say it's easy to remember when the agency vacated a motley collection of office buildings around town and came together in the brand new FOB-10A. In the case of Public Affairs, the move occurred the weekend following the assassination of President Kennedy on Nov. 22, 1963. You don't forget something like that.

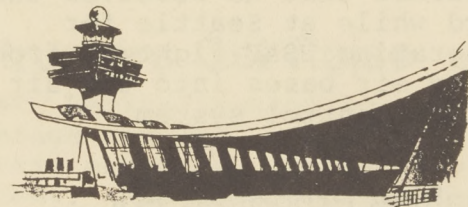
Vanpool Riders Wanted

Riders are wanted for a van commuting from Manassas to FAA, DOT headquarters via I-66 and the new I-66 for the 7:30 a.m. to 4 p.m. shift. For additional information call Bruce Crandlemire on x64165 or at home on 791-3605.

Parking Permits Require ALG Approval

Effective immediately, all requests for visitor and temporary parking permits must be approved by the Acquisition and Materiel Service, formerly Logistics Service.

In order to have requests processed, they must be delivered to the Building Service Section (ALG235, x63915), by phone or in writing, at least 24 hours before they are needed.



Dulles Gets More Parking

To take care of additional autos resulting from the continuing rise in passenger volume at Dulles International Airport, a new "shuttle" parking lot was opened in December. The new area will provide 600 additional spaces initially and can be expanded as necessary. Shuttle buses will provide free transportation between the lot and the terminal building. Cost of parking in the new lot will be \$2 for 24 hours, which is \$1 less than parking in front of the main terminal. Passenger growth at the airport was significant throughout 1982 and is expected to continue through 1983.

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Dole Nominated As DOT Secretary

White House aide Elizabeth Hanford Dole has been nominated by President Reagan to succeed Drew Lewis as Secretary of Transportation. Her appointment now must be confirmed by the U.S. Senate.

Mrs. Dole has held a number of high-level jobs in government, principally in the field of consumer affairs. She served as a member of the Federal Trade Commission from 1973 to 1979 and has been the President's assistant for Public Liaison for the past two years. A Phi Beta Kappa graduate of Duke University, she later earned both a master's degree in education and a law degree from Harvard. Her husband is Senator Robert Dole of Kansas.

Computer Replacement Program Underway

The agency on Dec. 20 issued a Request for Proposals for the initial phase of its program to acquire new "host" computer systems for the enroute centers. It marked the official start of a two-phase procurement geared to delivery of the first new computers in 1985 with all on site by the end of 1987.

Two industry teams already have announced plans to submit proposals. One is headed by IBM and the other by Sperry. FAA expects to select two contractors to proceed with a planned 21-month design competition phase in June. This involves both contractors delivering their systems to the Technical Center for a "fly off" in the summer of 1984.

The agency then plans to select one contractor to proceed with the acquisition phase. Replacement of the IBM 9020s in the centers is a key element in FAA's National Airspace System Plan and calls for the procurement of new host computers that will use the existing 9020 software, or instruction package, with only minor modifications.

Concurrently, the agency will proceed with a parallel program to develop a "clean sheet" design for a totally new system, called the "Advanced Automation System." It will provide new sector suites, or controller work stations, a distributed computing complex and completely new software. Initial contracts are planned for early 1984.



OJT Requirements Changed

The agency has changed the minimum qualifications required of controllers who provide on-the-job training (OJT). Effective Jan. 4, controllers must meet three conditions before they can give OJT to another controller.

First, they must have been certificated on the position for which they are serving as an OJT instructor. Second, they must have operated the position for a minimum of 30 solo hours after certification. And third, they must be certified by a supervisor to provide OJT based on observation of actual performance at the position. Previously, controllers who were certificated on a position did not have to meet any experience requirement before performing OJT. Also new is the requirement that supervisors must certify these individuals as qualified for OJT duties.

The FAA action responds in part to recent recommendations from the National Transportation Safety Board that deal with controller training. Those recommendations resulted from the Board's follow-up investigation of the air traffic control system.

Medicare Tax Explained

As most employees no doubt know, hospital insurance (Medicare) taxes of 1.3 percent were withheld from the first paychecks of 1983. Those deductions will continue until gross salary or wages equal \$35,700 for the year. That's the maximum taxable amount.

There are two things for employees to remember here. One is that the tax applies to all wages up to \$35,700, whether the money is earned this year or in a previous year. Thus, someone who is paid retroactively for previously unreported overtime, for example, would have to pay the Medicare tax on that amount.

The second point is that employees who have outside jobs that take their total income over \$35,700 could pay excessive Medicare taxes. That's because the Social Security (FICA) tax includes a 1.3 percent Medicare deduction. In these cases, employees can claim a refund on their tax returns.

Clausen on Board

Former Congressman Don H. Clausen of California has joined FAA as its director of special programs. His principal responsibilities will involve the agency's aviation-education programs and other special programs.

Clausen represented the second California district in the U.S. House of Representatives for 20 years, and was the ranking Republican on the influential

House Public Works and Transportation Committee. During his years on Capitol Hill, he sponsored many aviation-related bills and was the author of the amendment authorizing FAA to encourage the advancement of aviation-aerospace education in the nation's schools, colleges and universities.

A former Navy carrier pilot, he holds a commercial certificate with a flight instructor rating.

Directory in Distribution

The agency has published a new edition of the "FAA Directory," which lists the phone numbers for all FAA field facilities as well as key numbers in Washington, regional and center headquarters. Copies of this November 1982 edition currently are being distributed down to branch level in Washington, regional and center headquarters. At field facilities, the distribution is one copy per 15 employees.

Any office, facility or branch that has not received a copy by Jan. 17 should contact AMS-220 in Washington headquarters on 426-3791. Washington offices requiring additional copies can order them through the DOT Warehouse (M-443.1); regional and field organizations should contact the appropriate distribution office. The next edition of the Directory is scheduled for May 1983.

GHI Amount Askew But W-2 Forms O.K.

The amount of Government Health Insurance (GHI) deductions was printed incorrectly on the 1982 W-2 Forms for employees with deductions of \$1,000 or more. The figure "1" was omitted, so total deductions of \$1,063, for example, appeared on the W-2 as 063.00. However, no correction of the W-2 form is necessary since the GHI figure is strictly an information item and not required by law. Just attach the W-2 to your 1982 tax returns like you always do. Employees will find a correct figure for their total GHI deductions on their Earnings and Leave Statement for Pay Period 26.

In the Regions and Centers

Av. Week Honors FAA Man

FAA's James J. Treacy has been honored by Aviation Week and Space Technology for his "significant contribution" to aviation in 1982. A National Resource Specialist in avionics assigned to the Northwest Mountain Region, Treacy was one of 36 people in the aerospace industry selected by the magazine editors for special mention in the Jan. 9, 1983, issue. Specifically, he was cited for "technical guidance in defining and executing FAA policy for certification of the new digital avionics in both the 767 and 757 transports." A 13-year FAA veteran, Treacy has been working out of the Seattle office since 1975.

Macon is AFSS Site

Macon, Ga., has been selected by the Southern Region as the site of the automated flight service station (AFSS) that eventually will serve the entire state of Georgia. The AFSS building will be constructed by the city of Macon and leased to the agency under terms favorable to the government.

Construction on the Macon AFSS building is scheduled to be completed in March 1984. The fully-equipped facility is expected to be ready for occupancy by FSS specialists in the spring of 1985.

The selection of Macon means the agency now has settled on 11 of the 61 AFSS sites. Nine of these involve the construction of new buildings under lease arrangement with the local communities.

Not All Hq. Employees Are in Washington

Air Traffic's Dan Creedon differs from most branch managers in Washington headquarters. He doesn't see the people he supervises every day or every week or even every month. It's more like a periodic thing although he stays in continuing telephone contact with them.

The reason is that eight of the 12 employees of the Program Coordination Branch (AAT-410) are assigned to liaison duties at major military commands located from Norfolk, Va. to San Diego, Calif. They report directly to Creedon who has three staff people in the office to assist him--Curt Alms, Floyd Etherton and Jim O'Malley.

The liaison officers are responsible for coordinating military flight activities with all appropriate FAA offices and facilities. However, the job is broader than just air traffic and involves all facets of the military's interface with FAA. Essentially, they make it possible for FAA and the military to know what each other is doing and where each other is going to be.

Payroll Office Closings

Headquarters payroll office will be closed on time and attendance processing week, which is the week between paydays, from noon Monday until close of business on Tuesday and on payroll records update week, payday week, from noon Monday until noon Wednesday. This will allow the slightly depleted staff time to finish mandatory work.

Human Relations Group To Study Hq. Issues

All 11 members of the headquarters Human Relations Committee have now been elected and have held an organizational meeting. Cindy Zook, Office of Environment and Energy, was elected Chair Pro Tem, and members identified the committee's mission as "facilitating the resolution of issues."

Chairwoman Zook stressed that by issues they did not just mean problems but also referred to ways of doing things better and ways of providing additional information to the work force.

Members of the committee and offices they represent are: Don Hansen, Associate Administrator for Administration; Wrensey Gill; Associate Administrator for Airports; Ken Ogden, Public Affairs; Phyllis Duncan, Associate Administrator for Aviation Standards; Magrissa Johnson, Administrator and Deputy Administrator; Mary Streat, Civil Rights; Ed Forsythe, Air Traffic; Dave Ryan, Advanced Automation Program; Gary Michel, Chief Counsel and Bob Bernard, Associate Administrator for Development and Logistics.

Sci-Fi Films Scheduled

Neither film is an "E.T." but the price is right. We're talking about two Sci-Fi flicks that have been scheduled at the Air and Space Museum. Free tickets will be at box office beginning 5 p.m. on the day of the show. All shows begin at 7:30 p.m. The films are:

INVADERS FROM MARS--Jan. 14.--A young boy has a close encounter with a flying saucer.

EARTH VS. THE FLYING SAUCERS--Jan. 21--When a group of aliens discover their planet is dying, they decide to make Earth their new home.

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Good Safety News Outweighs Bad

There was more sunshine than rain in the 1982 accident statistics release earlier this month by the National Transportation Safety Board. Commuter airlines posted the best safety record in the eight years for which statistics on this segment are available, and on-demand air taxis had the second best record in that eight-year period.

Meanwhile, general aviation experienced the lowest number of fatal accidents and fatalities in the last decade. The only discordant note was struck by the large air carriers which saw their streak of 26 straight months without a fatal jetliner accident come to an end.

The commuters had four fatal accidents and 13 fatalities last year as compared with 10 and 36 in 1981. The figures for on-demand air taxis show fatal crashes down from 39 to 32 and fatalities from 92 to 75. The drop in general aviation accidents outstripped the slight dip in activity levels with the result that both the total and fatal accident rates per 100,000 aircraft hours continued to decline.

(See page 2)

Weather Reporting Systems To Be Demonstrated

This June the agency will begin a year-long demonstration of automated weather sensing and reporting equipment at 21 airports from Florida to Alaska. The demonstration is part of a major FAA effort to upgrade the availability of weather services provided to pilots. This is in line with the provisions of the National Airspace System (NAS) Plan.

Once the weather equipment has been proved in the field, the agency plans to install it at some 700 airports beginning in 1986. Known as the Automated Weather Observing System (AWOS), the equipment automatically gathers weather data from various locations around an airport and transmits it directly to pilots by means of computer-generated voice messages. These messages include information about such items as wind, temperature, dewpoint, visibility, sky conditions and ceiling and altimeter setting.

The purpose of the demonstration is to assess the reliability and effectiveness of the AWOS units under all environmental and climatic conditions. It also will develop operational data that will be used in drafting production specifications for the equipment.

The 21 demonstration systems were manufactured by three different manufacturers under contracts that totalled \$1.9 million. The companies involved were: Cardion Electronics of Holtsville, N.Y.; Artais, Inc. of Columbus, Ohio; and Weathermeasures Corp. of North Highlands, Calif. Each manufacturer is supplying seven systems, all of which are scheduled to be delivered in June.

Safety (From page 1)

The 574 fatal accidents last year compared with 657 in 1981, whereas fatalities dropped from 1,288 to 1,164.

Air carriers operating large aircraft had five fatal accidents in 1982, including the jetliner crashes at Washington, Boston and New Orleans. Fatalities totalled 235.

Metal Detectors, a Boon

A Milwaukee blood specialist thinks he's found a new use for the metal detectors at airports. He says they may detect advanced cases of hemochromatosis, a disease characterized by potentially toxic levels of iron in the blood stream. Therefore, he's offering this advice to air travellers: "If a metal detector starts beeping and you're not wearing any metal ornaments, hightail it for a doctor."



L.A. Shakes Off Restrictions

Another of the many milestones in the ATC recovery program was reached Jan. 10 when restrictions were lifted for flights within the Los Angeles enroute center area. It's the ninth center to drop these restrictions that were imposed after the controllers' strike. The others are the Seattle, Salt Lake City, Albuquerque, Washington, Jacksonville, Atlanta, Memphis and Kansas City centers. Next on the schedule are Miami and Denver with all 20 domestic centers due by the end of the summer.

In general, the actions apply only to flights within the center area and not to flights between center areas.

More Towers Reopen

Reflecting the continuing progress of the ATC rebuilding effort, the agency has reopened five more airport control towers that were temporarily closed after the controllers' strike. They are Lebanon, N.H.; Bloomington, Ind.; and New Bedford, Lawrence and Worcester, Mass. All resumed operations in early January. Two additional towers--Muncie, Ind., and Ann Arbor, Mich.--are scheduled to reopen Feb. 7.

As of Jan. 10, the agency had reopened 34 control towers, including one that is being staffed by military personnel and another being operated on a contract basis under an FAA pilot program.

In the Regions and Centers

No Rest in Seattle

Anyone who thinks the Northwest Mountain Region is resting on its laurels after the recent certification of the Boeing 767 and 757 should think again. Regional Director Charles R. "Chuck" Foster points out that his staff is pursuing a range of certification projects, including approval of a new Boeing 747-300 with an extended upper deck and new Pratt & Whitney engines. Certification action on that aircraft is scheduled for next month.

Foster said that many people mistakenly view the issuance of a type certificate as an end of a process when it really is only an important milestone in a continuing process. For example, he noted that all aircraft types generally evolve through a number of different versions, each of which requires a separate certificate action.

In addition to the new Boeing 747 version, the region currently is working on approvals of a new 727 freighter model, a new stretched 737-300 with high-bypass engines, a 757-200 with new Pratt & Whitney 2037 fly-by-wire engines and a heavier version of the 767-200.

Among the foreign aircraft being evaluated for a U.S. type certificate are the British BAC 146 commuter aircraft, Spanish CASA-CN-235 commuter plane, Israeli Westwind 1125 business jet, DeHavilland DHC-8 turboprop commuter, Saab-Scania turboprop commuter, Brazilian Embraer EMB-120 "Brasilia" commuter and the French-Italian ATR-42 commuter.

Finally, there are the region's regulatory responsibilities, including the issuance of Airworthiness Directives, in fulfilling its role as the agency's Transport Airplane Certification Directorate.

Boston Center Saves Sailors

Boston Center personnel played a vital part in the rescue of five fishermen adrift in a storm-tossed life raft in the Atlantic Ocean recently. They were survivors of a 124-foot trawler that went down 90 miles off Cape Cod.

The Boston Center got into the act when Coast Guard efforts to direct two other trawlers to the accident scene were unsuccessful because of 30-foot seas and limited visibility. The center was requested by the Coast Guard to direct any available aircraft to the scene. It did so and then became the communications link between these search and rescue planes and the Coast Guard.

A Navy plane eventually spotted the sinking vessel and a nearby life raft and continued to circle the location until relieved by an Air Force C-130. Position reports were relayed through to the scene. Following the rescue, the Region I Coast Guard Commandant phoned New England Region Director Robert Whittington and asked him to express his appreciation to all involved FAA personnel for their quick thinking and positive action.

AEA Honors 'Nam' Vet

The Eastern Region has named its headquarters building at JFK International Airport for a Marine Corps pilot who died in Vietnam more than a decade ago. The building--previously called simply the "Federal Building"--now bears the name of Major Robert M. Fitzgerald, a much-decorated New York native, who was killed during a helicopter rescue mission in 1970.

The Life You Save Will be Your Own

The Department of Transportation is launching an Employee Safety Belt Use Program for DOT personnel working in Washington headquarters offices. The program is being kicked-off this week and will continue through April. As part of the program to encourage the use of seat belts, employees will be eligible for various prizes.

In some cases prizes will be given to individuals who are wearing their seat belts as they enter or leave the headquarters parking garages. Also "sweepstakes" drawings for employees who have pledged to wear their belts will be held and prizes will be awarded. Within FAA, training sessions, underlining the advantages of wearing seat belts, will be conducted Jan. 24-27. Details about this program will continue to appear in future issues of Intercom.

Vanpool Riders Wanted

Riders are wanted for a van from Lake Ridge/Woodbridge to 7th and D Streets, SW, via 395 for the 8 a.m. - 4:30 p.m. shift. For additional information, call Dave Skaggs on 472-1334 or at home on 494-0832. Part time riders are wanted for a van from Mount Vernon/Sherwood Hall Library/Sequoyah to FOB-10A via George Washington Parkway for the 8 a.m. - 4:30 p.m. shift. For additional information call John Ohman on x68886 or at home on 360-5598.

Awards and Rewards

The Office of Budget has presented Special Achievement Awards to John P. Foundos, Truman A. Tillman and Paul W. Peterson. The Office of Public Affairs has presented a Quality Within Grade Increase to Tina Mallory.

Hinton a Notary

Barbara A. Hinton, Office of Civil Rights, is headquarters newest Notary Public. She passed her exam last month and has been commissioned to serve in the District of Columbia for the term of five years. She is located in room 1030, and her hours for notary services will be from 9 a.m. to 4:30 p.m. To make an appointment, call x63785.

Use New Health Number

During the recent health benefits open season 755 employees changed their coverage. Health organizations may now take several weeks to process these changes, therefore it could be some time before employees receive their new identification cards.

The Personnel Management Operations Division advises that those employees who changed plans and wish to file claims before receipt of their new identification card, should use the carrier control number on the SF-2809 and the new enrollment code number.

Those employees who did not change plans but only changed options within a particular plan may continue to use the same carrier control number but should use their new enrollment code number. Employees with questions call Nancy Turner on x68918.

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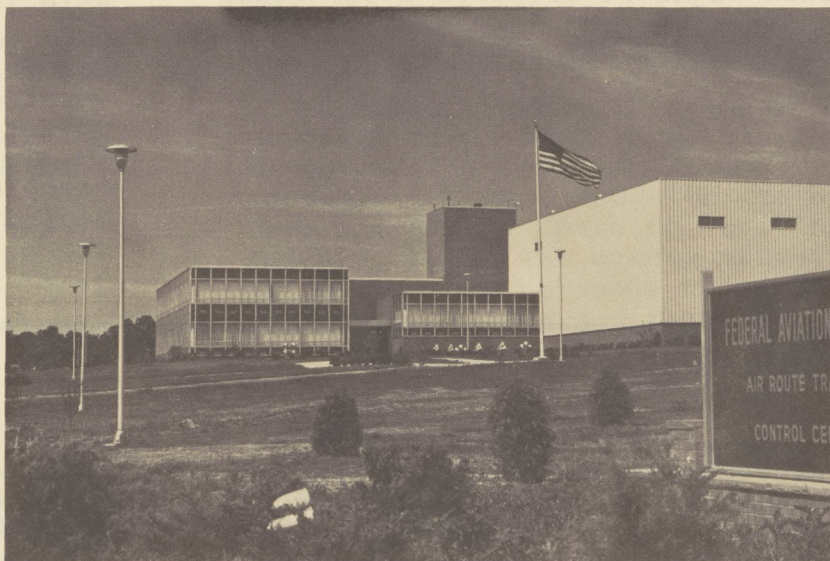
Administrator Details ATC Restoration

The agency has announced a comprehensive plan for lifting air traffic control restrictions for both the airlines and general aviation in most parts of the country by fall. The plan represents an improvement over the timetable announced by the Administrator after the controllers' strike in August 1981 daily average. At that time, he said the ATC system would return to the July 1981 traffic level of 85,820 instrument operations in 22 months, or by May 1983. The agency now expects to achieve that level in April although it will continue to use flow control procedures and other measures after April to prevent excessive traffic build ups during peak hours.

A key element of the plan involves lifting controls at the 20 major U.S. airports where capacity constraints are in effect. Boston, Las Vegas, Minneapolis, Ft. Lauderdale, Miami and San Francisco will be dropped from the list between March 31 and Aug. 29. The agency will make an announcement in April regarding the other 14 locations.

A second major element of the plan involves the phase out of restrictions at the 20 air route traffic control centers. This program already is underway. Nine centers have dropped all restrictions on flights within center boundaries with the other 11 scheduled to follow suit by the end of August.

The next step is to drop restrictions of flights between adjacent center areas. For example, restrictions already have been removed on (See page 2)



Restoration (From page 1)

flights between the Seattle and Salt Lake City centers. The Oakland center will link up with these two in March and the Los Angeles center will join the group in May. This will permit unrestricted flight throughout all or most of eight western states. The only exceptions will be flights into Los Angeles International and San Francisco International where hourly quotas will remain in effect until later in the year.

During the spring and summer, similar center groupings will be completed with one group covering the midwest and the other the southeastern part of the country. Enroute centers covering the Great Lakes states and eastern portions of the U.S. will be joined later in the year to complete FAA's nationwide enroute center restoration program.

In addition to these moves, FAA also will give scheduled airlines increased access to its Tower Enroute program. This will allow the carriers to fly between certain adjacent airports under tower control without obtaining an airport arrival slot.

Medicare--What We're Getting for Our Money

Everybody already knows that a 1.3 percent medicare tax is being withheld from their salary. That's prompted some people to ask, "What are we getting for our money?"

Essentially, we are getting inpatient hospital insurance which is called Medicare Part A. This covers hospitals and skilled nursing facilities and home health services. It has a \$260 deductible after which it pays for 100 percent of hospital expenses for the first 60 days of a period of hospitalization.

Like all people covered by Medicare, Federal employees must have reached their 65th birthday to be eligible for the program's benefits. Either that or they must be disabled or suffering from serious kidney disease that requires special treatment.

Medicare Part B, medical or outpatient insurance, is available to anyone at age 65. This covers physician's services among other items. People who elect to have this insurance pay a small premium and, after a \$75 deductible, are reimbursed for 80 percent of their covered expenses, not including prescriptions. In the near future, employees will receive a pamphlet further explaining Medicare for Federal employees and their family members.

Plane Thefts Down

Pilots generally are upbeat personalities but there are some downward trends they can live with. One if the trend in general aviation thefts, which dropped again in 1982 for the third straight year. According to the Aircraft Owners and Pilots

Association 194 aircraft worth \$17.5 million on the retail marked were stolen during the year. This was 20 fewer plane thefts than during 1981 and 47 less than in 1980. Avionics thefts also were down last year with only 138 compared to 182 reported in 1981.

Ten Employees Cited For EEO Excellence

Ten FAA employees have been selected for the Administrator's Annual Award for Excellence in Equal Employment Opportunity. They are: James W. Lehman, Northwest Mountain Region; Wesley W. Walker, Great Lakes Region; Alma Poole, Central Region; David Robinson, Technical Center; Nathaniel Mosby; Southern Region; Lenore Vanacore, Eastern Region; George W. Woodbury, Jr., Alaskan Region; and Joe, A.P. Alvarez, Edward J. Harris, Jr., and Jerry Long, all Western-Pacific Region. The ten, who were selected from a list of 27 nominees, will receive their awards from the Administrator on Jan. 28 in Washington headquarters. Specifically, they were cited as follows:

James Lehman for his example of excellence in EEO and his personal contact that motivated other employees when he served as chairperson of the ANM Regional Civil Rights Committee.

Wesley Walker for directing the AGL Air Traffic Division's ambitious program to recruit minorities and women for AT positions. He showed that quality candidates were available.

Alma Poole for developing a positive EEO climate at the Kansas City ARTCC. She produced "Black Heritage" calendars and special Intercoms as well as a "sexual harassment" program, "Camaraderie Week" and other programs.

David Robinson for the sensitivity and fairness that have earned him the respect and trust of his peers and management at all levels during five years of EEO counseling at the Tech Center.

Nathaniel Mosby for exemplary service in the recruitment and encouragement of qualified minority persons and females at the Atlanta Aircraft Certification Office.

Lenore Vanacore for advancing equality programs thorough participation on the AEA EEO Advisory Board and for three years of outstanding service as chairperson of the Federal Women's Program Committee at JFK Airport.

George B. Woodbury, Jr., for assuring that handicapped, minorities and females are able to take advantage of upward mobility training in the AAL regional office.

Joe A. P. Alvarez for adopting innovative approaches to furthering EEO such as making the resolution of discrimination complaints a factor in the annual performance ratings of supervisors and managers.

Edward J. Harris, Jr., for his participation in community activities such as his recruitment and public relations programs which have helped black youths to begin careers in aviation.

Jerry Long for motivating employees to realize their fullest potential and for his special efforts to assure that minority employees benefitted equally.

Portable Units Ordered

In order to make the agency's aircraft fleet more versatile, FAA is purchasing three additional portable flight inspection systems from the Sierra Research Corp. of Buffalo, N.Y. The agency already has two of the portable units in service in Alaska and Hawaii.

With this system, almost any one of the agency's planes can be converted quickly for flight inspection use. The 350-pound portable unit is designed to check virtually all standard navigation aids, including the various versions of the VOR and ILS. Delivery of the three systems is scheduled for September 1983.

Bloodmobile Coming

The Bloodmobile will be at FAA headquarters Feb. 2 from 9:30 a.m. to 3:30 p.m. in rooms 5ABC. The Office of Aviation Medicine reminds all employees that a single donation can save several lives, and saving lives is what it's all about. For an appointment, employees should contact their office blood coordinator.

Awards Presented For Rotorcraft Program Plan

For developing the Rotorcraft Program Plan, 15 employees have been given cash awards totalling \$5,000. Those cited were:

Richard E. Livingston (ARO), Norman Fujisaki (APM), David Ostrowski (ARO), Tommie Plummer (ASW-111), Win Karish (AFO-820), Harold Becker (AAT-220), Harold Smetana (APP-400), Jack Burke (AAS-100), Richard Tedrick (AEE-110), Donald Pate (AVN-210), Jimmie Savage (AVN-210), Kenneth Parrish (AVS-12), Laurie Gibbs (AVS-14), and Carol Stone (AFO-700).

Also honored was Capt. Bobby Wilkes, U.S. Coast Guard.

The awards were presented by Walter Luffsey, Associate Administrator for Aviation Standards, and Jerry Chavkin, Director of the Rotorcraft Program Office, at ceremonies held Jan. 12.

Vanpool Riders Wanted

Riders are needed for a Van Pool from Burke/Springfield to FOB-10A for the 8:30 a.m. to 5 p.m. shift. For additional information call Gary Perkins x68194.

Ice Rink Open

The current cold spell isn't all bad news. Among other things, it means good ice skating on the Sculpture Garden Ice Rink, which is located on the Mall between the Hirshhorn Museum and the National Archives. As in past years, the rink is offering special lunch-time skating sessions at reduced prices (\$1.50 per person). Rental skates and lockers are available and there also is a snack bar. For more information, the telephone number is 347-9041.

Flying Club to Give Ground School Course

The FAA Flying Club will conduct an instrument pilot ground school on Feb. 11-13 from 8:30 a.m. to 5 p.m. Since the 11th is a work day, those taking the course will have to arrange for a day's annual leave.

Fees for the course are \$75 for non-club members and \$50 for club members. Everything, including books is covered. For additional information and to sign up for the course, contact Newt Whittaker, x62030.





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NAR Recommendations Make Steady Progress

The schedule for the National Airspace Review (NAR) is being compressed from the original 42 months to 36 months to scheduled completion by the end of 1984. The change was requested and approved by the third NAR Executive Committee (EXCOM) meeting in Washington on Jan. 25.

Deputy Administrator Mike Penello, who serves as the EXCOM chairman, said the change reflects the high priority given the project and the determination to see the work completed in what normally would be a four-year term of office.

During the meeting, 94 recommendations for improvements to the National Airspace System were received from various task groups that have been working in such areas as temporary special use airspace; terminal radar service areas; control zones, airport traffic areas and transition areas; random routes; and radio frequency charts.

These recommendations now will be forwarded to the Administrator for his review and assignment to appropriate offices for action. Work already is underway on 151 recommendations (See page 2)

The News in Brief

o The agency's newest air traffic control tower was commissioned in Bethel, Alaska, on Jan. 16. The structure is 60 feet high and is topped by a 250-square-foot tower cab. Charles Hallett manages a staff of four at the facility which currently is open for business eight hours a day, seven days a week. It is expected to go to a 16-hour a day operation on May 1.

o Yes, there really is something good on television and FAA can claim partial credit. We're talking about A.M. WEATHER, which recently began its fifth year on the Public Broadcasting System and is funded in part by a grant from the agency. It's now seen every weekday morning in 251 cities. Check local listings for time and channel.

o The agency wants to revise the equipment standards for oxygen dispensing units to permit pilots and passengers of small aircraft to use "nasal cannulas" instead of oxygen masks. Nasal cannulas are small, light-weight breathing devices--similar to those used in hospitals--which fit into the nose, providing increased comfort and easy communication for the wearer. FAA's Notice (See page 2)

News Briefs (From page 1)

of Proposed Rule Making stipulates that the nasal device would be approved only for operations below 18,000 feet. The comment deadline is Feb. 16.

o The Office of Personnel and Training reminds employees who waived basic or optional Federal Employees' Group Life Insurance coverage a year or more ago that they can now sign up again. All that's needed for employees under 50 is proof of medical insurability. Also, most employees who marry or have a child and meet other requirements can add to their optional coverage within 60 days of the event without a medical examination. More information is available from servicing personnel offices but employees shouldn't delay because most of the opportunities to add coverage without a medical examination have strict time limits.

Pay Freeze Proposed

President Reagan has told Federal employees that he wants them to forego a pay increase this October as part of his program to increase economic growth and reduce budget deficits. The one-year freeze would affect both civilian employees and military personnel. It also would apply to Federal retirement cost-of-living increases.

In his State of the Union message on Jan. 25, the President called his program "strong medicine" but said it was necessary because "the deficit problem is a clear and present danger to the basic health of our republic." The proposed pay freeze and other economic measures were included in the Fiscal Year 1984 budget, which went to the Congress on Jan. 31.

NAR (From page 1)

previously cleared by the EXCOM, and eight of these now have been implemented while another 14 are scheduled to become effective later this year or early in 1984.

Among those already implemented is an agreement between FAA and the Canadian Air Transport Administration that establishes international notification procedures to be used by the two countries when there is a change in the status of the airspace system that affects the operation of air traffic in the vicinity of the common border. Other NAR recommendations that have been implemented include four that pertain to VFR charting. These involve eliminating excessive printing that causes chart clutter and displaying hang glider areas on the charts.

Members of the EXCOM include representatives from the Department of Defense, the Air Transport Association of America, the Regional Airline Association, the National Business Aircraft Association, Inc., the Experimental Aircraft Association, Inc., the Helicopter Association International, the Aircraft Owners and Pilots Association and the Office of Flight Operations.

MSPB More Than Half Done

The Merit System Protection Board now has handed down initial decision in more than half of the appeals that were filed by dismissed controllers following the August 1981 illegal strike. MSPB officials had ruled on 5,567 of the 10,912 appeals originally filed. Removal actions were upheld in 5,216 cases and reversed in 154. The agency is seeking review in only 30 of the 154 cases. Dismissed controllers have filed petitions for review with the Board in 631 cases.

In the Regions and Centers

Three AFSS Sites Picked

Add McAlester, Okla.; Kankakee, Ill., and Reno, Nev., to the list of automated flight service station sites. The Southwest Region announced recently that it will award a lease contract to the city of McAlester for construction of a building to house the AFSS that eventually will serve the entire state of Oklahoma.

At about the same time the Great Lakes Region announced that a new station at Kankakee, to be financed and constructed by the Kankakee Valley Airport Authority, will serve general aviation pilots in the northern half of Illinois.

On the heels of these two announcements came one from the Western/Pacific Region indicating that Reno will be the site of an AFSS, which after a mid-1984 commissioning will be staffed by about 70 employees.

With the addition of these three, the agency now has settled on 14 of the 61 AFSS locations. The McAlester facility's building occupancy date is scheduled for early 1985 and the Kankakee station later the same year.

New Wing Planned For Aero Center Building

Bids are currently being accepted for a multi-million dollar expansion of the Mike Monroney Aeronautical Center in Oklahoma City. The project involves a two-story addition to the Systems Training Building, which will house a Boeing 727 jet simulator to train FAA inspectors. Construction of the windowless addition is expected to begin this spring and take about 16 months to complete. The building is expected to cost a little over \$3 million, which is less than the estimated cost of the simulator it will house.

First Aircrew Program Managers Appointed in Miami

A new concept in administering Federal Aviation Regulations is being evaluated at the Miami Flight Standards District Office (FSDO). It involves the establishment of two new prototype Aircrew Program Manager (APM) positions with responsibility for overseeing the operation of a particular aircraft type at their assigned airline.

Filling the new positions are two veteran air carrier operations inspectors, William Dubis and Robert R. Lloyd. Dubis has been assigned to Eastern Airlines as their Boeing 757 APM and Lloyd to Pan American as the Boeing 747 APM.

A major innovation of the program is the use of company pilots who will be trained as Aircrew Program Designees to work under the overall supervision of the APMs. Once they have completed their training, they will be authorized to conduct type ratings and other pilot checks that currently require the presence of an FAA inspector. The change is expected to give the airlines greater flexibility in meeting training requirements as well as improve overall FAA surveillance of these activities.

Devereaux AWP Deputy

Richard L. Devereaux, who has been acting Deputy Director of the Western-Pacific Region for the past 13 months has been named to that post. He began his FAA career as a controller in the Phoenix Enroute Center in 1958. Ten years later he switched to Flight Standards and rose to chief of the Flight Standards Division in the Rocky Mountain Region.

Ask Intercom

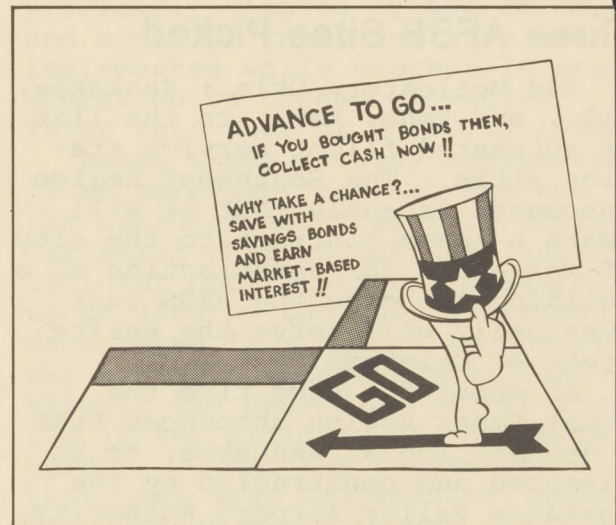
If you want to know about something around the headquarters building, ask Intercom. For example, someone asked Intercom why there are so many military personnel and other "outsiders" in the building of late. The answer is the National Airspace Review. There are some 17 task groups involved in this review of airspace rules and procedures and one or more usually can be found meeting in the building at any given time. Currently, for example, Task Group #1-1.4, National Security Areas/Flight Test Areas is meeting in rooms 9 A and B. Karl Trautman of AAT says, "This is where the day-to-day work of the review is being done, and these task group meetings have been extremely productive."

Study Begins at National

The agency is undertaking a study of Washington National Airport designed to concentrate on safety and operational efficiency aspects of the existing facilities there. A number of overdue problems will be investigated, but expansion of the airport will not be considered.

Among the items to be looked at are the airport's aging aircraft fuel farm, deteriorating utilities, use of existing hangar space, runway safety overrun areas and traffic flow to and from terminal areas.

The agency also is doing a companion study of Dulles Airport that is looking toward expansion of that facility as passenger volume increases. It is now about 80 percent completed.



Travel Vouchers Backlog

Because of mandatory staff shortages, the Accounting Operations Division has a travel voucher backlog. Agency travelers can help cut this backlog by being more careful in their preparation of travel vouchers, and approving officials can help by carefully examining vouchers for errors.

Many travel vouchers are rejected or require extensive audit because they are not properly prepared or documented. Often vouchers are submitted without receipts, with claims of expenses in excess of maximum rates, with miscellaneous expenses claimed without explanation, or with expenses claimed at duty stations. These and a host of other errors all result in a slowdown in productivity.

Visits and telephone calls by employees seeking information that could be found in the Travel Manual (FAA Order 1500.14) also distract the limited staff.



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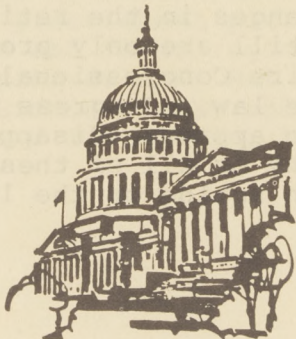
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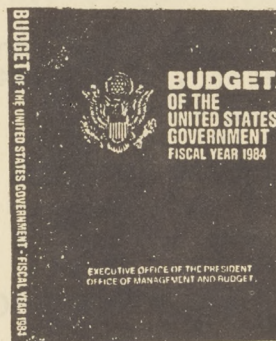
Dole Sworn in; Lewis Reminisces

Elizabeth Hanford Dole was scheduled to be sworn in as the eighth Secretary of Transportation on Feb. 7. On Feb. 1 she won Senate confirmation by a unanimous vote of 97 to 0. Immediately before her appointment to DOT, she was the President's Assistant for Public Liaison. She is a Phi Beta Kappa graduate of Duke University and has master's degrees in both education and law from Harvard.

Mrs. Dole succeeds Drew Lewis who is returning to private industry. At the recent budget briefing he was asked his greatest achievement as DOT secretary and his greatest disappointment. He said his most satisfying achievement was getting the pay bill for controllers and technicians passed. As for disappointments, he said he was sorry DOT/FAA wasn't able to work out an arrangement that would have permitted FAA to rehire fired controllers on a selective basis.



NAS Plan Boosted In FY 1984 Budget



The Administration has asked the Congress for \$5 billion to finance FAA operation and fund various aviation improvement programs during fiscal year 1984. The request is \$850 million more than the FY 1983

figure with approximately two thirds financed through aviation user fees.

Included in the budget request is a substantial increase in facilities and equipment (F&E) money to fund the second year of a multiyear program to modernize and upgrade the air traffic control and air navigation system.

The F&E appropriation would jump to \$1 billion from the \$625 million level in FY 1983. The money would be used to finance such new programs as the Center Weather Processors and the Integrated Communications Switching System as well as continue ongoing efforts like flight service station modernization, microwave landing system and Mode S.

The Research, Engineering, and Development appropriation also would increase dramatically, from \$103 million to \$286 million with a large portion going (see page 2)

NAS

(From Page 1)

for the development of advanced automation systems. Funds also are targeted for improved weather and communication services and continued work in the collision avoidance area.

As usual, the largest single element in the budget--\$2.7 billion--is for 11 operations, which is the money used to pay most salaries and meet other overhead costs. Another \$700 million is requested for the Airport Improvement Program with an additional \$50 million targeted for operation and improvement of the two Washington, D.C., airports.

The Congress will begin its consideration of the agency's FY 1984 budget request the first week in April with hearings before the House Appropriations Subcommittee on Transportation.

Weather Coordinator Named

The Administrator has named a top-level FAA official to coordinate the agency's weather programs. He is Neal Blake, who, as part of his job as Acting Deputy Associate Administrator for Engineering, will oversee the newly established FAA Weather Coordination Program Office which has been set up under the auspices of a steering committee made up of ADL-1, AAT-1 and AVS-1. This office was established in response to a recommendation by the House Science and Technology Subcommittee on Transportation, Aviation and Materials. In a letter to the subcommittee's chairman, Dan Glickman, the Administrator said that Blake's appointment would ensure that FAA has "one well-coordinated and managed aviation weather program." Besides serving as a focal point for weather programs within FAA, the new office will coordinate agency activities with the National Weather Service, the Department of Defense and the user community.

Retirement Proposals Sent to Congress

The Reagan Administration has proposed some major changes in the retirement system for Federal employees. Included in the President's FY 1984 budget, the proposals, which still must be considered by Congress, would increase the length of service required for retirement with full benefits, raise employee contributions to the retirement fund and change the procedures for computing annuities.

Specifically, the Administration wants Federal employees to work to age 65 to get full benefits or have their annuity reduced by five percent for every year under 65. Employees now can retire at 55 after 30 years service with no reduction in annuity. The change would be phased in over a 10 year period to lessen the impact on those nearing the present retirement age. Also, those 55 at the time of enactment would be grandfathered.

Employees would have to contribute a larger percentage of their salaries to the retirement fund. It would go from seven to nine to eleven percent over the next two years. Annuities would be computed on the highest five-year salary average rather than the current high-three average. Employees within three years of retirement eligibility would not be affected by this particular change.

FAA's Office of Personnel and Training emphasizes that the proposed changes in the retirement system still are only proposals and require Congressional action to become law. Congress has the option to approve, disapprove or modify any or all of these proposals in acting on the 1984 budget.

New Certification Code Adopted for Helicopters

The Rotocraft Regulatory Review Program is already paying off and as a result the agency has adopted new airworthiness standards for the certification of newly designed helicopters. Foremost among these is a requirement that any multi-engine helicopter that carries 10 or more passengers must be capable of continued safe flight if one engine fails during climb, cruise or descent.

Other changes deal with certification for Instrument Flight Rules (IFR) operations and for flight in icing conditions as well as the relaxation of existing "height-velocity" requirements for 'copters carrying less than 10 passengers. This change is intended to increase the flexibility of helicopter use, as in rescue operations.

Field Experts Sent to Hq.

Five engineers and technicians from the field have volunteered for 120-day details at Washington headquarters. They have been assigned to the Navigation Division in the Program Engineering and Maintenance Service and will work on the procurement of replacement non-directional beacons and direction finding equipment.

The shift of personnel will help the headquarters staff meet its deadline for these programs and also provide field input in shaping the final procurement package. The volunteers and their regions are: Chuck Blanchard, ANW; Mat Mirko, AWP; Mat Simmons, ACE; and Zenonas Merachis and Bob Miehle, both of AGL.

Administrator Bestows EEO Awards



Praising them as committed individuals "who have taken that extra step," the Administrator bestowed the agency's highest honor for achievement in EEO to ten FAA employees at a Jan. 28 awards ceremony at Washington headquarters. The Administrator also exhorted the participating in the ceremony "to let others know that EEO is not just a function, but a program that is here to stay and we're going to implement it completely and make it grow." Participating in the ceremony are (from left) Nathaniel Mosby, ASO; Wesley W. Walker, AGL; Edward J. Harris, Jr. AWP; Jerry Long, AWP; Alma L. Poole, ACE; the Administrator, Lenore Vanacore, AEA; Joe. A. P. Alvarez, AWP; James W. Lehman, ANM; George B. Woodbury, Jr. AAL; David Robinson, AEA.

Geier A Winner



BERNARD A. GEIER

Flight Operations' Bernie Geier is traveling in fast company. He and famed air show pilot Bob Hoover both were honored last month for "outstanding contribution to the World Air

Show industry." The awards were presented by the International Council of Air Shows which credited Geier for "vastly improved and safer air shows." A 40-year aviation veteran--25 of those with FAA--Geier is the Manager of General Aviation and Commercial Division in Flight Operations.

Hail to The Redskins

Was the trip to Pasadena to see the Redskins win the Super Bowl really worth the money? For an answer, Intercom went to Super Bowl traveler Paul Peterson in the Budget Office, who is used to dealing with such bottom line questions. "You know it," he replied enthusiastically. "It was fantastic." But Peterson notes that he got a break on the air fare because he made his reservations before Washington whipped Dallas and thus qualified for a reduced rate.

As for the game itself, he concedes that he might have seen it better on TV. He and his wife had ground level seats on the seven yard line with the Redskinettes between them and the action. But that was hardly more than an inconvenience to true Redskin fans. The important thing was being there.

Black History Month Events

February is Black History Month, and it's being celebrated throughout the DOT complex. During the next two weeks the following events are scheduled:

- o Feb. 10: "The Ambassadors," a musical performance, Room 2230, Nassif Building, 1-3 p.m.
- o Feb. 10-11: "The Black Veteran," exhibits of black servicemen serving in various wars, Rooms 4436-4438, Nassif Building, 10 a.m. to 5 p.m.
- o Feb. 14: "We Too Have Helped Make America Great," a collection of paintings, Rooms 4436-4438, Nassif Building, 10 a.m. to 5 p.m.
- o Feb. 15: "Constituting Black History Through Individual Effect," a lecture, Room 3201, Coast Guard Headquarters 12 noon to 1 p.m.
- o Feb. 15, 16 and 18: Howard University Art Department exhibits, Rooms 4436 and 4438, 10 a.m. to 5 p.m.
- o Feb. 17: "Multi-Culture Awareness," a lecture by Dr. Edwin J. Nichols, National Institute of Mental Health, Room 2230, Nassif Building, 10 a.m. to 12 noon.

AAT-1 Moving to Tenth

Since he now reports directly to the Administrator, Air Traffic Service Director, Raymond J. Van Vuren, and his immediate staff are moving to the tenth floor of the headquarters building.

Gene Barlow, Special Assistant to the Director, and secretaries Janice Vitko and Janet Glivings will also make the move to the new quarters at 1016D. All telephone numbers to the directors will remain the same.

The move is expected to take place this week.



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Controllers Say Thanks

Controllers at the Leesburg air route traffic control center didn't want Drew Lewis to get away before they had an opportunity to thank him for his joint effort with Administrator Helms in getting their pay raise through the Congress. So, just before Lewis stepped down as Transportation Secretary,

they dispatched a delegation to DOT Washington headquarters with tangible evidence of their appreciation for the efforts of both men. Present at the award ceremony (from left) were Ed Bland, Wayne Curren, Lloyd Coburn, the Secretary, the Administrator, Leesburg Center Chief Angelo Viselli, Ed Bark and Chuck Reavis.

Last EARTS Dedicated

The last En Route Automated Radar Tracking System (EARTS) was formally dedicated in San Juan on Jan. 27 and is operating smoothly, according to Jon Rybert, the Airway Facilities Sector Manager.

Although other EARTS already have been commissioned at the Anchorage and Honolulu enroute centers, the installation at the San Juan center/ radar approach control facility (CERAP) is unique. It is the only one to handle both enroute and terminal traffic. The others are served only by long-range radar and handle enroute traffic exclusively.

Addison Reynolds, San Juan CERAP manager, said the EARTS is "the greatest advancement in air traffic control since the introduction of radar." It improves flight handling and increases controller productivity by providing direct radar readout of aircraft (See page 2)



Flow Control The Last to Go

Most new air traffic controllers have not seen aircraft stacked in holding patterns because of flow-control procedures and other flight restrictions imposed since the August 1981 strike. That's why the Administrator says the agency will have to continue to use some sort of flow management even after the other restrictions have been dropped "to avoid an excessive build up of traffic at certain facilities during peak periods of the day."

Speaking at an aviation seminar in Marco Island, Fla., the Administrator said a gradual scaling down of flow-control to pre-strike levels will give controllers the time they need to adjust to peak-hour traffic loads. "I want our controllers to ease into it," he added. "First see two in hold for a couple of months; then four for three or four months; then six and two holding patterns in their sector. That, and that alone, is the reason for the slower phase-out of flow control."

Boston Frees Up Airspace

In keeping with the schedule announced last month by the Administrator, the Boston air route traffic control center on Feb. 7 lifted all restriction on flights within its boundaries. That pushed the number of en route facilities without internal flight restrictions to 10, or half the total serving the conterminous U.S. Next in line are the Denver and Oakland centers. The proposed date for both is March 14.

New System May Provide Low Cost Radar Picture

The agency is investigating a new and relatively inexpensive method of providing ground-based weather radar information to pilots in flight using the VOR voice channel. The same information can be sent to fixed base operators and others providing pilot briefings via telephone lines.

Developed by the Mitre Corp. under the agency's sponsorship, the "cockpit weather dissemination system" currently is being demonstrated at FAA's Hangar Six at Washington National Airport. The system now uses data provided by the National Weather Service radar at Atlantic City but later will switch to the NWS radar at Patuxent River, Md. The heart of the system is a small processor and printer that takes digitized weather data and presents it in pictorial form. Pilots also have a key board which they can use to request a printout of surface weather conditions and related meteorological information.

General aviation would be the primary beneficiary of the system, which is being developed as a low-cost alternative to airborne weather radar. Since most general aviation aircraft already have a VOR receiver, the total installation cost for the system would be less than \$2,000, according to current estimates.

Dedication (From page 1)

identity, altitude and other critical information.

The San Juan EARTS uses data from terminal radars at San Juan and St. Thomas and a long-range radar at Pico del Este.

Deputy's Rocky Mt. High

When Deputy Administrator Michael J. Fenello made a three-day tour of the Southwest Region recently, he said he wanted to visit some of the "out-of-the-way" facilities. So Regional Director C.R. "Tex" Melugin arranged for the entire party, which also included Associate Administrator for Administration Charles E. Weithoner, to spend one night at the Washington Pass long range radar site in New Mexico. Because of winter snows, the party had to use a snow-cat to reach the site, which is located at 9,000 feet in the Rocky Mountains. Although the temperatures were near zero, the group spent a comfortable night at the facility, which has both eating and sleeping accommodations for technicians who must spend several days at a time there. The Deputy's trip included stops in Lubbock, El Paso, Houston, San Angelo and Gallup and gave him an opportunity to see first hand the agency's new human resources program in action, as well as present close to 50 length-of-service pins and other awards. He came back to Washington enthused about the progress of the program in the Southwest Region and still smiling over an incident in El Paso where a van full of about eight young women drove up to meet his party and then unfurled a banner that read, "Welcome to Tucson." It's sort of a private joke by local boosters who feel El Paso is overlooked as a resort area in favor of Tucson and Phoenix.

A Message From the Administrator

One of my primary objectives as FAA Administrator is to improve communications as a means of improving professional relationships at all levels of the agency. If we cannot communicate with one another, neither can we work together to modernize the National Airspace System and move U.S. aviation into the twenty-first century in its historic leadership position.

For years Intercom has been providing information about FAA developments, personnel actions and other matters of concern to employees. One thing missing has been any way to exchange ideas, to let employees express their views. I hope that will change. I have asked the Assistant Administrator for Public Affairs to begin accepting and publishing letters from our employees, as space permits. There might not always be room for all letters, but we will endeavor to do our best to publish a representative sampling.

Letters should be brief--under 100 words--and sent to the Assistant Administrator for Public Affairs, APA-1. In keeping with the usual media practice, unsigned letters will not be used, but we will honor requests to withhold the publication of names and keep them in the strictest confidence.

I truly would like to know what you are thinking about the plans and programs of the agency, about your own ideas for improvements and initiatives. I hope that more of you will have an opportunity to express yourself through this effort to make our Intercom the two-way communications vehicle that it should be.

Hangar Six Crew Always Ready

FAA employees working at Hangar Six at Washington National Airport are on call around-the-clock but they say they wouldn't trade their jobs for anything. They like the day-to-day involvement in the real world of aviation.

In all, 18 FAAers work at Hangar Six, which is the operational and maintenance base for the four FAA aircraft in the Washington area. John W. Sewell is the Hangar Six manager, with Howard Clark in charge of maintenance. Sewell also is one of five pilots assigned to the hangar.

One of the primary missions of Hangar Six is pilot recurrent training. Right now, there is a group of General Aviation District Office inspectors going through recurrent training in N-2, a twin-jet Citation, and N-3, a Grumman twin turboprop.

Hangar Six aircraft also get involved in projects such as the evaluation of the microwave landing system. N-4, a Beechcraft King Air, has the MLS avionics installed and is being used for this purpose as well as other assignments.

In addition, the Administrator uses the aircraft, generally the four-engine Jetstar (N-1), to check the progress of the ATC rebuilding program.

Another critically important mission is transporting FAA and NTSB investigators to the scene of an accident as quickly as possible after the event. Since accidents can happen any time of the day or night, Hangar Six people always are on stand by. It goes with the territory.

The Big Snow

Everybody who reported to work on Friday, Feb. 11, during "The Blizzard of '83" has his/her own horror story concerning the trip home. Dave Hess (AMA) dug his car out of the parking lot at National Airport, drove to his home in Northern Virginia and then found he couldn't get into his development or leave his car anyplace where it would be safe. So he drove back to National, put his car in the same spot and took a cab to his home.

John Leyden (APA) said he knew he was in for a bad time when he got stuck pulling out of the parking garage. Norm Weil (APO) had to improvise when his car pool cancelled out and made it home to Rockville by Metro train, hitchhiking and walking.

Joe Flavin (AVS) was in a car pool where the windshield wipers didn't work so the driver and his co-pilot had their windows wide open and were reaching out with scrapers to keep the glass clear. Flavin was in the back seat freezing.

Vanpool driver John Kern (ASF) spent more than six hours getting Brad Pearson (ASF), Hazel Robinson (AMS), Jerry Lavey (APA), Bernie Geir (AFO), and Roger Knight (ASW) to their destinations in Northern Virginia. They tried every conceivable route, including cutting through the Pentagon parking lot where they picked up four hitchhikers, but they found there was no easy way home.

Some FAA headquarters people didn't go home at all. Don Gaddy, John Gibbs, Bill Craft, Lou Grilo, Joe Hillard and Mike Ego spent the entire weekend in Central Flow and reported their biggest problem was finding food. And in the Comm Center, Orville Brockman remained on the job from 7 a.m. Friday until Saturday afternoon.



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AF Gets 'Well Done'

"Well done" is the message that went out to Airway Facility technicians after the big Feb. 11 snow buried much of the eastern U.S. under a thick blanket of white. Despite the near record snowfall, they kept the National Airspace System operating in a normal manner with only minor exceptions. In many cases, this meant fighting their way through snow drifts to reach critical facilities and remaining on duty long after their normal shifts.

On a national TELECON, Marty Pozesky, Director of the Program Engineering and Maintenance Service, expressed the appreciation of top FAA management for the outstanding effort put forth by technicians, and engineering and administrative employees "who helped to insure the high level of operating reliability" of the National Airspace System during the worst of the (See page 2).

Sector of the Year Awards

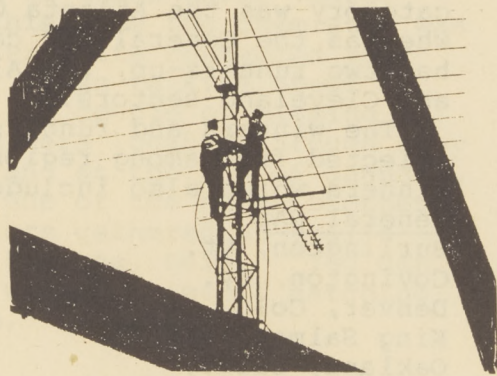
Airway Facilities sector offices in Des Moines, Iowa, and at the New York TRACON have been singled out by the agency for outstanding performance during 1982. A.P. Albrecht, Associate Administrator for Development and Logistics, announced that Des Moines was picked as the best in the nation in the General NAS sector category, and the New York sector came out on top in the enroute center category.

The managers of both sectors reacted to the news of their selection as Airway Facility of the Year in the same way, by giving their staffs full credit for the honor.

Cy Schulze, Des Moines Manager, put it this way, "It is always rewarding to be recognized for work you have done as an individual or a group. It was the whole team that can be proud of its accomplishments." Vincent Laurentino, who runs the New York TRACON sector, summed it up by saying, "This was a total effort by people who contributed the extra efforts to do those extra things that make a difference."

The winning sectors were picked on the basis of facility performance, personnel development, staffing limitations and other general program areas. Of these, facility performance was the most important.

The actual award ceremonies for sector employees are scheduled to take place early this spring. At that time each sector will receive a Facility of the Year plaque and each employee will get an individual (See page 2)



More Places to Land

The number of U.S. airports, heliports and other landing facilities jumped to 15,831 in 1982, an increase of 355 over the previous year. Included were 12,596 airports, 2,712 heliports, 458 sea-plane bases and 65 short takeoff and landing (STOL) facilities. A total of 799 new facilities opened during the year and 444 closed, producing the net gain of 355.

The Administrator said the figures reflect the importance of airports to the nation. They not only provide a vital link in the transportation system but also are major economic centers, creating jobs, local spending and tax revenues.

Texas continued to lead all states with 1,484 landing facilities. Illinois had 908, California 843, Pennsylvania 696, Ohio 681, Alaska 666, Florida 529 and Minnesota 498.

Awards (From page 1)

certificate of achievement for personal contributions.

The runner-up in the ARTCC category was the Atlanta Center, whereas the General NAS category had two runners-up, the Albuquerque and Cleveland sectors.

The winners and runners-up were selected from among regional winners which also included:

General NAS

Burlington, Vt.

Covington, Ky.

Denver, Colo.

King Salmon, Alaska

Oakland, Calif.

Pittsburgh, Pa.

ARTCC

Auburn, Wash.

Minneapolis, Minn.

Nashua, N.H.

FAA Pilot Saves Three

The specialized knowledge of an air carrier inspector turned controller was instrumental in saving the pilot and two passengers of a plane forced to ditch off San Juan recently. The single-engine aircraft was almost out of fuel when the pilot called in and declared an emergency. The situation was further complicated by the fact that night was coming on fast. The San Juan Center radar approach control (CERAP) identified the troubled plane on radar and then turned the matter over to controller Fernando J. Junco, who worked at the Minneapolis Air Carrier District Office as an inspector before the controllers strike. His methodical, professional instructions on "ditching" calmed the near-panicked pilot and enabled him to make a successful water landing. Junco then vectored an Air Force C-130 and later a Coast Guard H-3 helicopter to the accident scene. Before the night was over, the helicopter rescued all three persons who had been on board the plane from their life raft. During the month of December and January 160 flight assists were reported. Flight service stations were reported responsible for 73 of these assists, terminal facilities accounted for 66 and centers handled 21. There were 309 persons on board the aircraft involved.

'Well Done' (From page 1)

blizzard of '83."

Pozesky also noted that this challenge once again demonstrated the reason for the high level of respect accorded the men and women who maintain the NAS 24-hours a day, seven days a week.

In the Regions and Centers

Leesburg is AFSS Site

The Eastern Region has selected Leesburg, Va., as the site for the automated flight service station (AFSS) that will serve the Delaware, Maryland and Virginia area. The agency now has settled on 15 of the projected 61 AFSS sites.

Leesburg already has a flight service station collocated with the Washington air route traffic control center. However, the new facility will be built at Arthur Godfrey Airport under a lease agreement with the city.

Leesburg was the low bidder in the competition to get the station and will build a 12,000 square-foot building according to FAA specifications and lease it to the agency.

From Airline Pilot To Controller

The Southwest Region thinks it has the first furloughed airline pilot to qualify as an air traffic controller at a major facility. He is Jack Guidry, who started at the Dallas-Fort Worth tower as a flight data aide in Oct. 1981, after being furloughed by American Airlines. His next move was to take and pass the controller's test. On March 1, 1982, he went to the FAA Academy for initial training, returning to DFW in mid-June. On Jan. 2, 1983, he was completely certified in the tower.

FAA World Reunites Family

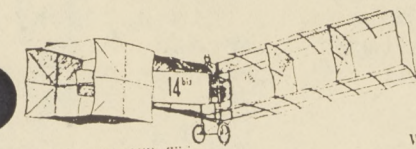
FAA World can take a bow for sparking a family reunion of six brothers and sisters who got together recently for the first time in more than 40 years.

World got the ball rolling with an article in the December 1982 issue about the last class of FAA inspectors to receive DC-3 training at the Aeronautical Center. Paul Privette, a team supervisor at the Indianapolis enroute center, was reading the article when he spotted the name and photo of a brother-in-law he had heard about but never met. That was Glen Veal of the General Aviation District Office at Wiley Post Airport in Oklahoma City.

The Veal family was split apart by divorce in the early 1930's and all but one of the seven children ended up in orphanages and foster homes. The family members lost contact with one another and subsequent efforts to reestablish ties were frustrated by the bitter memories of those early years.

But this time the chemistry was right. Privette contacted Veal and they began talking about a reunion. A couple of missing brothers were located through Navy records and at the end of January, all but one of the seven brothers and sisters gathered at Veal's home in Mustang, Okla. "You can believe we had a lot of catching up to do," Veal said.

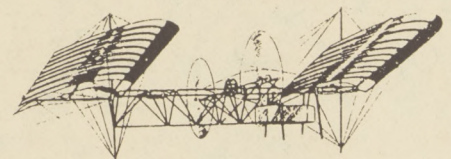
From These Unique Acorns Great Jet Transports Grew



SANTOS DUMONT



WRIGHT BROTHERS



LANGLEY

What Liberal Leave Means

We find this hard to believe but one of the local disc jockeys noted during the Big Snow of Feb. 11 that government employees were calling the station and asking them what "liberal leave" means. He explained that it meant employees didn't need advance approval to take leave.

That's basically correct, but remember, "liberal leave" can only be announced by the Office of Personnel Management (OPM). Clip and file this item for handy reference next winter because it's not going to snow anymore this year.

New Phone Directory Cleared to Land

The new and long awaited DOT telephone directory is scheduled to be distributed by the end of the month. This edition will reflect the recent engineering reorganization at FAA. New offices and services such as the Associate Administrator for Development and Logistics, Systems Engineering Service and Program Engineering and Maintenance Service will all be listed.

Ground School Rescheduled

The FAA Flying Club's Instrument Pilot Ground School, which was "snowed out" recently, has been rescheduled for February 25, 26, and 27, 8 a.m. to 5 p.m. For additional information call Newt Whittaker on x62030.



Ask Intercom

As our readers may have noticed, major construction is underway in front of the Smithsonian Castle, across Independence Ave. from FAA headquarters. The Victorian Garden, built to replace the old Air and Space Museum quonset hut after the new museum opened in 1976, has been turned into a construction lot.

Rumor has it that a sunken garden is being built, but rumor is wrong. Actually under construction is the underground museum of African Art and the Sackler Gallery of Asian Art, which also will be below ground.

After the underground portion and ground level pavilions are completed, the trees and plants that once graced the area will be returned.

But don't wait with bated breath. This is not expected to happen until late 1985.

Dulles Shows Gain in 1982

The year 1982 was a good one for Dulles International Airport despite the weak economy and strike-imposed flight restrictions. Airline operations increased by 9.8 percent and airline passengers by 12.9 percent, as 2.4 million people passed through the celebrated terminal building. The air taxi business also boomed at Dulles last year. Operations were up 34 percent and passengers by 100 percent. Meanwhile National Airport registered almost all minuses with airline operations down by nine percent and passenger traffic by six percent. Neither airport could attract more general aviation flights, however. This category was down almost fourteen percent at National and eleven at Dulles



U.S. Department
of Transportation

**Federal Aviation
Administration**

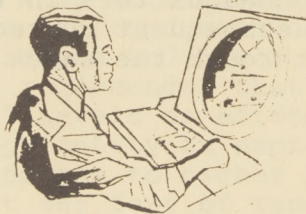
Headquarters Intercom

CD-2s Delivered

Another major milestone in the implementation of the National Airspace System Plan was reached Feb. 11 with delivery of two second-generation, dual-channel common digitizers (CD-2s) to the FAA Academy. The units were quickly installed, tested and accepted and will be used for technician training.

A third CD-2 is scheduled to be delivered to the FAA Technical Center sometime in March. It will be used for field support activities.

In all, seven units are to be used for training and maintenance support. The other



20 CD-2s, ordered from the IL Division of the Eaton Corp, will be shipped directly to

FAA College /University Program Gets Tentative Approval

The agency has received tentative approval from the Office of Personnel Management (OPM) to conduct a five-year demonstration of its Airway Science Curriculum program which will be offered at various U.S. colleges and universities.

The demonstration project will determine whether the FAA-approved course of studies, which was developed at the Administrator's direction, will provide the agency with better trained candidates for certain occupations. The OPM action is the first step in an approval process which includes Congressional review and an opportunity for public comment.

Final OPM approval, which is expected by

late summer, would allow those who complete the model curriculum or who demonstrate equivalent training and experience to be eligible for certain FAA occupations, including air traffic controller, electronics technician, aviation safety inspector and computer specialist. They would start at the GS-7 level.

To date, more than 35 schools have expressed interest in establishing curricula, and 14 have submitted such curricula for FAA review. In general the college level curricula, which lead to bachelor's degrees, provide a broad foundation in math, science and management topics as well as in aviation.

radar sites where they will convert radar returns into digital messages that the air

traffic control computers can understand. The converted message is then sent (See page 2)

Thanks, Again

More than 18 months have passed since the controllers' strike and everyone has forgotten the extraordinary efforts made by supervisors, controllers, technicians and others in rebuilding the ATC system ..right? Wrong! Richard J. Ferris, chairman and chief executive officer of United Air Lines, has an editorial in the February issue of the carrier's inflight magazine which reminds air travelers what the FAA has accomplished since August 1981.

"We need to give controllers more thanks more often," he said. "The airline industry owes the nation's air traffic controllers heartfelt thanks for keeping thousands of flights moving smoothly through the airways. Travelers owe the air traffic controllers heartfelt thanks for enabling them to continue the frequent flying so many have come to rely on."

CD-2s (from page 1)

to an ATC facility where the radar information is processed and the results are presented directly on the controller's display.

The dual-channel units, which can stay on the air even if one channel fails or is shut down for routine maintenance, will replace one-channel gear which does not have this capability.

Delivery of the common digitizers to field sites is scheduled to begin early in the fall of '83 and be completed by April 1985.

Administrator Sees Helicopter Growth

The Administrator has told a meeting of helicopter industry executives that he foresees the time when rotorcraft will be used routinely for transportation between U.S. cities. Speaking to the Helicopter Association International, he said FAA was committed to this concept and working on a heliport program leading to a "goal of eventually having a network of all-weather heliports" serving downtown areas of cities all over the country. This is the proper way to have technology cover the needs of our citizens, he added.

At the same time, the Administrator said the helicopter industry must be more noise conscious if the helicopter is going to realize its full potential as part of the country's transportation system. He said the industry already has available to it a means of achieving noise reduction through operating procedures, and he urged the industry to continue to fly more quietly and considerately.

Civil Rights Code Can Be Changed

The Office of Civil Rights notes that a racial/national origin code has been entered into confidential Civil Rights records for each employee. Those wishing to check their code can do so by writing to ACR-1 at FAA headquarters in Washington. Any subsequent corrections can be made through the same office.

Buy U.S. Savings Bonds

In the Regions and Centers

ARTCC in the Public Eye

The "changing role" of the Houston enroute center is the subject of a five-page article in the February issue of Business and Commercial Aviation. The article cites the concentration of helicopter traffic and growing regional airline activity as two major factors impacting the center, which now ranks third in the nation in total operations. It also focused on the LOFF (Loran-C Flight Following) program, which the center is testing as a means to provide control services to helicopters operating over the Gulf of Mexico.

From Our Readers

Recently, Intercom ran a message from the Administrator soliciting employees' views on agency programs and policies. These now are starting to come in and we're reprinting the first one here. It's from Doris Dutch of the Office of Management Systems in Washington. She writes: "In keeping within the purview of the FAA Mission--'Promote Safety within the National Airspace System'--it becomes exceedingly difficult to keep this thought in mind when one is faced with daily morale problems and one's own safety. It is recommended that employees at all levels be afforded the real opportunity to express their concerns to higher authority without the fear of reprisal. People, in general, are afraid of the backlash of their immediate supervisors if they even try to buck the system. They feel that the machine is all too powerful. I know I speak for many FAAers."

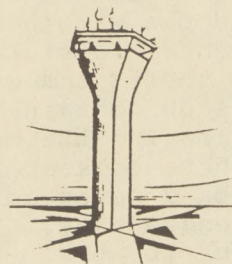
Kind Words for the Boss

One way to judge supervisors--perhaps the best way--is to listen to what their subordinates have to say about them. By that standard, Supervisory ATC Specialist Leo Spencer of the Danbury, Conn., airport control tower comes off looking pretty good.

Last November, Spencer was detailed to the Groton-New London airport tower to assist with the reopening of that facility which had been closed since the August 1981 controllers' strike. He did such a good job during his 2 1/2 month assignment that eight working controllers at the tower subsequently wrote New England Regional Director Robert Whittington to thank him for sending Spencer to Groton. Most of the eight are recent Academy graduates and they credited Spencer for establishing a training program that taught them the finer points of working traffic.

"Because of his efforts," they wrote "we have developed a good working rapport with pilots and the flying public, placing strong emphasis on courteousness, precision and above all, to the highest degree, professionalism."

Spencer now is back at the Danbury tower working as an area supervisor and his boss, Bob Richardson, describes him as a "good, solid man." What a supervisor's supervisor thinks about him also is important, especially at performance appraisal time.



Headquarters News



Ask Intercom

Since Intercom began to run this column several weeks ago, readers have begun to ask all kinds of questions. For instance, one reader asked why the clocks in FOB 10A don't work. "Here we are, a technically oriented agency, bragging about the sophistication of our equipment, and the plain, old fashioned electric clocks in the headquarters building don't work. Well, about half don't work, and the other half only work half the time."

O.K., Intercom found out. There's a "short" in the system--that's about the size of it--an elusive short in the system.

For the past six weeks or so electricians have tried to run down this "hide and go seek" short, but so far it has escaped them. However, they're working on it and here and there clocks are beginning to work.

Another reader wants to know what the first floor guards are guarding against. The inquisitive reader points out that they don't check ID cards, they don't keep people from walking into the building with weapons under their coats and they don't watch over vehicles in the near by bike or moped racks.

Intercom found out, You're right, they don't. They are not responsible for anything outside of the building.

They are on guard to watch for suspicious people within the building, to quell disturbances, follow up on thefts and make random checks on containers entering or leaving the building.

They're there to keep the peace, and you'd never notice unless you needed them. That's how it's meant to work.

Clifford Schum

Clifford Schum, who was a special assistant to the Associate Administrator for Air Traffic and Airway Facilities when he retired several years ago, died Feb. 16. At the time of his death he was living on his farm in Elkridge, Md. The family has asked that contributions to Mr. Schum's memory be sent to the American Heart Assn', P.O. Box 456, Media, Pa. 19063.

More on the Big Snow

One last word on the "Blizzard of '83" that dumped 17 inches of snow on National Airport and 22 inches on Dulles. We want to give a little recognition to the snow removal crews, police officers, fire fighters and other airport personnel who worked around-the-clock through the weekend to restore air service to the Nation's Capital. Thanks to their efforts, Dulles was reopened at 11 a.m., Saturday, Feb. 12, after being closed for 24 hours, and National resumed operations at 2:40 p.m. after a 29 1/2-hour shut down. Metropolitan Washington Airports employees also were kept busy on the Dulles Access Road, rescuing stranded motorists from 44 vehicles that were abandoned during the storm. MES Director James Wilding took note of these achievements in a statement that said: "The traveling public owes a deep gratitude to you on the Snow Removal Crews and all the others who served so well during the emergency...It seems pretty clear to me that we coped with the situation much quicker than others in the Washington area and, for that matter, quicker than other airports up and down the east coast."



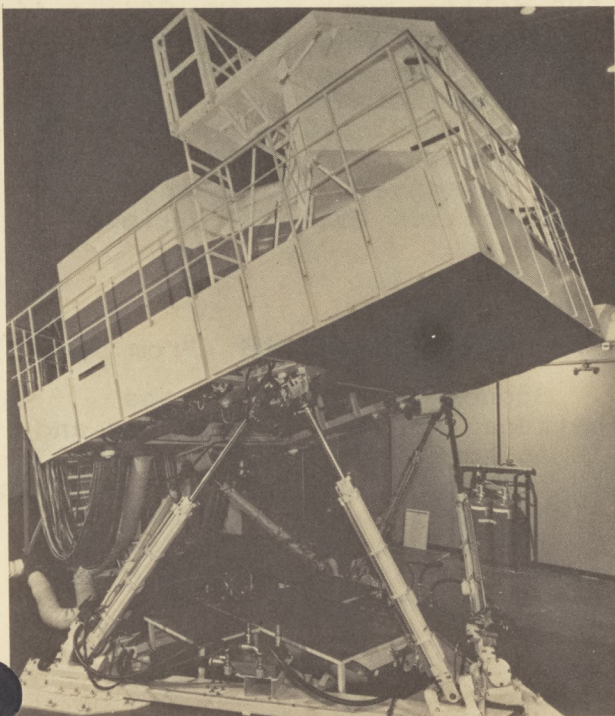
U.S. Department
of Transportation
**Federal Aviation
Administration**

Headquarters Intercom

Flight Simulator Purchased

FAA has been pushing the development of advanced flight simulators for some time and urging the airlines to use them as a means to cut both fuel costs and training accidents. Now the agency is taking its own advice and buying a Phase II Boeing 727 flight simulator for use in training its operations inspectors and other jet pilots.

CAE Electronics Ltd. of Montreal, Canada, is building the simulator and (See page 2)



A Boeing 727 simulator built by CAE for United Airlines

Human Relations Program Gets Overall Manager

The agency now has a national manager for its expanding Human Relations Program. He is James Boone, who was the Southern Region's Human Resource Specialist and previously was a researcher in the psychology lab at FAA's Civil Aeromedical Institute.

Speaking of Boone's appointment, the Administrator said, "The choice of Dr. Boone clearly reflects the commitment of both the Deputy Administrator and myself to a permanent human relations effort at FAA. Selection of a highly qualified individual, like Dr. Boone, as national manager will further the goals and objectives of this program.

Boone will start his new assignment April 3 as a member of the Administrator's staff. That will give him immediate access to the Administrator, as well as the Deputy Administrator, and assure continued top level attention to the Human Relations Program.

Before taking the FAA job at CAMI, Boone was a professor in the behavioral sciences department at Florida State University. He was the only FAA employee selected to fill one of the 12 Human Resource Specialist positions. (See page 2)

Simulators (From page 1)

will deliver it in 18 months to the FAA Aeronautical Center in Oklahoma City, where a new building is under construction to house it. FAA expects the simulator will make its first "flight" two months after delivery and plans to use it not only for training inspectors but also as a research tool to investigate flight procedures, air crew workload and the circumstances of aircraft accidents.

FAA settled on the 727 simulator because the Boeing 727 is far and away the most widely used commercial aircraft in the world and thus generates more work for FAA inspectors than any other jet. Some 1,800 of the three-engine jets currently are flying with airlines around the globe.

Sexual Harassment Against the Law

"Sexual harassment is against the law and will not be tolerated in this agency," the FAA Administrator writes in his policy statement which introduces the agency's recently issued pamphlet, "Prevention of Sexual Harassment."

The eight-page booklet, which spells out the agency's position against sexual harassment, was prepared by the Office of Civil Rights. It answers questions asked by supervisors and others, such as, what is sexual harassment? How do you know when it happens? and What can you do about it? It will be distributed to all employees at the Administrator's request. It should be on their desks before the end of the month.

New FAA Forecast Sees Renewed Aviation Growth

Better times are in sight for aviation according to FAA's "Aviation Forecasts for Fiscal Years 1983-1994." With the return of the air traffic control system to full capacity and the upturn in the economy, the forecasts see significant gains across the board for the airlines, commuters and general aviation.

All of this means higher annual activity levels at FAA air traffic control facilities. During the forecast period, operations at controlled airports will jump from 56.4 million to 99.7 million; instrument flights at enroute centers from 29.3 million to 41.6 million, and weather briefings and other services provided by flight service stations from 63.8 million to 96 million.

Some of the key growth indicators in the forecasts are a 70 percent jump in airline travel with passenger traffic passing the 500 million mark in FY 1994; a 46 percent increase in the size of the general aviation fleet with the number of aircraft going from 215,000 to 315,000; and a 135 percent growth in commuter activity with passengers increasing from 17.6 million to 41.5 million.

Human Relations (From page 1)

Boone is a member of the National Academy of Sciences and is an Associate Fellow of the Aerospace Medical Association. He also served on the Presidential Commission on Safety and was a member of NATO's Advisory Board for Aviation Safety.

In the Regions and Centers

Two Came for Honors

Two FAAers from the regions were in Washington recently to receive awards from the Administrator personally. They were Leonard Peterson, Manager of the Miami Civil Aviation Security Field Office (CASFO), and John G. Roach, Deputy Director of the New England Region. Roach received the agency's Distinguished Career Service Award at the time of his retirement and Peterson was the first security officer to be presented the agency's top honor, the Administrator's Superior Achievement Award.

Roach, who retired Feb. 28, was cited for "significant accomplishments" through his FAA career and "total dedication" to safety. He was appointed Deputy Director in 1980 and before that held supervisory jobs since joining the agency in 1969. An experienced pilot he has earned the Airline Transport Pilot and Flight Engineer certificates.

Peterson was commended for the work he has done over the past several years while he was FAA's principal security representative in the most threatened area of the U.S. He has directed more airline/law enforcement efforts from the scene of hijackings and sabotage incidents than any other security officer. He has also been a leading participant in crewmembers debriefings which have been a principal factor in designing effective defensive security measures.

GADOs Cited by GAMA

Five FAA General Aviation District Offices (GADOs) are slated to receive citations and cash awards from the General Aviation Manufacturers Association (GAMA) for outstanding support of the Accident Prevention Program.

The citations will be signed by the FAA Administrator who said, "With these goes a well done to all who have worked so diligently at the never-ending task of improving aviation safety, FAA's most important responsibility."

The awards, which range from \$1,000 to \$5,000, are expected to be distributed in April. The Westfield, Mass., GADO will receive \$5,000; the Oakland and New Orleans GADOs, \$2,500, and the Kansas City and Rochester, N.Y., GADOs, \$1,000.

Four of the five offices will divide up the money among employees. The Kansas City GADO will put the money in an office fund to be used as an entertainment fund.

Controller Ends Shift, Then Has Another Arrival

Heather Todd, a former Army controller who came to FAA at Minot (N.D.) tower last May, is dedicated to her work. Either that or her sense of timing is off. On a recent Monday night she left the tower at 8 p.m., went home for a partial night's sleep, then went to the hospital and brought Shawn Thomas Todd into the world.

According to Bob McDonald, tower manager, she hopes to be back at work as a full performance level controller by mid-March, leaving the baby partly in charge of her husband, who is a student at Minot State College.

Headquarters News



Awards and Rewards

Letters of Commendation

Virginia Hoover, AFO
Mary Ann Guntow, AFO
Joyce Gillen, ALG
Ann Tucker, AMS
Mike Bateman, APM
Michael Perie, AAP
Phyllis Burbank, APT
Joe Proctor, APT

Quality Increase

Barbara A. Disharoon, AAT
Thomas E. Connor, AEE
Benjamin H. Tollison, AFO
Charles J. Sarick, AWS

Special Achievement for Special Act or Service

Gerald Waterfall, AAS
Sandra Domanick, ALR
Donna Aikens, ALR
Monica Piazza, AGC
Win Karish, AFO

Special Achievement - Performance

Jean Neely, AGC
Lynn Leverenz, AAT

Private Pilot Ground School Set

The FAA Flying Club will conduct a private pilot ground school on Monday and Wednesday evenings from 6 to 8 p.m., March 21 to May 4 in the FAA Building. For additional information, including room number, contact Marty Lynn, x63540.

From Our Readers

"I would like to take this opportunity to encourage the Human Relations Committee (HRC) to continue to push for training incentives, i.e., compensatory time may be earned by employees attending after-work training. In addition, I would like to suggest that the HRC consider establishing FAA's very own undergraduate and graduate level school as the Boston Federal Executive Board (FEB) has done at the Federal Building in Boston, Mass.

"As a graduate of the Boston FEB, I truly know the value of getting FAA supervisors to be more conscious of the need to schedule training that would expand the employees knowledge into new, not specifically job related, areas for the good of the agency." (Ezequiel E. Lopez, ALG-220)

22 FAAers Retire

The FAA Alumni Association has 22 potential new members as a result of Dec./Jan. headquarters retirements. Included was former Air Traffic Service Deputy Director Ramon Alvarez. Also Public Affairs' own Mary Alexander, who called it quits after 37 years of government service. Others are: Martine F. Rosenberry and Edward D. Eisele, AFO; Edward R. Lambert, Robert F. Nugent, Charles E. Chapman, Emil C. Hettich, Edward B. Schilke and Beulah C. Chew, AWS; Alice P. Canterbury, AAA; John W. Rice, Jr. and William H. Andrews, AAT; Edna Baruch, Carl G. Foultz, Larkin E. Stevenson and Wilbert R. Brown, ALG; Lloyd M. Burstein, ARD; Earlee W. Thomas, AIA and William G. Covell and Samuel F. Elliott, AAF.



U.S. Department
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Headquarters Intercom

FAA Certificates B-747-300

Boeing 747-300

FAA's Northwest Mountain Region has cleared the Boeing 747-300 for flight, and the first two aircrafts have been delivered to international customers, UTA and Swissair. The newest 747 version has its upper deck extended 23 feet and it will be able to carry as many as 660 passengers. It is a tad faster than earlier versions and about one percent more fuel efficient because of the improved aerodynamics.

Small Leave Increments OKed

"Mark me down for 15 minutes leave" is a phrase time and attendance clerks will begin hearing this month. Effective March 20, FAA employees will be able to take annual leave, sick leave, and leave without pay (LWOP) in increments as small as 15 minutes.

This change results from a new FAA management policy that will provide employees with greater flexibility in scheduling short-term leave for (See page 2)

Agency Strengthens ATC Quality Assurance Program

The agency is planning three major improvements to its quality assurance program for the ATC system and is giving designated Facility Advisory Boards the responsibility for drafting the necessary procedures and orders for implementation. The three actions are aimed at further enhancing the level of controller professionalism and providing more data on the causes of operational errors so that these causes can be minimized or eliminated.

Two of the changes are the use of ATC computers to identify operational errors and the development of a new classification system that will more clearly describe the scope and circumstances of these incidents. The third step calls for the establishment of an individual performance quality control program for controllers that will lead to correction of minor deficiencies before they can become serious.

Work will begin this spring on developing procedures for implementing all three changes at the 20 domestic enroute centers. Full national implementation in the centers is scheduled for early 1984. However, the feasibility of using computers to identify operational errors in terminal facilities requires further study because the present equipment lacks the capacity and sophistication of (See page 2)

Quality Program (From page 1)

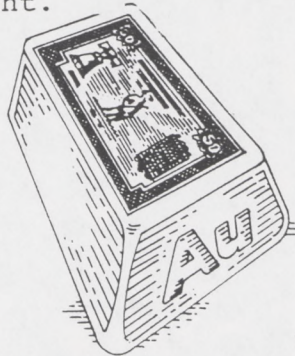
the enroute computers. Still, the agency expects to begin the implementation process in the terminal facilities this fall and complete the process by late 1984 or early 1985.

Preliminary development work for both the enroute and terminal programs will be accomplished at designated lead facilities by working controllers and others serving on the Facility Advisory Boards with the assistance of management personnel. They will provide detailed drafts of procedures and orders for implementing the programs and then submit them for review and coordination at the facility, regional and national levels.

Leave (From page 1)

essential errands, appointments and the like. In addition, managers/supervisors may now charge employees absence without leave (AWOL) in increments as small as one minute. At present, all leave is charged in minimum increments of one hour.

One thing that won't change under the new policy is the authority of managers/supervisors to excuse employees for unavoidable or necessary absences of less than one hour, without charge to leave. They may still do so when circumstances warrant.



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Social Security Changes

The House of Representatives on March 9 passed the Social Security "rescue" bill by a vote of 281 to 148. Of particular concern to Federal workers is the provision that extends Social Security coverage to all new government hires beginning Jan. 1, 1984. Current employees would not be affected. The Senate has similar legislation under consideration and passage is considered almost certain.

Two Sides to This Story

People who produce agency directives should understand this story. People who don't, probably won't.

It has to do with the paper used for typing directives. Previously, there were two different forms--one with the margin guides set up for even numbered pages and the other for odd. That was necessary because the holes used for filing in three-ring binders are punched on different sides for odd and even pages. Check it out.

So someone came up with the idea that one form could replace two by printing the margin guides for odd and even pages back-to-back on the same sheet of paper. Thus, only one form need be stocked--saving on storage--and typists wouldn't suddenly find themselves out of one of the forms half way through a project. Good idea.

But even with the new forms--FAA Form 1320-10, Directives Typing Guide--the agency still wants the typing done on one side only. That's the purpose of this story. Typing on both sides causes problems in reproduction when the directive goes to the printer. Take our word for it or call AMS-110 on 426-8032 for more information.

Color Weather Radar Operational This Spring

Color weather radar displays will soon be delivered to enroute centers and key flight service stations throughout the country as well as to the Central Flow Control facility at Washington headquarters.

Test displays have been operating at the Los Angeles, Fort Worth and Seattle Centers since the spring of 1982 with another used for training at the FAA Academy. But now the big push is on.

By the end of May, color displays will be delivered to all 20 domestic centers, 46 FSSs and 11 National Weather Service locations. During the same time period, digitizers for converting the weather data into computer language will be delivered to 134 FAA and NWS radar sites.

When the joint FAA/NWS program, known as the Radar Remote Weather Display System, is fully operational this fall, any one of the display locations will be able to get weather information from any of the digitized radars simply by dialing the appropriate code.

The 25-inch-wide, TV-like displays will present six levels of weather information. Light precipitation will be indicated by green, moderate by yellow and heavy by red. Other weather states will be indicated by intermediate shades.

The colors used on the displays were selected by the National Bureau of Standards after a year-and-a-half study.



MSPB Wraps Up Hearings

The Merit System Protection Board has completed initial actions on the 10,913 appeals filed by the fired controllers who struck against the government, upholding the FAA removal actions in 97 percent of the cases.

As of March 7, FAA had received notification on 10,862 initial decisions by MSPB officials of which 10,512 sustained the removals and 350 reversed them. Approximately 1,000 controllers have taken their cases to the next level by filing petitions for review with the full three-member Board. In addition, the agency has asked the Board to review 43 cases in which the removal actions were overturned.

Both controllers and FAA have 35 days from the date of the initial decision to petition for review, at which point it becomes a final decision of the Board. However, controllers still have the option of pursuing their appeal in the Federal courts.

Centers Free Up Airspace

Now more than half of the agency's domestic enroute centers have lifted all restrictions on flights within their boundaries. On March 14, Denver and Oakland became the eleventh and twelfth centers to do so. Also on the 14th, restrictions were lifted within the Fort Worth and Houston center areas for turboprop aircraft. According to the schedule announced by the Administrator in January, the next center in line to drop the restrictions within its boundaries is Miami on April 11.



Stand
Airt

Kudos for Jim Link

Next time you see Jim Link, Interfacility and Auxiliary Division, Program Engineering and Maintenance Service, in the halls of the FAA Building, remember to give him a thanks and a pat on the back. Those of you who use the FAA exercise facility, first floor, northeast corner FOB-10A, all know Jim. He's the guy who sells the keys and the guy you call when you have a question or a complaint about the gym. What you probably didn't know is that this is not a part of Jim's job here at the FAA. He volunteered because no one else wanted the hassle. You probably also don't know that Jim, on his own time, buys the equipment for the exercise facility with the money he collects from key sales and that he brings it here to the facility evenings and weekends to set it up. He also has been known to spend part of his lunch period washing down shower stalls and cleaning up in the gym.

So the next time you see Jim, don't forget the thank you. He has well earned it.

NASM--Space Shuttle Day

The Air and Space Museum has scheduled a special Space Shuttle Day on March 16. Throughout the day there will be hourly showings of the IMAX film, "Hail Columbia," a huge screen, in color, of course, film on the flight of the spaceship Columbia.

The first show will be at 10:30 a.m. and the last at 9:30 p.m. Admission is \$1 for adults and 50¢ for children, students and senior citizens.

Also at 6:15, 7:15 and 8:15 p.m. there will be free Planetarium lectures on the Space Shuttle in the Albert Einstein Spacerium.

Osborne I Users Meet

Users of the Osborne I computer are now holding regular lunchtime meetings. The group discusses their mutual experience with this system's software and hardware. Meetings are held in the FOB-10A cafeteria Thursdays at 11:30 a.m. several times a month. Call Ken Cohen on x69331 for information.

Ask Intercom

A concerned employee is wondering, "Why can't the people who clean the offices in FOB-10A work at night? I'm tired of being attacked by cleaning women with feather dusters when I'm trying to work. Moreover, I think I've suffered permanent hearing loss from listening to those vacuum cleaners. They're noisier than most jets. Can't someone at least put a muffler on them?"

Okay, Intercom found out that the cleaning is done during the day to reduce security problems, by cutting down the number of people wandering around the building at night. It also saves energy, by eliminating the need to light the building at night. And it saves money by freeing the cleaning contractor from paying night "differential," which would be passed on to the government.

Awards and Rewards

In the past week, the following awards were presented to headquarters employees. Special Achievements--Ferdinando Marlino, AAT; and Maude Kilgo, AGC. Quality Increases--Sharon Corbett, ABU; Verle Willis, ALG; Julius Ganoza, APO; Helen Butler, ARP and Eiler Heyn, AFO.



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Initial Indications Good From New CRT Tests

Some familiar faces will disappear from the enroute control centers if a test program now underway at the Indianapolis and Oakland facilities works out as expected. The agency is evaluating anti-reflective cathode-ray tube displays at both sites that not only would erase the images controllers see of themselves but, more importantly, permit control room lighting to be brought up to normal levels.

The field tests are slated to begin April 1 and run 60 days. However, the anti-reflective equipment already has been installed at both centers, and preliminary reports indicate that controllers like working in a well-lighted environment. Indianapolis Center manager Joe Chavez reports that "There was a little apprehension at first, but now we're getting used to having the lights up and we like it."

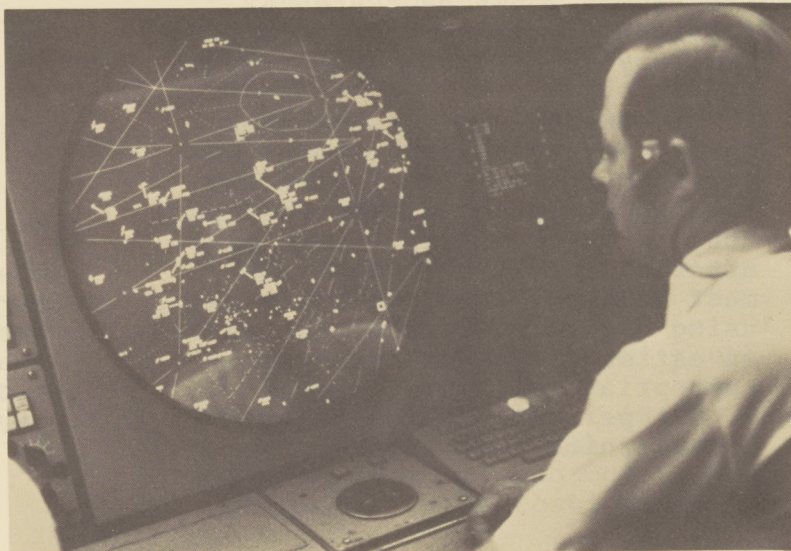
If the test reports continue to be positive, the new tubes will be installed at other centers beginning early this summer.

NTSB Redoing ATC Report

The National Transportation Safety Board has gone back to the drawing board on its follow-up study of the air traffic control system. At a public meeting on March 15, the five-member Board ordered additional staff work on the study, noting that the draft report did not address some key safety-related issues.

However, Board members conceded that there was no evidence that ATC safety had suffered during the rebuilding effort. Indeed, it was pointed out that no ATC deficiency had been cited as a "causal factor" in any airline accident since the August 1981 strike.

Nevertheless, NTSB Chairman James Burnett expressed his personal view that the ATC rebuilding program might be proceeding too quickly. (See page 2)



ATC Report (From page 1)

He said that the draft report did not address this "central point" and should be rewritten.

In addition, the NTSB study team was directed to interview top FAA management to obtain additional information on ATC safety. The Board said that the team had surveyed controllers and pilots on this subject but had largely ignored top management.

No date has been set for the next NTSB meeting on the report, but Board sources indicated it probably would be during the first half of April.

Afterwards, the FAA Administrator said he welcomed comments and suggestions from any source concerning the safety of the system, especially from the NTSB. He offered continued full cooperation to the Board in its study.

Catch 62' Side-stepped

Federal employees with military service after Jan. 1, 1957, now can get Federal retirement credit for the time they spent in uniform and avoid the annuity offset that occurs when they reach age 62 and become eligible for Social Security. This situation, that has become known as "Catch 62," results from the inclusion of the military under Social Security in 1957.

Of course, there is another catch. Affected employees must pay into the Federal retirement fund an amount equal to seven percent of their military base pay after Jan. 1, 1957. They also must document their military pay using either available records or an estimate obtained from the appropriate military service.

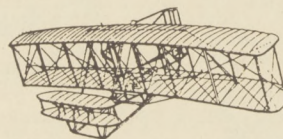
FAA personnel officers are establishing local procedures

Flight Restrictions Dropped

The agency will drop most flight restrictions over a large part of the western United States on March 21.

Effective that date, aircraft will be allowed to operate without advance reservations anywhere in the area controlled by the Seattle, Salt Lake City and Oakland centers, as well as the area controlled by the Albuquerque, Kansas City and Memphis enroute centers. The exceptions will be San Francisco International Airport and St. Louis' Lambert Field, where hourly flight quotas still are in effect.

The action is the second step in the FAA program to free up enroute airspace from the restrictions imposed after the strike to keep traffic demand from exceeding system capacity. The first step was to drop restrictions for flights within individual center boundaries, and the agency now has accomplished this in 12 of the 20 domestic enroute centers. In the second step, FAA is permitting unrestricted flights between adjacent center areas and will gradually expand this effort to include more and more centers. The agency expects to phase out all center restrictions by year's end.



based upon the recent Office of Personnel Management rules for avoiding Catch 62. In the very near future, they will have the necessary forms for requesting the pay estimate and for contributing to the retirement fund.

FAA Thanks Industry

In a recent speech to the National Air Transportation Association, the Administrator complimented industry on its solution to the problem of mis-fueling jets with avgas and piston aircraft with jet fuel. The solution is familiar to any self-service motorist who has ever tried to pump leaded gasoline into an automobile that requires lead-free fuel.

Aircraft fuel tanks and fuel pump nozzles are being fixed so that it won't be possible to put the wrong fuel in an aircraft. The Administrator said, "The development of the retrofit is a classic example of how the aviation industry can solve its own problems without any regulatory pressure from the FAA."

Court Upholds Drug Related Firings

The U.S. Court of Appeals for the Second Circuit in New York City has upheld FAA's discharge of an air traffic controller accused of possessing marijuana and cocaine in his off-duty hours. The removal action previously was sustained by the Merit Systems Protection Board. The court took note of the fact that possession was entirely during off-duty hours, no sale of the drugs was established and the employee had an outstanding seven-year work record, but said: "Any connection with illegal mind-altering substances is anathema to proper control over air traffic." The judge noted that the government's need to have its controllers fully alert and their faculties undimmed by drugs is the connection between this off-duty conduct and the efficiency of the service.

Supervisors Evaluated On Human Relations

The agency this summer will begin grading supervisors on how well they meet their human relations responsibilities. The procedures are spelled out in Notice N 3400.22, "Supervisory Human Relations Responsibilities," which was approved on March 4. The notice stresses the importance of human relations in every supervisor's job and requires that supervisors' performance standards be reviewed and revised if necessary to reflect this responsibility. The notice, which will be distributed to all supervisors within 30 days, also includes guidance on the human relations factors which should be considered when reviewing performance standards. Any new performance standards must be placed in effect for appraisal periods beginning on or after July 1. Finally, supervisors are reminded that human relations may be designated as a distinct critical or other job element when it is appropriate.

Beware The Trojan Horse

The old adage about not looking a gift horse in the mouth doesn't apply to Federal workers. The government has very strict rules concerning the acceptance of gifts and favors from private business concerns.

That's why the Chief Counsel says that accepting even a seemingly innocent favor or gift can under certain circumstances result in a real or apparent conflict of interest. To stay out of trouble, don't accept anything of value from anyone who does or is seeking to do business with the FAA; or whose business is subject to FAA regulation, certification or control.

Headquarters News



Getting it Together

Employees who have signed their seat belt pledge cards and returned them to the FAA pledge card coordinator, Bill Murphy, APT-150, will automatically be included in periodic seat belt drawings. Prizes they may win



include lunches and dinners at local restaurants, tickets to sporting or other events, tours, gym bags, hats and T-shirts from local sports teams.

Awards and Rewards

During the past week, the following awards were presented to headquarters employees--Quality Increase Award: Bernadette Turpin and Jacqueline Renaud, AWS; Cynthia Buckmon, ARD, and Angela Ferrari, APP.

Special Achievement Based on Special Act or Service: Anne Baggs and Patricia Carlton, AAD; Madeline Taylor, APM; Sarah Scott, APO; Uraina Ward and Pauline Carter, ADA.

Special Achievement Based on Sustained Superior Performance: Penelope Ronnie, AEU; Paula Hodge, APM; Virginia Martin, ARP; and Lawrence Sinnott, AAA.

Letters of Commendation: Gerald Mahdik, AIA, and James Etgen, APM.

Sixteen in Hq Promoted

Some 16 headquarters employees are shouldering more responsibility and pocketing larger paychecks these days as a result of promotions received in January and February.

In the Office of Personnel and Training, JoAnn David was promoted to a GS-11 staffing specialist, Patricia Bosco to a GS-7 classification specialist and Gail Gaskins to a GS-5 staffing clerk. Meanwhile, the Program Engineering and Maintenance Service boosted both Bonnie Giapietro and Marlene Thomas to GS-9 program management specialists. And three promotions were reported by the Chief Counsel's office with attorneys Mardi Thompson moving up to a GS-13, Jerome Jones to a GS-14 and James Dillman to an SES pay level.

In the Office of Aviation Safety, the promotees were Sharon Sharp, Brenda Courtney and Susan Yagoda, all of whom moved up to GS-12 technical writers. Alice Mattingly advanced to a GS-7 secretary in Airports, Marion Cashmere to a GS-9 program support specialist in Flight Operations, Bernice Harris to GS-6 payroll technician in Accounting, Katherine Yates to a GS-11 budget analyst in the Budget Office and Charles Harrison to a GS-14 ATC specialist in Air Traffic Service.





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The News in Brief

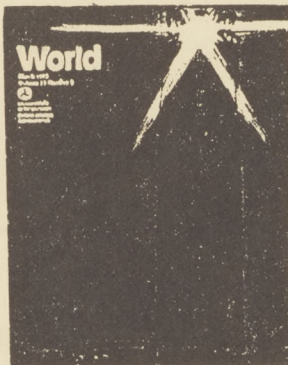
- A General Accounting Office study has concluded that joint civil-military use of military airfields is feasible but requires extensive cooperation to make it work.

After looking at 18 military airfields, including six which presently permit joint-use operations, GAO identified a number of problems that could hinder an expansion of the joint-use concept. These include military concerns that civilian use will interfere with the military mission, a lack of available land to house civil operations, and a lack of civil sponsors because of community opposition.

- The March FAA World features a dramatic cover photo of the new Las Vegas tower by John Katsigenis of the Las Vegas A.F. Sector that will have amateur shutterbugs speculating about "F" stops and all that kind of

stuff. Inside, readers will find an in-depth interview with automation chief Val Hunt on the ATC computer replacement program, a look backward at the Bicentennial of Flight and a look ahead to the new era of "fly by wire." Copies are in the mail.

(See page 2)



Agency to Try Regulation by Negotiation

The agency is considering a new approach to the continuing problem of establishing flight and duty time rules for the airline industry. It involves the establishment of an advisory committee that would use the negotiating process to help develop new regulatory proposals that would be acceptable to all segments of the industry.

In announcing the plan during Congressional testimony, the Administrator said, "This process of regulation by negotiation--RBN--is a relatively new approach which is of special interest to the President's Regulatory Task Force." He added, "Moreover, it reflects my philosophy that the FAA doesn't always have all the answers and, when we don't, I have no hesitance in seeking the advice of the users of the system--the public, the commercial operators and the flight crew members involved."

The existing flight and duty time regulations were established more than 30 years ago. Since that time, they have been the subject of more than 1,000 pages of interpretations but have remained essentially unchanged. Previous FAA efforts to revise the rules have met with strong opposition from virtually all segments of the industry.

News Briefs (From page 1)

- Beginning Jan. 1, 1984, all new Federal employees will be covered by Social Security. Current employees will not be affected, however. The change was approved by Congress as part of the so-called Social Security rescue bill. Both houses now are working to develop a supplementary retirement system that would apply to the new hires.

- The agency has contracted with the National Academy of Sciences to study the low-level wind-shear problem and recommend ways to reduce or eliminate the threat it poses to aircraft.

The \$275,000 contract calls for a two-pronged study, one on Low Level Wind Variability and the other on Aircraft Performance and Operations. The committee will deliver a draft report near the end of June.

Airway Science Curriculum Comments Sought

Have something to say about the plan for a five-year demonstration of the Airways Science Curriculum Program? Then the Office of Personnel Management wants to hear it before giving the innovative program its final stamp of approval.

The purpose of the demonstration project, as previously reported in Intercom, is to determine whether new employees who have completed an FAA-approved course of studies will be better prepared for certain occupations. The project already has received a tentative OK from OPM.

The final OPM approval process includes an opportunity for all interested parties to submit both oral and written comments.

To learn more about the program and the procedures for submitting comments and/or participating in the April 22 public meeting, check

Weather Blamed for Crash

An old weather problem with a name has been blamed by the National Transportation Safety Board for bringing down a Pan American World Airways jet outside New Orleans last July 9. The Board found that the Boeing 727 encountered severe "microburst-induced wind shear" only seconds after taking off from Moisant International Airport in heavy rain, lost altitude rapidly and then crashed. The recently defined microburst phenomenon is a powerful, but small scale, downdraft that spreads horizontally when it hits the ground, causing the sudden change in wind speed and/or direction known as wind shear.

NTSB absolved the flight crew of any responsibility for the accident, noting that they lacked sufficient time to recognize and react to the wind-shear encounter. However, the Board did cite as a contributing cause "the limited capability of current ground-based low-level wind shear-detection technology..."

The Board incorporated 14 safety recommendations in its report. Their goals include improved airport wind-shear alert systems, expedited development of airborne wind-shear detection equipment, upgraded pilot training, better pre-flight weather dissemination and further research into the effects of heavy rain on airplane performance.



the March 18 Federal Register. It has all the details. Servicing personnel management divisions also have copies of the plan available for review. Headquarters employees wishing to comment should contact Joe Proctor, APT-140, x68916.



Beyond the Potomac

Award Winners Get Special Recognition

Tower controllers at Los Angeles International Airport who earn a Quality Increase or a Special Achievement award are receiving more recognition these days than the traditional cash award.

First, each award winner gets a miniature plaque that he or she can put over the mantle to impress family and friends. Also, his or her name is engraved on a new facility plaque that hang near the tower entrance for all to see.

Tower manager Ivan Hunt originated the new program with the aim of strengthening the existing incentive program. He reports that controller reaction has been outstanding.

More Flight Restrictions To be Dropped

With the continued recovery of the ATC system, the agency this summer will drop flight restrictions at three more capacity-controlled airports--Newark, JFK and Atlanta--and free up the enroute airspace in the Northeast and Great Lakes areas.

Quotas will be lifted at Newark on June 1 and JFK and Atlanta on July 1. The agency previously announced the lifting of restrictions at six other capacity controlled airports, beginning with Boston Logan on March 31. The dates for the other 11 capacity-controlled fields will be announced this summer.

In addition, FAA will permit unrestricted flights between the New York and Boston centers beginning July 1. Then, on Sept. 9, the barriers will be dropped for flights between the Cleveland, Chicago, Indianapolis and Minneapolis centers.

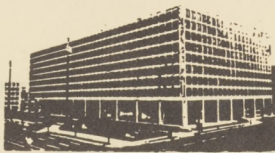
From Our Readers

A California FAAer wants the agency to improve its selection process for supervisors. He's written Intercom as follows: "It is very frustrating to see poor management, especially at the first-line level. Although I have witnessed poor management at the second level (and higher) it does not generally affect the non-management employee directly. Certainly there is a screening process (other than what we have) to identify losers as far as management is concerned? Industry has battery after battery of tests for this specific purpose. Undoubtedly we could adapt some of this valuable information to the Agency. I request my name be withheld."

Stamp of Approval Given

FAAers now can bid on a job anywhere in the agency and it won't cost them a dime--actually two dimes which is the going rate for a U.S. postage stamp. The reason is that the Office of Personnel Management's (OPM) prohibition against employees sending their SF-171, Personal Qualifications Statements, in so-called "franked" envelopes for job openings has expired.

However, the Office of Personnel and Training cautions that other agencies may not accept applications filed in these postage-paid envelopes. Also, franked envelopes may not be used to mail job applications or resumes outside the Federal Government. If the agency has to lose someone, it's certainly not going to pay the postage.



Deputy Administrator Fenello (left) and Administrator Helms take time out from their busy schedules to sign their safety belt cards in support of the Department's effort to increase employee use of safety belts. All in all, the DOT Employee Safety Belt Program is working. Since the start of the program, belt usage has increased approximately 20 percent among DOT and FAA employees working in the Washington headquarters buildings. Employees who have not received cards should contact Bill Murphy, APT-150, x63383.

FAA Directive System Training Scheduled

FAA's new directive system will be explained in detail during two, half-day training sessions scheduled for April 5 and 6 from 1 to 4 p.m. in conference rooms 8 A, B, and C.

Stressed during the sessions will be changes made in the Directive System last October when Order 1320.1C was issued. Other aspects of the system also will be explained and a question and answer period will be held.

Directive Manager Officers are being asked to sign up interested persons and to contact Diane Abels, AMS-110, x68032, by April 1 for reservations.

Ask Intercom

John Houk, APM-520, wants to know why the alphabetical section of the new directory is not up to date. He is not alone. "The past two issues of Intercom contained encouraging announcements. First, Administrator Helms wishes to improve two-way communication and offers Intercom as one vehicle to accomplish this. Second, the new DOT Directory will reflect the recent engineering reorganization. I wish to take advantage of the first by discussing the second.

Past issues of the directory were embarrassingly flawed; therefore, I looked forward to the new book with all the new numbers.

Today the new directory arrived. The new organization is reflected in the classified directory down to division chief level. When I looked up my program manager's number in the alphabetical section, things took a bad turn. He was still on the 7th floor at his old number. I then realized that each person in the division is incorrectly listed."

Okay, Mr. Houk's complaint is well founded. New numbers are often not listed in the alphabetical section of new telephone directories. In order to rectify this situation, office and service executive staffs must complete DOT Form 1700.1 and send it to FAA's Telephone Directory Representative in room 435B of FOB-10A.

Bloodmobile Coming

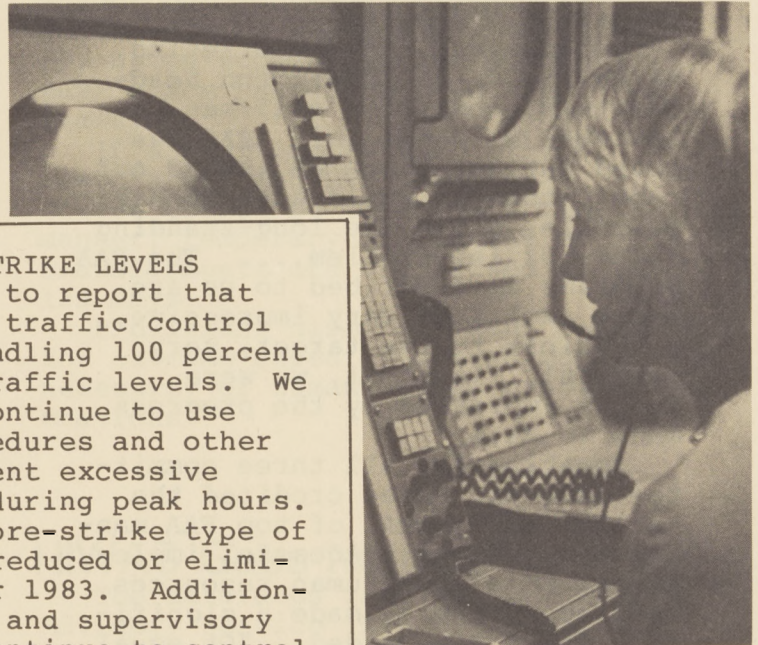
The Office of Aviation Medicine again is asking that you have that good feeling. If you've given once, Aviation Medicine asks you to give again. Sign up for the Bloodmobile which will be in FOB-10A April 6 from 9:30 a.m. to 3:30 p.m. in rooms 5 A, B & C.



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ATC BACK TO PRESTRIKE LEVELS

"I am pleased to report that the national air traffic control system is now handling 100 percent of pre-strike traffic levels. We will, however, continue to use flowcontrol procedures and other measures to prevent excessive traffic buildup during peak hours. Restrictions on pre-strike type of traffic will be reduced or eliminated by December 1983. Additionally, some staff and supervisory personnel will continue to control traffic until July of 1984, at which time we will have sufficiently qualified personnel on board so that supervisory personnel may return to their normal duties....

"I have visited hundreds of FAA installations to observe our people at work...I was impressed by the motivation, dedication and efficiency displayed by our well-trained personnel. I know you will join me in sending them a 'thank you' for a job well done."

J. Lynn Helms, Administrator
Report to Congress
April 6, 1983

Jones Committee Praises Human Resources Program

The Jones Committee, an independent task group that studied FAA "management and employee relationships" after the August 1981 controllers strike, says the agency has made great strides toward improving the working environment since it issued its report in March 1982.

Following a two-day briefing, March 29-30, in Washington headquarters, committee chairman Lawrence M. Jones said "FAA has moved further since we issued our report than we would have thought possible, given the long-standing nature of the problem.... The FAA programs as described to us are truly exciting, very impressive, very close to the target, very powerful. In short, we were really impressed by the progress made to date."

Speaking for all three committee members, Jones credited the "solid commitment" of top FAA management for the successful implementation of the human resources program. "You've made a significant start," he added. "Of equal importance to us, you recognize there still is a long way to go."

Continuing, Jones noted that the beneficiaries of all this effort are not the working-level employees alone. "All levels of management and supervisors also will benefit as the strains caused by past inequities are eased for all" he added.

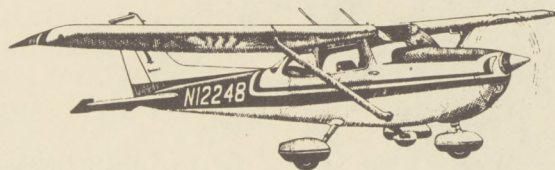
In addition to Jones, who is president of the Coleman Company, the other committee members are Dr. David G. Bowers of the University of Michigan and Dr. Stephen H. Fuller of the Harvard Business School. The three were invited to Washington by the FAA Administrator.

FAA to Retain 20 ARTCCs As ATC System Nucleus

FAA's updated National Airspace System Plan calls for the agency to retain all 20 air route traffic control centers in the conterminous United States as the nucleus of the future ATC system. The centers will be redesignated as Area Control Facilities and given the additional responsibility of providing terminal radar control services for virtually the entire country.

As outlined by the Administrator in recent Congressional testimony, the revised NAS Plan drops the earlier approach of reducing the number of domestic centers from 20 to 16 and consolidating the 188 terminal radar control rooms into some 30 regional or hub TRACONS. The new concept is for the Area Control Facilities, augmented as necessary, to provide all radar services with individual airport towers continuing to direct actual take offs and landings. The total number of Area Control Facilities would be about 23.

Evolution of the Area Control Facility concept will depend upon the availability of the new sector suites and occur "during the 1990s," according to the Administrator's testimony. However, construction activity to expand the centers to accommodate their new responsibilities will get under way in 1985.



New From the N.Y. TRACON

"Having been an FAAer for a grand total of 19 months, I've come to a few conclusions about this job. Believe it or not, most of them are good, in spite of the complaints one hears.

"Of course, there will always be valid complaints about this or any other profession, mainly because no two people will ever agree on the definition of perfection.

"However, if the system were considered perfect, there would never be any improvements on the equipment, the rules and regulations, the pay, the work hours and all that.

"But, in fact, there are a lot of pluses--the biggest and most obvious is, of course, the pay. I can think of a lot of other jobs that don't compare with the pay we receive. I may not become a millionaire, but life sure can be comfortable on a controllers salary.

"How about the working hours? OK, so they're strange and very irregular, but there are advantages. Having Sat/Sun fall on Tues/Wed gives a person the opportunity to do things without having to fight the rest of the world. Try going to Jones Beach on Saturday or Sunday during the summer.

"For the most part, the job doesn't entail a lot of off-duty work. No reports to write or deadlines to meet. You can't pack ten aircraft in your brief case and finish the job at home. Stress you say? If you are the type to take it home with you, you will do so no matter what job you may have. Every job has stress.

"All in all, I wouldn't trade my controller's job for any other job in the world." Al Eljeh

Supervisory Training A Must Before Promotion

Another step forward in the expanding human relations program took effect last month with a new requirement that all supervisors-to-be must successfully complete Phase I of the Supervisor's Course at the FAA Management Training School before being permanently promoted or reassigned. Previously, a new supervisor had a one-year grace period to take the training.

If a position must be filled immediately and the training course cannot be taken in a timely manner, temporary promotions or reassignments are authorized up to 120 days.

Provisions also have been made for extreme cases of operational necessity or humanitarian considerations.

HIWAS Goes National

The Hazardous Inflight Weather Advisory Service (HIWAS) is going national after a successful one-year test in the Miami and Jacksonville enroute center areas. According to recent Congressional testimony by the Administrator, nationwide implementation will start in 1984 and continue into 1987. Coverage will be provided at 4,000 feet AGL.

HIWAS provides hazardous weather data to pilots on a continuous basis through recorded broadcasts on VOR voice channels, thus relieving the burden on controllers and flight service specialists. Broadcasts include Sigmet, Airmets and urgent Pireps.



Headquarters News

Civil Service Changes Proposed by OPM

Comprehensive changes in the U.S. Civil Service system have been proposed by the Office of Personnel Management (OPM). The proposals, would virtually do away with automatic in-grade pay increases.

The changes, announced by OPM Director Donald J. Devine on March 19, include a pay-for-performance system that will tie the granting of within-grade pay increases directly to the employee's performance rating and this rating will be based on performance appraised against established standards.

The merit pay system would be revised to permit better alignment of salary levels with performance levels and to guarantee all fully successful employees at least the full annual comparability adjustments.

Other proposed changes would make performance a more important factor in reduction-in-force (RIF) decisions, would reduce confrontation in labor/management relations; and would change the criteria for overtime coverage under the Fair Labor Standards Act (FLSA). This latter proposal is intended to make Federal overtime practices more consistent with those in the private sector and to simplify FLSA regulations.

Details of the reform package was published in the March 30 Federal Register. Interested parties have 60 days to comment on the proposed regulations. The Office of Personnel and Training is asking all employing jurisdictions to review an comment on these proposals, and will be providing comments to the department for submission to OPM.

Seven Retire

February and March were slim months for FAA retirements. In all, only seven left the agency. They were: Melva N. Peterson, AGC; Bernard Davis, AAA; John C. Owen and Ralph (Jack) R. Goss, AAF; Benny D. Osecky, AFO; Dorothy F. Treadwell, ACR; and Aughtie L. Hawkins, AAS.

Women's Softball Team First Practice Scheduled

In Spring these days, a woman's fancy turns to thoughts of softball. All interested in playing fast-pitch softball on the FAA's women's team will be meeting at the 17th Street and Constitution Ave. field #17 at 1:30 p.m., on April 9. Those interested in being on the team but unable to make this practice should contact Judy Leach, x63425.

Bowling by the Ocean

The FAA Handicap Bowling Championships, which is hosted by Washington headquarters, will be held June 10-11 at the Verona Lanes in West Atlantic City, N.J.

All FAA employees and their guests are eligible to enter. For more information and entry blanks, write/call: Herb Smith, AEA-100, FAA, Washington, D.C. 20591, ext. 63597.



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Headquarters Intercom

Administrator Speaks To Far-Flung Audience

Speaking over the agency's largest telephone hookup to date, the Administrator on April 4 reported on the progress of the agency's human relations program.

FAAers in more than 300 facilities as far west as Guam and as far north as Alaska heard the Administrator note the recent endorsement of the program by the Jones Committee and warn against complacency. "Let's not let this first year lead us into some feeling of euphoria," he said. "I'd go the other way; we're perhaps ten percent of the way, at best.

"The important thing that the committee recognized is that the top management of FAA is committed, that we are (See page 2)

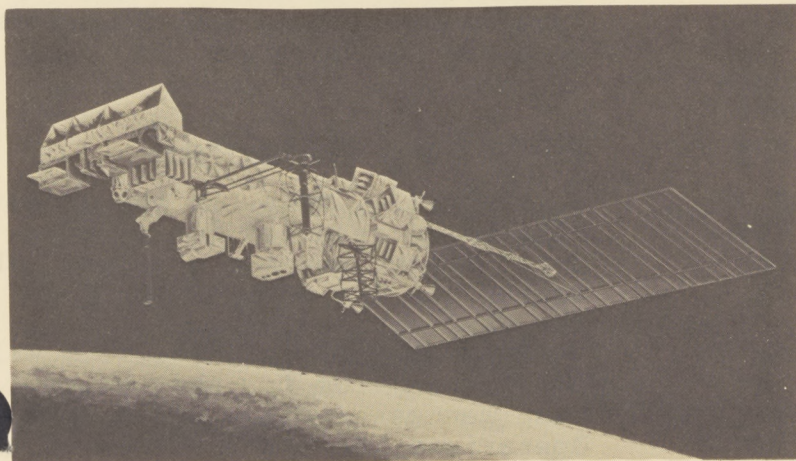
Central Flow Control Gets Bigger, Faster Computer

The agency's flow control facility in Washington headquarters will be getting a bigger and faster computer late this year to help it keep up with increasing air traffic through the 1990s.

The computer is an IBM 4341 and has 14 times more memory and 300 percent more speed than the one it is replacing. Originally used for administrative functions at the Aeronautical Center, it will be relocated to the Technical Center next month and connected by landlines to terminals in the flow-control facility.

FAA will use the bigger and faster computer to keep track of airborne aircraft in order to maintain a smooth flow of traffic and avoid stack-ups and delays.

The present flow control computer is an IBM 9020, located at the Jacksonville enroute center. It was the first computer purchased by the agency for its ATC automation program in the late '60s. After it was replaced for ATC duties by a more powerful version, it was connected by landlines to the Washington, D.C., flow-control facility.



Search and Rescue from the sky (See page 3)

From Our Readers

A previously published letter from an FAAer in California advocating a better selection process for supervisors has elicited a concurring opinion from an agency employee in Washington headquarters. She writes: "I entirely agree with his statement regarding the frustrations felt when viewing poor management in FAA. A program should be established that will result in full utilization of employee capabilities within the agency.

"With the emphasis being placed on human relations, definitely a good place to start is with a program designed to identify and assess managerial potential of an employee early in his/her career. Once identified, extensive training should be used to develop the employee into a highly motivated, well-trained specialist that will be able to: (1) delegate effectively; (2) establish communication channels (especially the listening part); (3) better emphasis on employees' rights and responsibilities, and much more.

"I feel in time, this type program will contribute a great deal to the overall effectiveness and attitude of the employees associated with FAA." Barbara Fuller, APT.

Administrator (from page 1)

absolutely firm in institutionalizing this effort that will last long after Mr. Fenello and I are gone," he added.

The Administrator also noted that there are already "over 800 separate [forums] throughout the FAA where the employees meet to discuss problems and become involved actively." However, he emphasized that the biggest changes still lie ahead and that our operating record will be our best indicator of success.

'You Saved My Life'

Sometimes a little white lie is perfectly acceptable, especially if it saves a life. A case in point occurred recently when a pilot in contact with the El Paso Tower began screaming into his mike that he had lost control of his aircraft, his airspeed was climbing and he had dropped 3,000 feet.

Approach controller and veteran pilot, Richard "Rick" Cinotto realized the pilot was in real trouble, but he never let on. In a quiet voice he assured the pilot that everything was all right. "We have you on radar and know exactly where you are," he added.

Actually the plane was flying at a marginal altitude over mountainous territory, so Cinotto calmly vectored it toward the El Paso Airport. Then, advising the pilot to "keep the ball centered, keep wings level, steer with the rudder pedals only and throttle back for descent, the controller "flew" the plane to within a half a mile of the runway. The pilot took it from there and radioed back, "Thank you. You saved my life."

During the month of February, 58 flight assists were reported. Flight service stations were responsible for 24 of these assists, while terminal facilities accounted for 23 and centers handled 11. There were 96 persons on board the aircraft.

FSS Site Selected

Nashville, Tenn. is the latest site to be selected for an automated flight service station. The agency now has settled on 16 of the 61 locations.

The new Nashville facility will provide service for the entire East Tennessee flight plan area. Operations there are scheduled to begin in April 1985.

Search and Rescue Satellite is Launched

The first American satellite designed to pick up Emergency Locator Transmitter (ELT) signals was launched from Vandenberg AFB March 28 and is now in a north-south polar orbit, 470 nautical miles above the earth.

Actually, the space packet is a weather satellite with the search-and-rescue capability added. It will pick up ELT transmissions and relay the information to a ground station, where the location is determined by Doppler shift techniques within about 12 miles. Rescue teams then can be alerted.

The U.S. satellite is part of a worldwide system, which already includes two Russian satellites, and will include a second U.S. spacecraft in the spring of 1984. The four-satellite system then will be evaluated for a 15-month period and, if successful, could lead to a fully operational system providing complete global coverage.

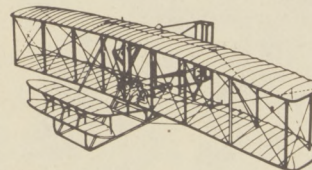
It's Now Official

Get out the Washington headquarters phone book and draw a line through the word "Acting" in the titles of Albert Albrecht, Frank Frisbie, Neal Blake, Martin Pozesky, Edmund Kennedy, Gerald Thompson and Leland Page. The seven individuals, who comprise the hierarchy of the new ADL (Development and Logistics) structure, have been officially reassigned to their current positions. Albrecht is the Associate Administrator, with Frisbie and Blake serving as deputies. Pozesky and Kennedy are Nos. 1 and 2 in the Program Engineering and Maintenance Service and Thompson and Page fill the same jobs in the Systems Engineering Service.

Mode S Procurement Now Underway

The agency has begun procurement of another key component of the National Airspace System Plan. This one involves Mode S ground sensors, which will replace the present Air Traffic Control Radar Beacon System--the so-called secondary radar system--beginning in 1986. On March 31, FAA issued a request for proposals (RFP) for 137 Mode S ground stations.

Mode S is superior to the present radar beacon system in that it communicates with aircraft on an individual or selective basis--that's what the "S" stands for--instead of on an "all call" basis. This will eliminate the problem of overlapping and garbled responses in congested airspace. It also provides a channel for automatic data-link communications, which provides the vehicle for higher levels of automation in the ATC system, that in turn, provides pilots with a broad range of services. Responses to the RFP are due by June 24, and FAA hopes to award a multi-year production contract by the end of the current fiscal year. The first delivery would be 30 months after the contract date, or early in 1986.





Headquarters News

Lunches Help Morale

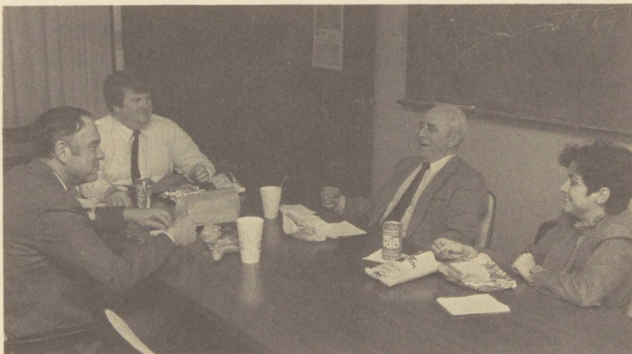
Chief Counsel J. E. ("Sandy") Murdock has found a unique way to improve human relations within his organization: he holds frequent and completely informal brown bag lunch sessions with his staff.

"There is no agenda and I don't try to direct the conversation unless a painful silence develops or an individual is not participating," Murdock says. "Topics range from sports to kids, politics or maybe work related legal cases. If they develop into gripe sessions, then that is fine too. It has happened on occasion," he added.

Murdock began the lunches about a year ago and tries to hold them as frequently as his schedule will permit. He started them with the professional staff but later decided to include the secretaries and, to date, he has dined with most of the 100 members of the Counsel's office.

The only way in which the meetings are structured is in the way the invitations are issued.

"I think the lunches have been very beneficial," Murdock said. "Not only does everyone get to know 'the boss,' but they get to know each other better."



At lunch are (from left), Dick Beitel, Sandy Murdock, R. A. Mulhearn and Darlene Freeman.

Hq. FAAers Promoted

In March a total of 32 headquarters employees continued their upward-mobile careers by getting promoted. They are: Boyd Archer, Jr., AAT, promoted to GS-14; Gabriel Bruno, ASF, GS-14; Jean Casciano, ASF, GS-12; Florence Chaney, AES, GS-8; Ida Cronauer, ASF, GS-12; Wendie Chapman, AWS, GS-14; Lillian Cruz, AMS, GS-5; Lydia Drake, AFO, GS-6; Theodore Garner, AMS, GS-9; Juliaette Harrison, AGC, GS-7; Stevie Hendley, ALG, GS-12; Howard Hess, AFO, GS-14; Suzanne Holloway, APA, GS-12; Byron Johnson, AAS, GS-14; Pearlis Johnson, AMS, GS-12; Frank McArthur, AAT, GS-14; Floyd Messick, AAF, GS-14; Linda Nero, AAA, GS-6; Kenneth Ogden, APA, GS-6; Deborah Osborne, APM, GS-6; Mary Overton, AMS, GS-7; Juanita Owens, AFO, GS-6; Patricia Pontes, ABU, GS-8; Sharon Price, AAT, GS-7; Sheila Robinson, APT, GS-7; Cynthia Rountree, AMS, GS-5; Helen Smith, ALG, GS-14; Quentin Smith, Jr., AFO, GS-14; Gladys Stewart, APA, GS-9; Marie Tapscott, AAT, GS-12; Madeline Taylor, APM, GS-9; and Nathaniel Tunson, AAT, GS-11.

Awards and Rewards

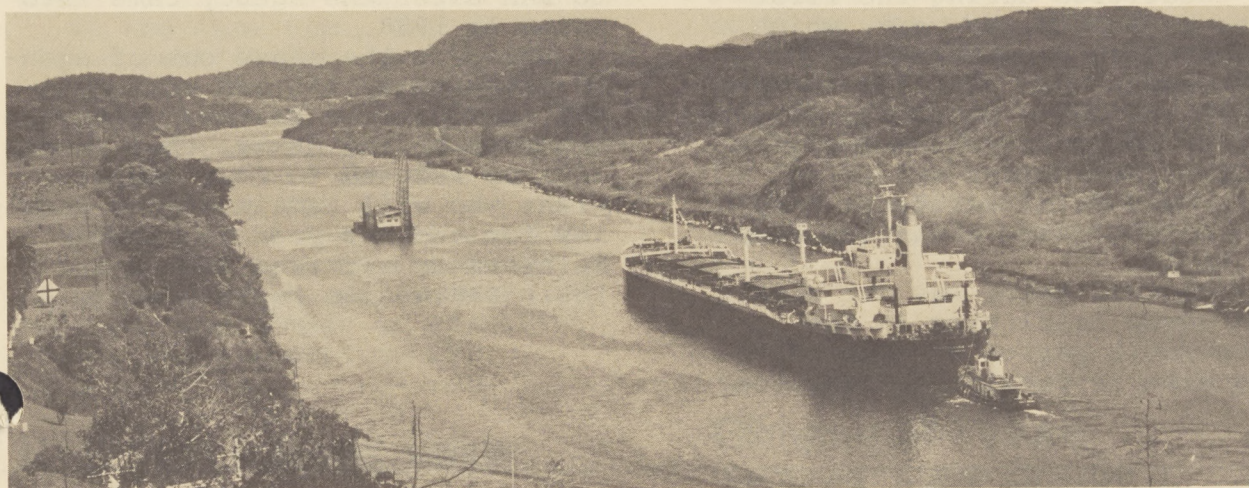
The following employees at Washington National Airport recently received awards: Quality Increase, June G. Anderson. Special Achievements, Ida G. Crews, Hubert B. Gray, Walton L. Kimble, James L. Russ, Karen E. Sackett and M. Marvelle Sewell. Special Act or Service, William L. Brown.



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FAA Pulls Out of Panama After 40 Years

After 40 years in Panama, FAA is pulling out and turning air traffic control over to the Panamanians. The last piece of FAA real estate in Panama--the center and approach control facility (CERAP) in Balboa-- will be officially turned over to the local government at ceremonies on April 22, with Southern Region Director Jonathan Howe representing the agency.

FAA signed an agreement with Panama's Department of Civil Aviation in January 1979 that called for the transfer of air traffic control and related activities to that organization over a five-year period. As part of the agreement, FAA accepted responsibility for training Panamanian nationals to replace agency personnel. (See page 2)

New Aviation Education Program Outlined

One of the principal reasons aviation is facing future manpower shortages is the lack of high school curricula that would motivate young people to pursue aviation careers.

That's the view of Don Clausen, a long-time pilot and aviation enthusiast, who recently joined the Administrator's staff to revitalize the agency's aviation education program. He notes that only seven percent of U.S. high schools offer aviation courses today as compared with more than 50 percent in the 1940s. (See page 2)

Aviation Accidents Down

Both general aviation and the air carriers reported significant decreases in accidents and fatalities during the first quarter of 1983 when compared with the same period in 1982. Midair collisions also experienced a marked decline.

According to preliminary statistics compiled by FAA's Office of Aviation Safety, general aviation had 94 fatal accidents and 181 fatalities during the first three months of the year, which represents a substantial improvement over the 1982 figures of 132 and 259. Meanwhile, the air carrier category--which includes airlines, commuters and air taxis--saw fatal accidents drop from 13 to 7 and fatalities from 101 to 13.

Moreover, there was one midair with seven fatalities in the three-month period as opposed to five with 19 fatalities last year

Panama (From page 1)

FAA can trace its presence in Panama back to 1942 when its predecessor, the Civil Aeronautics Administration, established a communications station there at the Navy's request. The agency's role was expanded by a 1949 agreement which called for the U.S. to provide air traffic control services for the Republic of Panama. This function was performed initially by the Air Force but was transferred to FAA after the agency came into being in 1958.

Prior to the phase out of agency activities, FAA had more than 125 employees in Panama. With the transfer of the CERAP, this number will be reduced to four technicians who will remain at the facility for another year to provide maintenance services and train their Panamanian replacements.

Education (From page 1)

Speaking to the National Congress on Aerospace Education in Las Vegas, Clausen said FAA has developed a finely structured aviation education plan that "we hope to institutionalize to assure continuity." The plan now is being reviewed by various elements both inside and outside the agency.

A former 10-term Congressman from California, Clausen said the plan will be structured by regions, with regional aviation education coordinators and local facilitators

involved in an "outreach" effort with the schools and communities of America. He emphasized that FAA would play the role of "coordinator and catalyst" and seek to make maximum use of existing resources and facilities.

Clausen credited the Administrator's strong interest in aviation education for the revitalized program. "He is very concerned about the future of aviation," he added, "and yet optimistic about the potential if we can get our aviation education act together."



Beyond the Potomac

Flight Restrictions Dropped

On April 11, Miami became the 13th air route traffic control center to drop internal flight restrictions. The only exceptions within the center area are the Miami and Ft. Lauderdale airports, where constraints stay until July.

At the same time, the agency lifted restrictions on flights between the Jacksonville, Atlanta and Washington center areas. The Miami center will join that grouping on May 16 and the Houston center on July 25.

Also set for April 11 was the lifting of flight quotas at Las Vegas McCarran Airport, thus reducing the number of capacity-controlled airports to 18.

NAS Plan a Good Value

The Congressional Budget Office says the National Airspace System Plan "offers the nation a sound economic investment," provided FAA proceeds with proposed consolidation of facilities and other organizational changes.

Appearing at Congressional hearings on FAA's FY 1984 budget, CBO Director Alice Rivlin noted that past efforts to merge facilities and effect similar economies have encountered opposition from the Congress, the FAA workforce and aviation user groups. She indicated that these attitudes must change if the NAS Plan is to succeed and said failure to follow through with the proposed changes "could result in investment costs that exceed benefits to the FAA."

Testifying at the same hearing, the FAA Administrator agreed with the CBO assessment and said the key to the success of the NAS Plan would be "the cooperation of the Congress."

STOLport Certificated

The Bob Adams/Routt County (Colo.) Airport recently became the first U.S. STOLport to be certificated by the agency under Part 39 of the Federal Aviation Regulations (FAR). Located in Steamboat Springs, the STOLport is built on the side of a mountain and is served by Rocky Mountain Airways DeHavilland DHC-7 aircraft. The principal use of the STOLport is the accommodation of skiers enroute to the Colorado mountains. In 1982, Rocky Mountain Airways enplaned 24,000 passengers at the facility.

Glimpse of Future In April 'FAA World'

Inside the "Star Wars" cover of the April FAA WORLD, readers will glimpse the future of aviation and the challenge that faces the agency in certificating the broad range of new aircraft types. On a more con-



temporary note, the subject of equal opportunity is discussed in practical, rather than philosophical, terms as recent EEO award winners tell what everyone can and should be doing to improve the

agency's record in this area. There also are articles on CAMI, the Syracuse tower and SFO, the Portland (Maine) GADO and the Seattle-Tacoma tower. Copies are in the mail.



Headquarters News

FAA Getting it Together

The DOT "Get It Together," safety belt program is working. Since the program started two months ago, FAA's usage rate has jumped from 17 to 59 percent.

However, the pledge card record is lagging, and time is running out. In order to participate in initial drawings for mid-level and major prizes, pledge cards must be turned in to Bill Murphy APT-150, Room 514, by April 21.

If you want to pledge and you don't have a pledge card, call Murphy on x63383.

The Administrator has told us how he remembers to buckly up "every time." When he puts the key in the lock, he doesn't start the car until he has buckled the seat belt. What's your memory method?

Awards and Rewards

During the past several weeks the following awards were presented to headquarters employees: Special Achievement Award Based on Special Act or Service--Paul F. Williams, APT; Patricia Bosco, H. Denise Peed, Richard Whaley, Edna Loveless, Robin Thomas, Patricia A. Myers, and Mary Jones, AAM; Jan Peters, Judy Jenkinson, Marie Mader and Joyce Gillen, APM; Carol Ann Strong, APO. Special Achievement Award Based on Sustained Superior Performance--Aughtie Hawkins, ARP and Victor Onachilla, APT. Quality Increase Award--Moses Aleman and Walter Greiner, ACS; Gordon Bateman, APM; Terrell Wilson, AAT. Outstanding Performance Award--Janet Glivings, AAT. Letters of Commendation--George Maxwell and John Dupree, ALG.

Secretaries' Week Proclaimed

"On April 24, 1983, the nation begins its annual observance of National Secretaries' Week, and on behalf of our supervisors and managers I am pleased to proclaim this observance in the Federal Aviation Administration.

"This annual commemoration gives every FAA employee an opportunity to recognize and applaud the contribution that secretaries make to the accomplishment of this agency's safety mission. Yet, we would do well to remember that this one week of observance is for fifty-two weeks of dedication and professionalism. The FAA secretaries' willingness to walk that extra mile is a source of pride for every member of the FAA team.

"I urge every supervisor and secretary to participate in the week's program and activities, and I wish to extend my personal thanks to all FAA secretaries for a job well done."

J. Lynn Helms
Administrator

Collier Back Already

Charles Collier, Office of Personnel and Training Special Assistant, whose life was saved by a CPR trained Army officer after he suffered a heart block on April 1, is already back at work. Collier was riding home from work on a bus when he was stricken and revived by the fellow rider who was commuting from the Pentagon.

When asked if the officer's CPR training saved his life, Collier answered, "There's no question." So welcome back, Charlie, and Intercom congratulates you on your quick recovery. We speak for everyone.

SPECIAL INTERCOM



U.S. Department
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Headquarters Intercom

ONE MANAGER'S VIEW OF THE PLANNING CONFERENCE

The Strategic Planning Conference ended Thursday evening after the Administrator was briefed on its accomplishments. It was at that briefing that Charles Foster, Northwest Mountain Regional Director, summed up for the Administrator his feelings about what had taken place. His remarks, which follow, are representative of how all of the agency's managers felt after the sessions.

"You stated on Monday night that probably one-fourth of us thought this conference was a waste of time, one-fourth probably opposed it and one-half were curious about what was going to be achieved. I can assure you that if that were true then, it is certainly not true at this time.

"Here is what I think has taken place. We have launched a learning process of working together--something I have not seen before in the top management of the FAA. Something important has happened here.

"We have started thinking as a top management team.

"We have found that we can work together as a top management team and have discovered something unique--trust and respect for the thoughts, inputs and contributions of all.

"We can and have been able to reach agreement in making decisions." (See page 2)

STRATEGIC PLANNING CONFERENCE SETS STAGE FOR IMPROVEMENTS

The Administrator's challenge to his top managers seemed simple enough: It was to tell him what Human Resource management in the FAA should be like 3 to 5 years in the future. What would their goals be, rather than his, to improve the management philosophy, management practices, working relations, and working conditions for all levels of FAA employees?

What transpired was anything but simple. There were 3 full days of discussion, debate, briefings, conceptualizing--days that began at 8:30 in the morning and ran until 10 at night, as 19 of the top managers of the FAA wrote a set of broad goals that would transform the FAA into the finest agency in the government.

What resulted at this first Strategic Planning Conference for the agency's top managers was an uncompromising sense of commitment to improvement, and a cohesiveness among the participants that was described by one man as the closest ever achieved by what previously could have been considered competing elements of the FAA. If the sense of dedication that was often expressed at the conference was any indication, the agency had taken its first firm and steady step towards achieving a goal long sought: "One FAA. The beneficiaries would be all levels of FAA employees. (See page 2)

ONE'S VIEWS (From page 1)

"I feel very good about being a member of this team and I am very confident we can and will meet the challenge that you gave us about the future management of the FAA.

"When you look back upon your tour of duty with the FAA and what you started the other night, I would not be surprised for you to find that it was your major accomplishment in this job."

CONFERENCE (From page 1)

The 3 1/2-day conference convened in a suburban Baltimore motel on Monday, April 25. It concluded the evening of April 28, with the attendees setting mid-May as a date for yet another gathering as the process towards change continues. As the participants agreed before leaving for home, the process of change had been given much greater clarity and commitment.

The purpose of the conference, as stated by the Administrator, was to tell him how the top managers of the agency wanted the FAA to operate in the coming years. In presenting this view, Mr. Helms was challenging the managers to create their vision of how the agency should be operating in the not too distant future. How would they improve working relationships and conditions? How would they involve employees more in the day-to-day management and policy making of the agency? How would they design programs to more adequately recognize employee performance?

Basically, they were being challenged to come up with the means and processes to change the culture of the FAA, to make it a better, more positive place to work for all FAA employees... supervisory and nonsupervisory.

They were asked to transform the FAA into a model for other government agencies, the place where the best and the brightest serve the American people and the aviation industry in the most professional and efficient manner possible.

In the long hours of searching for these answers, the group settled on five categories of change: the environment, leadership and management, rewards, structure, and relationships in the agency.

Issues involved in the area of improving the environment included achieving a positive perception of the FAA as a place where employees could be proud to work, where there was a high emphasis on quality of service, and a better understanding by all levels of the agency concerning the various influences that affect the FAA.

In discussing leadership and management, the group concluded that over the next three to five years, although there was nothing stopping them from seeking immediate improvements, they would be working to gain the respect of subordinates through systems that encourage employee responsiveness, teamwork and cooperation, as well as increased accountability for their own leadership and management actions.

Consensus was also reached by the group concerning the need for FAA to develop a system of employee rewards that is credible, equitable and consistent, based on performance and involving employee feedback. Performance, the group concluded, needs to be recognized on a timely basis and all levels of management need to be better educated concerning the value to the organization of this kind of improved rewards program.

In looking to the future, the team agreed upon a vision of the FAA organizational structure that needed to be (See page 3)

CONFERENCE (Cont. from page 2)
flexible, open to innovation, and,
most importantly, it had to be
people oriented.

That last statement took the
group into a discussion and deci-
sions about relationships in the
agency. There was no disagreement
that as further work progressed on
refining this planning process,
consideration had to be given to
improving relationships between
people (peers as well as managers
and subordinates), between units
of the agency to foster greater
cooperation, and between people
and technology so as to better
take into account the needs of the
FAA employees in a world of
rapidly changing technology.

The managers left the session
believing they had accomplished a
great deal, but sober in the
thought that they still had to
devise the plans and programs that
would result in the kinds of
changes they envisioned for the
agency in the coming years. The
goals and objectives for change
were enunciated; the harder tasks
lay ahead.

CONFERENCE PARTICIPANTS

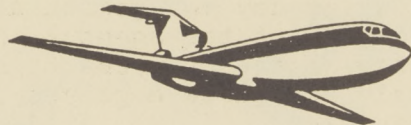
Attending the conference were;
J. Lynn Helms, Administrator; Al
Albrecht, Associate Administrator
for Development and Logistics;
Paul K. Bohr, Director, Great
Lakes Region; James O. Boone,
Human Resource Manager; Garland P.
Castleberry, Chief, Special
Project Staff; Frank Cunningham,
Director, Alaskan Region; Joseph
M. Del Balzo, Director, Eastern
Region; Benjamin Demps, Jr.,
Director, Mike Monroney
Aeronautical Center, and Charles
R. Foster, Director, Northwest
Mountain Region.

Also, Edmund J. Koenke,
Director, FAA Technical Center;
Walter S. Luffsey, Associate
Administrator for Aviation
Standards; Homer C. (Mac) McClure,
Director, Western-Pacific Region;
C. R. (Tex) Melugin, Jr.,
Director, Southwest Region; J. E.
(Sandy) Murdock, Chief Counsel;
Edmund Pinto, Assistant
Administrator for Public Affairs;
William F. (Bill) Shea, Associate
Administrator for Airports,
(attended first day only due to
prior commitment); Murray E.
Smith, Director, Central Region;
Raymond J. Van Vuren, Director,
Air Traffic Service; Leon C.
Watkins, Director of Civil Rights;
Charles E. (Gene) Weithoner,
Associate Administrator for
Administration.

Conference facilitators were:
Elizabeth M. (Betsy) Kirkhard,
Louise Eberhardt, John McNeil and
Clarence W. (Von) Von Bergen.

Administrative and Logistical
support: Joyce J. Gillen, staff
Assistant; and Linda Springer,
Secretary, Headquarters Human
Resource Office.

Mr. Helms and Mr. Fenello
attended the final meeting on
Thursday afternoon.





U.S. Department
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Headquarters Intercom

Boone on Board



James Boone, Manager Human Resources, is greeted by FAA Administrator Helms and Deputy Administrator Fenello as he reports to FAA headquarters in Washington, D.C.

James Boone, who recently joined the Administrator's staff as national manager, human resources, has reported to headquarters.

He moved up from the Southern Region where he was the regional Human Relations Specialist.

As he settled into his new office, Boone said that the aim of the human resources effort is to effect a cultural change which will turn the FAA into a model government agency in terms of human relations and efficiency. The effort will emphasize, among other things, management styles, employee work attitudes, management/employee communications and methods of rewarding employees.

Boone predicted success, "because of the tremendous support of FAA's top management."

*'The Air Traffic Control System is Safe,
Safer Than It Has Ever Been'*

System Judged Safer

This is how John H. Winant, president, National Business Aircraft Association (NBAA), evaluated today's ATC system at the Aviation/Space Writers Association's Annual News Conference in Washington, D.C., recently.

He said that there was some doubt after the beginning of the controller strike as to whether the FAA would meet its rebuilding goals. "We at NBAA, at times, felt rather cynically that FAA would not meet its target for rebuilding the system; yet once again, I am pleased to admit in a public forum that to date we have erred and that FAA, despite the monumental problems facing it, has maintained its forecasted pace and has produced the promised results on time."

He noted that the agency still faces massive challenges while carrying out the National Airspace System (NAS) Plan, and, at the same time, he reminded pilots that "there are continuing problems related to the training and performance of pilots," and he added, "It is an unfortunate fact that 80 percent of accidents derive from pilot error and pilot judgement flaws, and have nothing directly to do with the operation of the air traffic system or the human beings who staff it."

He concluded by pointing out, "Systems are becoming more and more error free. Human beings are not."

FAA Training Courses Good for College Credit

FAAers now may receive college credits for successfully completing management training courses as well as many technical training courses. The Office of Personnel and Training currently is preparing a brochure listing courses recently recommended for college credits by the American Council on Education and identifying colleges and universities known to sponsor programs of this type. The target date for publication is May 30.

ATC Tower Criteria Revised

The agency's criteria for establishment or discontinuance of VFR air traffic control towers have been revised and are now available for public comment.

The new criteria incorporate updated cost estimates and an improved analysis of tower benefits. The old criteria were based on an economic analysis published in 1975.

As a result of the new criteria, slightly fewer locations will qualify for towers and slightly more may face discontinuance.

Although it is not required by law, the agency is soliciting public comment in accordance with the policy of getting user input in National Airspace System (NAS) planning.

Controller Thinks Safety On Duty or Off

For Daniel C. Williams of the Amarillo (Tex.) Tower air traffic control isn't just a job--it's a commitment. That's why the 25-year FAA veteran didn't head for home on March 18 when the tower closed for the day but remained behind to check with the Albuquerque Center on a light twin enroute to Amarillo that he knew was having mechanical problems.

When the center reported the situation "in good shape," Williams thought he could go. But as he left the facility, snow was beginning to fall, so he returned and reported the new weather conditions to the center. By that time, the pilot of the ice-encrusted plane had declared an emergency and Albuquerque asked Williams to work the flight. He contacted the distressed pilot, who by then was only 600 feet above ground level with a heavy accumulation of ice and air speed down to 110. Williams calmly reassured his charge and began vectoring him for a landing on Amarillo's main runway. At one mile, the pilot reported the runway in sight and touched down without further incident.

After landing, the pilot said he did not think he could have made it without the very short approach provided by the controller who wouldn't go home until the job was done.

During the month of March, 80 flight assists were reported. Flight service stations were responsible for 39 of these, while terminal facilities accounted for 32 and centers handled 9. There were 125 persons on board the aircraft involved.

Join the Payroll Savings Plan.



Beyond the Potomac

'Lawn Chair' Pilot Gets Compromise Fine

The agency has reached a compromise settlement with Larry Walters, California's so-called lawn chair balloon pilot, who soared to 16,000 feet in an aluminum lawn chair tied to weather balloons last July.

The agency first proposed a \$4,000 fine, but this was reduced to \$1,500 because Walters "lacked any intent to endanger persons or property on the surface."

Western Region officials believe that this settlement is fair and equitable and will serve as a deterrent to future violators.

Dupage Claims ATCS First

We knew this would happen when we printed the claim of the Dallas-Fort Worth Tower to have the first furloughed airline pilot to qualify as a controller in a "major" facility. That's one reason we ran it.

Now Chicago DuPage tower says its own Kenneth Voelker beat the DFW mark by six months. He entered on duty Sept. 6, 1981, after being furloughed by United and was completely certified on July 11, 1982. "Let's not quibble over the 'major' because Ken is a 'Major' in the Kentucky Air National Guard," says tower Manager Lyle Lowe.

IG Offers Rewards

The DOT's Inspector General now is offering cash rewards, ranging from \$100 up to \$10,000, for information on fraud, waste and/or mismanagement when these disclosures result in cost savings to the government. The rewards, which will be offered through Sept. 30, 1984, were authorized by the 1981 Omnibus Budget Reconciliation Act. The same legislation also authorizes 50 Presidential Awards of \$20,000 each to employees whose disclosures result in substantial cost savings. DOT Order 8000.3 has additional details.

Ex-Military Employees Will Have COLA Deducted

Beginning with June 6 paychecks, military retirees working for FAA and other agencies will have an amount equal to their military cost-of-living adjustment (COLA) deducted from their agency pay, as required by the Omnibus Reconciliation Act of 1982.

Under this legislation, the deductions are required for COLAs given in FY 1983, 1984 and 1985. The only exceptions are employees whose military retirement was based on war or combat injuries or disabilities.





Headquarters News

Awards and Rewards

The following awards were presented to headquarters employees over the past month: Quality Increase Awards: Robert H. McKay, Mary Ann Webb, Cloyd V. Shirley, Paul Rosenwald, Vanessa Dixon, Wallace Cook and Tina McClure, AAT; Harriet J. Neuman, Robert A. Hodge, Joe Long, and Carol Pullin, APM; John D. Hospital, AMS; Catherine Opperman, AAA; Ward L. Keech, APO; Roy Stieneker, AFO; Dorothy Pennino, AVS; and Stella Blount, AES. Special Achievement Awards Based on Sustained Superior Performance: Janet H. Glivings and Carol McCormick, AAT; Lyle G. Wink, AFO; Margaret Ross, AGC; Mary T. Davis, AIA; and Carey Weigel, ARD. Special Achievement Awards Based on Special Act or Service: Patricia Campbell, APP; Susan Gray, AAT; Rita Swope and Paul Castle, AAP; Kathryn Rizzardi and Rochelle Claypoole, AOA; Nancy Riley, Cynthia Sidney and Marie Taglieri, APM; Diane Ables and Bernida Williams, AMS; and Robert Heller and Mark Meza, APT. Letters of Commendation: Jacqueline Honeck, Joseph Lynch and Joyce Gillen, ALG; Edward Harris, AMS; Leslie Vipond and Michael Harrison, ARP; and Gerald Lavey, APA. Group Special Achievement Award Based on Special Act or Service: Linda Murray, AMA; Joe Anderson, ALG; Clarence Hankerson, AMS; George Williams, AAA; Janet Girt, Alaskan Region; and Robert Carter, Frank Cantrel, Ted Campbell, Lindale Smith, Richard Cambra, Dale Kuhn, and Chuck Elston, all in the Western-Pacific Region.

Heat Not Unnoticed

The temperature/humidity control problems in the building are not going unnoticed, the headquarters Human Relations Committee assures us.

Air conditioning maintenance, modifications to the work area--movable partitions instead of walls, reflective film on windows, etc.--and changes to operating procedures are part of the solution. These things are being attended to.

In the meantime employees can help by:

- o Calling x63340 to identify specific problem spots.
- o Keeping window blinds closed.
- o Keeping window unit blowers on.
- o Having inner walls or the glass portions of walls removed to improve air flow.

FAA's top management has given its full support to improving working conditions.

Tennis Victories Pile Up

Ed VanDuyne (AES-310) Captain of the FAA Tennis Team, and Fred Gilmore (ALG-1) the team's top seed, won the season's first match with a 6-4, 6-0 victory over the Federal Railroad Administration.

The team's second victory was captured by Jim Etgen (APM-300) and Jim Spaulding (APT-220) in a three set 4-6, 6-3, 6-3 duel with UMTA.

Currently the team is actively seeking players after losing several top contestants to the Interdepartmental League. If interested call Nancy Lambert (62604) or VanDuyne (63008).

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Headquarters Intercom

AF Technician Named Suggester of the Year

The Western-Pacific Region's Jimmy Wilkinson's \$41,000 idea has won him the FAA Suggester of the Year Award for 1982. Wilkinson, an electronics technician at the Sacramento, Calif., Airway Facilities Sector, received a cash award of \$1,109 for suggesting a modification to Runway Visual Range (RVR) equipment.

Essentially what he suggested was replacing the failure-prone incandescent lamps in both the Solid-State Radiation and Tasker 400 RVR equipment with light-emitting diodes, and modifying circuitry so that a failure of the diode will not turn the system off. The changes have practically eliminated failure in the operationally critical RVR equipment. All in all, the idea is expected to save the agency \$41,000 in labor and replacement parts costs.

In addition to the cash award, Wilkinson will receive an engraved plaque and a letter from the FAA Administrator. Western-Pacific Region Director Homer McClure will present them at ceremonies in the near future.

OA -1 Says Satellites Won't Revolutionize ATC

Space technology has a place in FAA's plans for modernizing the National Airspace System, the Administrator says, but it won't change the basic process of air traffic control itself.

Speaking to the American Institute of Aeronautics and Astronautics in Long Beach, Calif., the Administrator pointed out that satellites could change ATC communications, navigation and even surveillance significantly. However, he added, "the process of controlling aircraft is unlikely to change in any fundamental way."

Perhaps the most important application of space technology in the near term, the Administrator noted, will be the use of satellite relay for aeronautical fixed point-to-point trunk communications. As FAA continues with its program for modernizing its vast communications system, he added, "we want to exploit a competitive situation in which satellite point-to-point communications competes sensibly with other means."

The Administrator said he saw no compelling near-term civil requirement for a satellite navigation system, such as the Department of Defense's NAVSTAR. Nevertheless, he continued, the general sentiment is that if such a system were implemented, "in the longer term, the marketplace would bring about civil use—at least for some navigation applications."

From Our Readers

A Washington headquarters employee writes, "In 1981, the Air Traffic Service processed a 'PR' (procurement request) for 12 small computers for branch level automation. The 'PR' was killed by top management. Office automation in the FAA is slow and painful at best. The air traffic supervisors in the Houston ARTCC have chipped-in to buy their own computer, as did AT controllers in the Eastern Region. My question is: What is the prospect for office automation agencywide? Certainly the Government and the agency must know it is cost effective from a workforce, efficiency and production point of view. What is the plan, time frame and cost?"

Intercom was told by the Office of Management Systems that the prospects for FAA-wide automation in individual offices is excellent. The agency is developing an Information Resources Management Plan (IRMP) which includes office automation requirements. A basic aim of the IRMP is to install computer terminals in all headquarters, regional and field offices where a return on the investment can be demonstrated. The IRMP, which projects requirements along with estimated costs and benefits out to the year 2000, will be published in August.

Regulatory Negotiation Schedule Set

The agency has laid out a schedule for its "Regulatory Negotiation" concept that it hopes will produce a Notice of Proposed Rule Making (NPRM) on the highly controversial subject of airline flight and duty time requirements by mid-September.

According to Deputy Administrator Michael Fenello, the first step will be to establish an advisory committee composed of not more than 15 members representing the major interests affected by the flight time rules. FAA expects to accomplish this by June 15, with the first meeting tentatively scheduled for June 29. The target date for the committee to finish work on a draft NPRM is Aug. 15, with publication a month later. This would be followed by a 30-day comment period, and the agency would strive to complete action on the proposal by the end of the year.

FAA turned to the Regulatory Negotiation concept after a number of unsuccessful efforts to update and simplify the flight and duty time rules dating back to 1975. However, the agency said, in the event the committee fails to reach agreement, it "will proceed with prompt development of an NPRM proposing such changes in the flight and duty time regulations as the FAA deems appropriate."

Join the Payroll Savings Plan.

DOT Secretary Dole To Visit FAAers in Field

Transportation Secretary Elizabeth Dole will help commemorate National Transportation Week, May 15-21, with a series of speeches and participation in events scheduled from Boston to Houston.

In Boston, her visits will include one to the Logan International Airport Tower, where she will meet controllers, technicians and other FAA employees working there. Again in Houston, she will visit FAAers in the tower at Hobby Airport.

In keeping with the theme of the week during her circuit, she will sample transportation service on Amtrak and on the nation's scheduled airlines.

Catch-62 Revisited

The implementation of the enigmatic "Catch-62" legislation, which affects about 25,000 FAA employees who performed post-1956 uniformed military service and who will be eligible for Social Security benefits at age 62, has uncovered yet another catch.

Employees who served after 1956 and wish to pay into the retirement fund so that they will get full retirement benefits cannot do so without proper pay documents or estimates. But--and here comes the catch--the uniformed services destroy their pay records after six years.

FAA's Office of Personnel and Training notes that affected employees have two options here. Those lucky enough to still have their military pay vouchers can submit them to their personnel office and begin repayments almost immediately. Those requiring estimates of their base pay from the military may have to wait as

Manager Earns Wings

Larey Ketchner, Manager of the Elmira, N.Y. airport tower, isn't a man who rushes into things. He received his private pilot certificate recently, 28 years after his first solo flight.

Ketchner stopped flying in the 1950s when he married and couldn't afford the luxury of flying anymore. However, he says flying no longer is a luxury... it's part of his job.

Now, when he visits the 28 airports for which Elmira provides approach control, he flies. And he says, "When you fly in, it makes all the difference."

Ketchner's decision to resume flying was sparked by a letter from Eastern Region Director Joseph Del Balzo encouraging all employees, particularly facility managers, to learn to fly. The letter has had a similar effect on other Eastern Region employees and has been used to convince IRS that the cost of flying lessons should be tax deductible. However, these decisions are made on a case-by-case basis, and FAAers interested in learning to fly should check with their local IRS office before assuming the cost of their lessons can be deducted.

long as eight months until DOD issues its implementing instructions.

Still APT advises these employees to obtain from their personnel offices the appropriate forms for requesting estimates and submit them to the appropriate service as soon as practical since they will be filed in and acted on in chronological order. In the interim they can begin saving in an interest-bearing account and later make an interest-free bulk payment prior to October 1984.

Headquarters News



You Make a Difference

"We can't function without you," the Office of Aviation Medicine reports. "It's true, surgery can't be performed; cancer patients, hemophiliacs and leukemia victims can't be treated; lives can't be saved without your voluntary blood donations.

"You can make the difference. To help, please donate at the next Bloodmobile, June 1, 9:30 a.m. to 3:30 p.m., Conference Rooms 5 ABC."

FAAers Stepping Up

During the month of April another 21 headquarters employees took steps up the career ladder. Those getting ahead, with their new grades, are:

Gene Barlow, AAT-3, GS-15;
Laurise B. Baylor, AES-100, GS-7;
Beverly D. Bond, AEE-110, GS-13;
James O. Boone, ADA-1, GS-15;
Ralph A. Cooper, AAT-110, GS-15;
Mary Teresa Davis, AES-300, GS-7;
Thomas Rus Devine, AGC-60, GS-14;
Kathleen Hartman, AAM-1, GS-9;
John D. Hunter, AAT-360, GS-14;
Frances A. Hyatt, ABU-22, GS-11;
Phillip A. Leach, AMS-140, GS-12;
Gloria D. Nicks, AAT-444, GS-12;
Betty A. Russell, AVS-12, GS-9;
Carol P. Santelia, AAT-435, GS-12;
Sandra L. Simone, AES-200, GS-7;
Linda D. Springer, ADA-3H, GS-7;
Eileen R. Stickley, ASF-220, GS-11;
Laura E. Thomas, API-18, GS-7;
Larry L. Thompson, ALG-220, GS-11;
Mary L. Torrance, AFO-714, GS-9;
Jack J. Washington, AFO-223, GS-14.

She's a Princess

Diane, the beautiful daughter of Eastern Region Security Division Manager Hector Gonzales,



was selected as the Puerto Rican Princess at the recent Cherry Blossoms Festival in Washington, D.C. At that time, Gonzales was a security specialist at headquarters. The princess is a freshman in the

Northern Virginia Community College in Annandale.

Awards and Rewards

The following awards were presented to headquarters employees during the second week of May: Quality Increase, John McQuaig, APM; Special Achievement Based on Sustained Superior Performance, Rebecca Key and Ruth Hinkley, APM; Special Achievement Based on Special Act or Service, Linda D. Miller, ADL; and a Letter of Commendation to Margie Jones, AAM.

Barber Hours Extended

The barber and beauty shop located on the second floor in the FAA building (FOB-10A) has extended its hours, with the beauty shop open from 9 a.m. to 6 p.m. daily. The men's shop is open Monday and Tuesday from 8 a.m. to 2 p.m. and on Wednesday, Thursday, and Friday from 8 a.m. to 4 p.m. Appointments may be made by phoning 68622.



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Headquarters Intercom

Top Agency Team Drafts Vision of a New FAA

It's never going to make a best-seller list or be sold for movie rights, but right now work is starting on a script that portrays a vision of a future FAA that will make it a model of human resources management in the federal government.

The storyline for this document is not coming from a fanciful imagination, but is being crafted out of long hours of debate and discussion by the agency's 21 top managers. They recently completed a second strategic planning meeting and began work on putting down on paper their blueprint of how to transform the FAA into an agency with an unmatched reputation for concern and sensitivity to the needs of all employees.

The strategic planning process was started by Administrator Helms in April, when he challenged his top managers to come up with their vision of how to improve human relations and human resources management in the agency over the (See page 2)

NTSB Concedes ATC System Working

The National Transportation Safety Board has concluded its follow-up investigation of the air traffic control system with the finding that "there has been no increase in ATC involved accidents since the controller strike, nor have there been any accidents attributed to strike-related causes."

In its 84-page report, the Board also found that the ATC rebuilding program has resulted in an orderly return of system capacity and has been conducted in a manner which has benefited the ATC system users and the American traveling public with only occasional inconvenience and delays.

Other findings were that FAA has met virtually all its goals for hiring and training controllers and is on target in meeting its goals for lifting restrictions on ATC services and for the eventual return of the system to normal.

Still, the Board expressed its opinion that (See page 2)



During a major safety modification project, overrun areas at Washington National Airport are being extended. See 4.

NTSB

(From page 1)

the absence of any strike-related accidents doesn't prove the system has been operated safely. "Accidents are a poor means to measure the safety of a system on a running basis because they generally are 'after-the-fact' results of an unsafe system." It added, "To evaluate the safety of the ATC system before an accident, the existing margin of safety has to be determined by investigation of incidents or other indicators of potential accidents. A 'safe' system must resolve these indicators of potential problems before they lead to the unacceptable safety measurement--accidents."

Moreover, the Board continued, "the follow-up investigation revealed that the FAA has not managed the quality control functions of the ATC system in a satisfactory manner and that the margin of safety cannot be measured accurately and may not be as wide as it should be."

A number of the "safety issues" identified by the Board already have been addressed by FAA, including the establishment of a computer-based system for reporting operational errors. The agency also has taken action to strengthen on-the-job training requirements and has made continued progress in reducing the controllers' average workweek.

Two of the five-member Board joined in dissenting statement although concurring with the general findings. Donald Engen and Francis McAdams, the only two members with aviation backgrounds, said: "The national airspace has been in the past, and continues to be, operated in a safe manner.... However, in our view, the tone of the report implies a lack of safety that is not supported by objective data of the day-to-day operation of the system."

Administrator Pushes Aviation Education

The FAA Administrator is encouraging FAA employees "to assume a more active role in their communities and schools in promoting increased understanding of aviation, airports and air transportation and their economic, social and career values...."

In a recent policy statement on aviation education, the Administrator stressed that FAA's ability to carry out its mission depends on the continued availability of a technically qualified workforce. He said employee support of the aviation education program will help achieve this objective.

A Vision

(From page 1)

next three to five years. Working with the managers on the project are the FAA Human Resources specialists from around the country.

In their latest two-day meeting this month, the managers spent hours identifying and understanding problems and inequities in the agency. Emphasis was placed on understanding, for without knowing why a condition exists, prospects for correcting it are dim.

People issues were foremost in the minds of the managers as they tackled questions of working relationships between peers, supervisors and subordinates and between various FAA units. They probed questions relating to improved working conditions and working environment, employee growth and improvement and management structures and relationships.

By late evening of the second day, the managers reached a consensus that they could begin drafting a program of action, which, after concurrence by the Administrator, will become a statement of agency philosophy and policy.

Suggester Wins Big Bucks

Alaskan Region electronics engineer Robin J. Masek recently discovered that the difference between \$7,000 and \$50, multiplied many times, is \$3,965. No that's not "new math." It's just the result of Masek's suggestion for a low-cost metal support beam for radar antennas that cost the agency \$50 to make as compared with a \$7,000 price tag quoted by a commercial firm. The suggestion earned him a \$3,965 award, which is the largest amount ever given by the Alaskan Region. Still, Regional Director Frank Cunnningham thinks the agency got off cheaply. He estimates that Masek's suggestion will save at least \$152,900 in his region.

World Focuses on People

Coming your way in the new issue of FAA WORLD is the agency's elite corps of National Resource specialists who are the agency's in-depth experts on aircraft certification and airworthiness matters. Also featured are four new employees who were assigned by the Air Force to Chicago O'Hare during the controllers strike and liked it so well they stayed on when their military hitches were up.

In addition, readers will meet the Airway Facilities technicians at Des Moines who were the best in the nation in the General NAS Sector category in 1982. (The N.Y. TRACON, winner in the center category, will be featured in June.)

Other articles deal with a new satellite system for spotting downed aircraft and the Civilian Pilot Training Program that helped to spur the aviation industry and prepare the nation for WW II. Also look for the regular features.

Restrictions Dropped

On May 16, the Houston and Fort Worth air route traffic control centers dropped all restrictions on flights within their individual center areas, as the ATC rebuilding program continues on schedule. The agency now has discontinued internal flight restrictions at 15 centers and plans to lift them at the remaining five by the end of August.

Also on May 16, the grouping of the Washington, Atlanta and Jacksonville centers that permits unrestricted flights across center boundaries was expanded to include the Miami center. A similar move was made on the West Coast, with the Los Angeles Center joining the grouping of the Seattle, Salt Lake City and Oakland centers.

Merit Pay Delay Proposed

The FAA's request to delay implementing the merit pay system until October 1984 has been passed on to the President by the Office of Personnel Management with a recommendation for approval.

If the President approves the exclusion, he must notify Congress 30-days in advance of the implementation date. In the interim, within-grade increases for merit pay employees will continue to be processed. In addition, the requirement for merit pay employees' appraisals remains in effect, and performance appraisals must be conducted as agency directives stipulate.



Headquarters News

Awards and Rewards

During the past week, the following awards were presented to headquarters employees: Quality Increases-- Gary K. Perkins, AFO; Special Achievement Based on Special Act/Service--Dale E. McDaniel, API; and Letters of Commendation--Mike Singer, AES and Mary Jo Knouff, APA.

Savings Bond Campaign Off and Running

The 1983 U.S. Savings Bond Campaign is in full swing. This year's campaign chairman, John E. Wesler, director of the Office of Environment and Energy, reports that after the second week, 32 percent of the Washington headquarters employees were participating. That's 658 employees, he noted, explaining that so far there are 67 new participants and 54 employees have increased their allotments.

Inside FOB-10A

Television commercials do influence consumers but not always in the way the sponsors might wish. For example, an Intercom correspondent recently overheard an FAAer in the elevator say he never takes travelers checks when he goes on trips anymore. "The television ads always show them being stolen, and I don't need that hassle," he added. He's got a point there, you know!

DCA Overrun Areas To be Extended

A contractor will begin work this week to extend the main runway safety-overrun areas at Washington National Airport.

The north runway safety overrun area will be extended from 200 feet to 750 feet by means of a land fill in the Potomac River. On the south end, the work involves grading and sodding that will result in a full 1,000 feet of overrun area.

During both the design and construction phases of the project, the U.S. Army Corps of Engineers is acting on behalf of the agency. A Capitol Heights, Md., construction firm, Atec Contracting, is doing the work under a \$6.3 million FAA contract.

FAA Talk Praised

When the topic is airworthiness certification, two of the best people to talk about it are Thomas McSweeney and Gary Michel. McSweeney is Deputy Director of the Airworthiness Office and Michel heads the Airworthiness Law Branch in the Chief Counsel's Office.

The two recently addressed a group of volunteer tour guides at the National Air and Space Museum and their "excellent" presentations prompted a letter of commendation from NASM Director Walter Boyne. "The subject matter was presented in clear and concise terms and pitched to the technical expertise of the audience," he said. "The volunteers acquired a new perspective of commercial aviation which will enable them to give a more informative and interesting tour to the visiting public."



U.S. Department
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Headquarters Intercom

Pilot Thanks FAAers

The pilot-in-command of the Eastern L-1011 that lost power in all three engines on a May 5 flight to Nassau has written the Administrator to express his "heartfelt thanks" for FAA's help in bringing his crippled jet down safely at the Miami Airport. Similar sentiments were expressed by EAL's vice-president for flying operations and safety in a letter to Miami enroute center manager Carlisle Cook.

Capt. Steve Thompson cited the "outstanding job performance" of the Miami center crew, particularly controller Martin Lauth who guided the plane back to safety. "It was especially reassuring to hear Mr. Lauth's professional, calm voice responding to our calls," he added.

Vice President W. R. Brady singled out supervisors Bill Jones and Ted Connolly, along with Lauth, for special mention. "The professionalism and dedication displayed by these individuals on this occasion reflect great credit on the Federal Aviation Administration and the Air Traffic Control organization," he said.

Outstanding Flight Save Winners Are Honored

Mark W. Higbee of the Portland, Ore., Tower is one up on the other winners of the 1982 Outstanding Flight Assist of the Year Award. He's already received his award from the Administrator at a ceremony in Portland on May 11.

The other five winners will be honored in separate ceremonies. They are James W. Hamm, Douglas R. Murphy, William C. Hepting and John W. Butler of the Kansas City enroute center, and Eric A. Hedges of the Goodland, Kan., Flight Service Station. Like Higbee, all will receive plaques and cash awards for their outstanding performances.

Higbee was cited for assisting a single-engine plane that lost (see page 2)



Airline and general aviation traffic make Chicago still the world's busiest airport in terms of passengers. See page 3.

Winners (from page 1)

power in stormy weather over mountainous terrain last November. In spite of communications and radar problems, he continued to vector the pilot to a little known airport at Cascade Locks. As a result, the plane broke out of the low cloud cover only 300 feet above ground level and just a quarter of a mile from the field. Although the plane landed long and skidded off the end of the runway, the pilot and two passengers escaped uninjured.

The four Kansas City controllers were commended for pinpointing the location of a lost single-engine aircraft, despite poor radar reception, and then guiding it to a safe landing a full 10 minutes after it had run out of fuel.

Throughout the June 6, 1982, ordeal, the controller team had to contend with intermittent radio communications that forced them to use two commercial flights to relay messages. But the system worked, and the plane made a safe landing "without property damage, injury or loss of life."

Hedges was cited for spending two hours on March 29, 1982, working with a lost and disoriented pilot and bringing him down safely. Using direction-finding equipment, VOR and geographic fixes, he got the pilot on the right track and then coordinated with other aircraft to get him into VFR conditions. When one fuel tank went dry and the engine quit temporarily, he calmed the pilot and finally got him on the ground--not a minute too soon. The engine sputtered and died as the aircraft was rolling out.

Merit Plan Shelved

The Office of Personnel Management (OPM) has agreed to delay implementation of the plan to abolish near automatic in-step pay increases and link raises more closely to job performance.

OPM also will postpone major changes in personnel rules which would give job performance more weight than seniority in layoffs.

This means that, at least for the present, non Senior Executive Service (SES) employees will continue to get within grade increases as they have in the past and that layoff--RIF--procedures will not change.

Leave Restoration Sought

The agency is working with the Office of Personnel Management (OPM) to assist ATC employees who have a sizable amount of restorable leave, which has accumulated during the exigency of the public business following the 1981 strike.

Unless an exception can be worked out with OPM, this leave must be used within two years from the end of the leave year in which the exigency is terminated.

In some ATC facilities the exigency has been declared over, and now FAA's Office of Personnel and Training (APT) is discussing exception to the regulatory time limit with OPM on an individual employee and facility basis, rather than on an agency-wide basis.

APT and AT are also getting our additional instructions in this area. Guidance on how individual cases should be submitted is now being developed and will be issued to the field.

Administrator Defends ATC In World Airways Accident

The Administrator has disagreed sharply with the National Transportation Safety Board report that blamed FAA and airport management for the World Airways accident at Boston's Logan Airport and virtually exonerated the crew.

In a letter to NTSB Chairman James Burnett, the Administrator voiced two major objections to the Board's report on the January 1982 accident: "On the one hand, I take particular exception with your finding that '... the tower controllers failed to transmit available braking information to the pilot....' On the other hand, I am frankly astonished that you make only one assignment of flight crew error and then inexplicably label it as only a contributing cause."

The Administrator said the Board's "indictment" of ATC "rests solely on the fact that the flight crew never received a braking action report that included the word 'nil'." He noted that only one out of 14 arriving pilots used this term.

Moreover, he added, this report was passed on to the next two arrivals but neither pilot confirmed it. As a result, he continued, "ATC quite logically and properly disregarded the nil report as not representative of actual conditions."

Four AFSS Sites Picked

The agency now has settled on 21 of the 61 automated Flight Service Station sites. The latest selections are Columbia, Mo.; Princeton, Minn.; Lansing, Mich. and Prescott, Ariz. In each case, the local community will build the facility and lease it to FAA.

O'Hare Still Number One

Chicago O'Hare was the busiest airport in the world in 1982 in terms of passenger movements. The Airport Operators Council International reports that O'Hare handled 37,743,598 passengers last year compared with Atlanta-Hartsfield's 34,702,494 and Los Angeles International's 32,383,105. Next in line were New York's Kennedy with 26,452,508; London Heathrow, 26,406,100; Dallas-Fort Worth, 24,726,741; Denver Stapleton, 24,553,249; Tokyo Haneda, 21,929,948; San Francisco, 21,028,788, and Miami International, 19,387,619.

ATC Restrictions Scheduled to be Lifted

By the end of the year, FAA will have dropped landing quotas at all but four of the 22 pacing airports and completed the phase out of all center restrictions.

The four airports at which landing restrictions will remain in effect are Chicago O'Hare, Denver Stapleton, New York La Guardia and Los Angeles International.

FAA already has dropped quotas at five of the 22 pacing airports and published a schedule for discontinuing them at 13 others. Quotas at six additional airports will be lifted by Sept. 1. After that date restrictions will be dropped at the two Dallas airports, the two Houston airports, Cleveland and Detroit. Philadelphia and Pittsburgh will follow suit on Oct. 30 and St. Louis on Nov. 14.

Center restrictions will continue to be phased out on a step-by-step basis as staffing levels increase. All will be gone by Dec. 31, with the northeast and north central parts of the country the last to be freed up.



Headquarters News

Seat Belts Work

Seat belts work. That's a fact. Employees are told to wear seat belts when traveling on government business (and at all other times) for good reason. During the last 10 years, seven FAA employees have been fatally injured while driving or riding in automobiles on official government business. None of the fatally injured was wearing a seat belt.

During this same period, the agency had approximately 280 non-fatal accidents reported each year. How many occupants in these vehicles were saved by seat belts is unknown. People wearing seat belts don't become statistics. That's why it's FAA policy to wear safety belts while driving on official business.

Savings Bond Sales Up

As the 1983 U.S. Savings Bond Campaign hits the mid-point, the Office of the Associate Administrator for Administration and the Rotorcraft Program Office have already reached the 100 percent mark. Above the 50 percent mark are seven offices: Labor Relations (69%), Management Systems (59%), Airworthiness (59%), Associate Administrator for Aviation Standards (56%), Civil Aviation Security (55%), Flight Operations (54%), and Aviation Medicine (53%). Several more offices are very close to passing the 50 percent. According to John Wesler, FAA Headquarters' Savings Bond Chairman, there's still plenty of time to "Take Stock in America." See your keyperson and invest in your future by signing up today.

Parking Payment Made Easy

As a result of a suggestion to the Headquarters Human Relations Committee, beginning this month a collection box for payment of DOT parking fees will be placed in FOB-10A for the convenience of employees. The box will be located in room 536A (the IMPREST fund area) during the last week of each month and the first week of the next month. Only checks and money orders made payable to "DOT/OST Parking" will be accepted. Employees also may pay DOT parking fees by mail. Parking management requests that all remittances show the proper permit number, the month being paid for, regardless of the check date, and the principal permit holder's name if payment is being made by other than that individual. In addition, payments are due by the fifth of each month.

Awards and Rewards

During the past week, the following awards were presented to headquarters employees:

Quality Increase,
Andrew Oltmann, AAT;
Richard E. Nowak, AWS, and
Gordon M. Unverferth, AAT:
Special Achievement Award based on Sustained Superior Performance,
Victoria Catlett, APP;
Special Achievement Award based on a Special Act or Service
Dolph D. Sand, AGC, and
Patricia Hall, AMS; and
Letter of Commendation,
Paul L. Galis, APP,
Melvin Rutt, AMS,
Leonard E. Mudd, AAS,
Victor J. Onachilla, APT,
Max Hupfer, APT, ~
Alice Wong, AAP, and
James A. Wilding, AMA.



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Headquarters Intercom

NEXRAD Moves Forward

The program to develop the next generation of weather radar (NEXRAD) reached another significant milestone this month with the selection of two contractors to proceed with the validation of pre-production models.

The contracts were awarded to the Raytheon Company of Wayland, Mass., and the Sperry Corporation of Great Neck, N.Y. Valued at approximately \$20 million apiece, the contracts call for each company to develop and test a pre-production model of a Doppler-based radar that would substantially improve the detection of severe weather phenomena such as thunderstorms, hail, wind shear and turbulence.

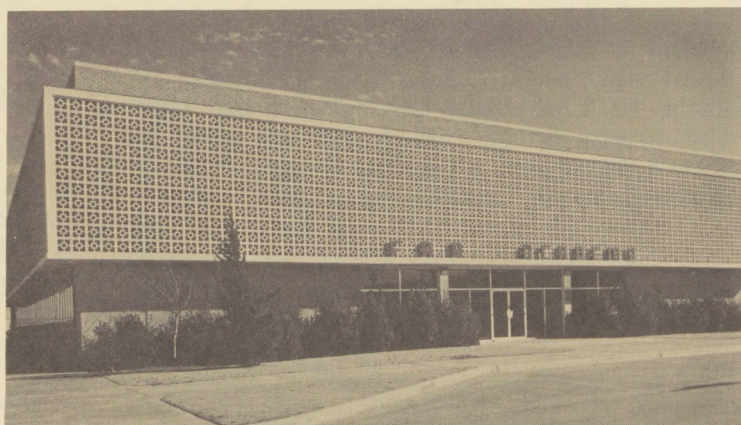
The contracts cover an initial competition between Raytheon and Sperry, with the winner then upgrading its model for additional testing in the field. This would be followed in late 1986 by the award of a limited production contract to the winner for 10 units. Full production would get underway by early 1988, with eventual installation of some 140 units in the United States.

NEXRAD is a joint program of the Commerce Department's National Oceanic and Atmospheric Administration, the FAA and the Department of Defense. Its aim is to develop a national radar system which meets the common needs of all the participants.

FAA Academy Phasing Down

With more than 4,800 graduates since the August 1981 controllers strike, the FAA Academy at Oklahoma City is beginning to settle back into normal operation. The manual training labs returned to one shift per day in May and classroom instruction is scheduled to follow suit in late August. That will leave only the radar labs on double shift to handle controllers returning from field facilities to begin this phase of their training.

The first post-strike training class of 143 students entered the Academy on Aug. 11, 1981, just eight days after the strike.



The headquarters building of the FAA Academy

The double shifts began the following month. The peak enrollment at the school was about 1,600. Currently, there are 592 controller trainees in residence.

Keeping NAS Plan on Course

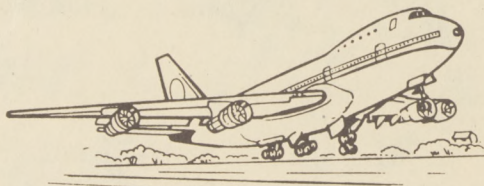
FAA is looking for an outside firm to help keep the National Airspace System Plan on course and on schedule.

On May 18, the agency issued a request for proposals (RFP) for a "Systems Engineering and Integration" contractor who will provide management and technical support in carrying out the NAS Plan. The contractor will provide assistance which will be compatible with and will enhance traditional FAA technical activities.

In taking the action, FAA is carrying out a recommendation by a White House science panel that endorsed the NAS Plan concept but suggested the agency retain "a qualified prime contractor to formulate performance goals and design specifications and to perform system integration." Responses to the RFP are due in mid-August. The agency expects to make a contract award in early 1984.

OPM Pay Plan Delayed Only Until Aug 1

The Officer of Personnel Management has announced that the plan to base pay increases, promotions and layoffs on performance rather than seniority has been set aside only until Aug. 1. This is the date agreed to by OPM and members of Congress to give the lawmakers time to enact appropriate legislation.



Funds Requested For Human Relations Training

Management training is an established fact at FAA, and the agency's FY 1984 budget request to Congress reflects this. It includes an additional \$1.8 million for management and human relations training agencywide (for an FY-84 total of \$5 million).

These funds, which are a substantial increase over 1983 will be used for training at the Management Training School in Lawton, Okla., and at local educational institutions and for on-site training at FAA facilities. Additional funds were also made available to regional centers in FY-83 for these purposes. Employees interested in further information about their organizations' training plans should contact their region/center training branch.

APT to Establish Personnel Hotline

A trial run of a new personnel information "hotline" service is scheduled to begin this month. The Office of Personnel and Training is setting up the hotline to help employees throughout the system to keep abreast of changes to the Civil Service Personnel System.

Telephone numbers for the services will be circulated and published in INTERCOM once the telephone lines are hooked up. That's expected in two or three weeks.

A review of the service will be made after the 30-day trial run. If it is found to be an effective method of providing personnel information to employees, it will be established on a permanent basis.

Teaming up for Safety

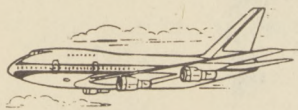
FAA controllers at the Atlanta Center teamed up with Army controllers at Ft. Benning, Ga., recently to turn a potential disaster into an almost routine landing.

The "flight assist" began when a New Orleans-bound pilot, flying at night on an instrument flight plan, advised the center that he was accumulating ice. Controllers Johnny Wilkes and David Green assigned him a lower altitude and gave him the location of two airports in the immediate vicinity.

The pilot didn't want to land at that time, but soon his problems began to multiply. First, radar contact was lost and then radio communication. Controllers quickly located another plane in the vicinity and, using it to relay messages, they assigned the now "emergency flight" to a yet lower altitude.

By the time radio contact was reestablished, the pilot was anxious to land, but he couldn't find the Columbus, Ga., Airport. He said he was, "all screwed up," and his gyro was unreliable. Controllers calmed him and then contacted Lawson Army Air Field at Fort Benning. At this point, Lawson GCA controllers, guided by Atlanta Center information, located the plane and brought it in for a safe landing.

During the month of April, 86 flight assists were reported. Flight service stations were responsible for 36 of these, while terminal facilities accounted for 34, and centers handled 16. There were 151 persons on board the aircraft involved.



Digital Recorders a Must

The FAA has notified the National Transportation Safety Board that it intends to issue a proposed regulation that would require that narrow-body jets be retrofitted with digital flight data recorders.

The digital recorders, which record flight information such as speed, altitude, vertical acceleration and deceleration and other parameters on electronic tape, would replace existing recorders which log the information in the form of lines traced on aluminum foil.

The digital recorders can be read out easier and faster after an accident than can the foil recorders. Some models can also record more parameters of information. The agency plans to issue a proposed regulation calling for most of the jets to be retrofitted with five-parameter digital recorders within two years of the effective date of the final rule.

Instructor and Mechanic Competition Underway

The annual competition to select the nation's outstanding flight instructor and general aviation maintenance technicians got underway recently with the mailing of 80,000 nomination forms to the FAA regions. The forms will be redistributed in the field by the agency's accident prevention counselors.

Nominations should be submitted to General Aviation or Flight Standards District Offices by July 18. Regional awards will be made Aug. 1, national winners, by Sept. 1.

Each of the national winners will receive up to \$5000 in cash and prizes donated by aviation organizations, as well as a trip to Washington, D.C., for the award ceremonies on Oct. 27.



Headquarters News

Savings Bond Campaign Ends Successfully

FAA's 1983 Savings Bond Campaign came to a successful end on May 31. According to John Wesler, Director of the Office of Environment and Energy and this year's campaign chairman, the campaign ended on a successful note with a five percent increase in employee participation.

Final figures for the entire campaign will be published in next week's INTERCOM. Meanwhile, Wesler wants to remind all employees that Savings Bonds are still an excellent investment and that enrollment in the payroll savings plan can be started at any time, not just during the annual campaigns.

Second Seat Belt Drawing Scheduled

The agency will conduct the second Employee Safety Belt Prize Drawing on June 13. Deputy Administrator Fenello will once again preside at the drawing, which will be held at 10:00 a.m. in the tenth floor "Round Room." At the last drawing, 25 FAAers won prizes, including tickets to sporting events and movie theatres, lunches at nearby restaurants, special tours, sports equipment and so on.

All employees are invited to attend the drawings on a first come, first-seated basis. To be eligible to win, an employee must have submitted a safety belt pledge card to APT-150 and the agency must have received a belt use rate of at least 55 percent. At last count, the FAA rate was 59 percent.

Spaceship Enterprise To Visit Washington

On its way back from outer space and the Paris Air Show, the Space Shuttle Enterprise is going to visit Washington on June 12.

It's scheduled to land at Dulles on the back of a NASA 747 in mid-morning and will be on public display throughout the daylight hours.

Awards and Rewards

During the past week, the following awards were presented to headquarters employees:

Quality Increase,
Miles Wolfgang, ALG;
Special Achievement Award Based on Sustained Superior Performance,
Marguerite McAllister, APO;
Special Achievement Award Based on Special Act or Service,
Judy Branting, APT.

Bowling Scheduled

The 12th Annual FAA Bowling Tournament will be held at the Verona lanes, West Atlantic City, N.J., on July 8 and 9.

The tournament, which is open to all FAAers, will be highlighted by a banquet on Saturday night. For more information call Fred Bauer, ext. 68750.

According to the FAA Safety Belt manager, Steve Fewell, that's pretty good, but there is still a lot of room for improvement.



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Report Unscientific, Administrator Says

The National Transportation Safety Board's follow-up report criticizing the air traffic control system "is simply not a high quality document," despite its bottom line conclusion that the system is operating safely, according to the FAA Administrator. He told Congress recently that the report "clearly suffered from a lack of scientific control over the methodology used." Among other things, he noted that the report drew broad conclusions from limited data and pointed out that even the Board conceded that its questionnaire process was "not designed to scientific standards nor properly controlled to yield valid data."

However, he added, "this should not be taken to mean that we are not looking closely at each recommendation in the report. We are. I welcome data from any source which may help me to make the system safer--now or in the future."

Nevertheless, the Administrator took issue with certain specific statements in the report, such as the NTSB contention that FAA facilities are being required by Washington to handle more air traffic than they are capable of (See page 2)

Controller 'Talks Down' Burning Aircraft



DOT Staff Photographer, Dennis Hughes

Gregory Karam receives personal congratulations from Administrator Helmes while his wife Sue looks on.

Gregory Karam, the Cincinnati Airport tower controller who guided Air Canada's burning Flight 797 to an emergency landing June 4, said afterwards that any controller could have done the job. However, the National Transportation Safety Board (NTSB) and his boss, tower manager John "San Juan" Romero, were more enthusiastic about the job he did. Both characterized his performance as outstanding. The Administrator also called him directly to voice congratulations for a job well done.

Karam was handling routine traffic when the Indianapolis Center handed off the emergency DC-9 jet to him. Moments later, the plane's transponder ceased to function, and Karam had only a raw radar target to work with.

The nine-year FAA veteran (See page 2)

'Talks Down' (from page 1)

controller immediately set up for a landing on runway 36, but when he realized that the plane was too high, he switched to runway 27. At that point, the pilot reported that all his instruments were out, and Karam gave him a no-gyro instrument approach, which meant that the controller virtually "steered" the plane to the runway threshold.

At one point during the approach, the pilot reported that he had the airport in sight through the smoke in the cockpit. Kamar then checked to make sure it was the right airport by ordering landing lights up to full intensity and double checking with the pilot on the radio.

After that, everything worked just right and the burning plane made a successful landing. Although 23 passengers lost their lives in the fire, 18 others and five crew members successfully evacuated after the landing.

Administrator (from page 1)

handling. "This is simply not true," he said, "I have mostly turned down proposed increases in capacity developed by field facilities... not because I don't trust their judgment but because of my concern that we exercise extreme caution in this area."

He also disputed statements that "little has changed in air traffic facilities since the strike, and that employee-management relations remain virtually the same."

He noted that progress has already been made in the human relations field and pointed out that the agency has, "in effect, opened up new channels of communication for FAA employees, and we have been listening to what they have to say."



DOT Staff Photographer, Lance Strozier

Deputy Administrator Fenello, surrounded by HR representatives, lends his full support to the ongoing program.

HR Progress Seen

About 100 chairpersons of human relations groups throughout the country as well as representatives from Facility Advisory Boards (FABs), Supervisory Committees (SUPCOMs) and Quality Circles met in Washington May 31 through June 3 for a Human Relations Committee Leadership Seminar.

During the three-day meeting participants reported on their accomplishments to date, including such things as setting up adjusted work schedules (flexible starting times), improving rapport between first-level supervisors and management, providing workable solutions to smoking problems, informing employees about various reorganization during formative stages and generally opening lines of communication between employees and local management.

Major problems facing employee participation groups were also discussed in depth, and communication links between groups were established.

More AFSS Sites Picked

The agency now has settled on 24 of the 61 Automated Flight Service Station locations. The latest selections are Fort Dodge, Iowa; St. Petersburg, Fla.; and Cedar City, Utah. In each case, a local community organization will build the facility and lease it to FAA.

DTW Reunion Set

A reunion of old and new Detroit Metro (DTW) controllers has been scheduled for Sept. 24 in Detroit. For details and reservations, call Les Craddich or Bob Erwin at 313-942-3258 or send a note to FAA ATCT, 3rd Floor, Metro Airport, Romulus, Mich. 48242.

Stickers Are Reminders

The Training Programs Division in the Headquarters Office of Personnel and Training has a new gimmick to remind memo writers to check them for the human relations "HR" flavor as well as for the technical content.

Bright yellow stickers saying "People Read Memos" now are being attached to all division correspondence to alert the writers of their responsibility to communicate effectively.

Division manager Ted Fagan, explained, "What this division writes affects a large number of people, and the stickers are a 'string around the finger' type of reminder to help assure that what we write reflects the orientation of the people receiving it. The stickers are also a reminder to keep it clear and simple."

Runway Overlay Program Shows Big Gains

The FAA program to improve aircraft braking and directional control on wet runways has resulted in the improvement of nearly 500 runways at more than 360 airports in the last six years.

According to Associate Administrator for Airports William Shea, 363 airports have used Federal airport development funds to upgrade runway surfaces by grooving the surface or using porous friction overlays, and 100 have had other treatments, such as wire combing, aggregate friction seal coarses and rubberized friction seal coarses.

Shea said the agency is giving top priority in this program to treating runways served by turbojet aircraft, which have a greater potential for hydroplaning on wet runways because of higher landing speeds than prop aircraft.

Of the 255 commercial airports with scheduled turbojet service, he noted, 183 (72 percent) have at least one surface-treated runway, and 78 of the 183 have more than one.

PEOPLE
read
MEMOS



Headquarters News

We Print With Pride

The recent Bloodmobile visit to FOB-10A showed once again that FAAers have what it takes when it comes to community service and responding to human needs. A special thanks to all who gave life's most precious gift--blood for seriously ill friends and neighbors, whose future you have made so much brighter.

Awards and Rewards

During the past week, the following awards were presented to headquarters employees: Quality Increases, Ronald A. Nichol, AAT, Billy G. Hill, AAT, Catherine L. Randall, AEE, Boyd Le Fevre, APM, Dennis De Gaetano, APM, and Sharon A. Barthelmess, ASF; Special Achievement Awards Based on Sustained Superior Performance, Joseph J. Gwiazdowski, AWS, Glenna S. Guido, ASF, and Carol A. Stone, AFO; Special Achievement Awards Based on Special Acts or Services, Jacqueline Vincent, APM, Sharon Fletcher, APM, Phyllis Vallario, APM, Gloria Thompson, APM, Raymond Thoman, ALR, Bessie Sherrod, APM, and Glenda Barnes, APM; and Letters of Commendation, Dave Leach, ACS, Dave Gillion, AFO, Win Karish, AFO, Charles Mayernik, AWS, Fred Crenshaw, AWS, Richard E. Nowak, AWS, Alan Armstrong, APT, Joseph Soderquist, AWS, Thomas McSweeney, AWS, Marlene Hardester, APT, Kenneth S. Hunt, AFO, Mike Harrison, AAS, Lillie Morant, ARP, Jane Mehrtens, ARP, Angie Sebastian, ARP, Constance E. Wims, ARP, and Wrensey Gill, APP.

Weather Displayed Alive and in Color

Controllers and meteorologists in the ATC Command Center on the sixth floor of the headquarters building will be able to get a look at the weather all around the country on new color radar displays now being installed.

The two large displays can now be tuned to three different locations--Oklahoma City and two West Coast areas--and by November, they will be capable of showing weather at any one of 134 sites.

With the flick of a switch, controllers will know exactly what the weather is like almost anywhere within the continental U.S.

Six colors--from dark red to light green--will indicate storm intensity from extreme to light.



Administrator Helmes shows the new weather radar display to Congressman Phil Crane (R-Ill.) in the headquarters ATU Command Center.

OPFs Available Soon

Headquarters employees who wish to review their official personnel folders (OPFs) are being asked to wait until after July 1.

The delay is being requested because the Employment Branch (APT-150) will be installing new file cabinets for OPFs, and during the transition period, the folders will be unavailable.



U.S. Department
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Headquarters Intercom

Military Controllers Depart

FAA says goodbye this week to the last group of military controllers assigned to the agency after the August 1981 controllers' strike. Approximately 30 in number, they return to their service units on June 30 from a dozen FAA facilities across the

country, including the Honolulu tower, Los Angeles TRACON, Denver tower, Tucson TRACON, Pittsburgh tower and New York center.

During their almost two years with FAA, the Army, Navy and Air Force controllers earned the respect of FAA controllers and supervisors alike. For example,

Chicago O'Hare tower manager Chet Anderson said the military controllers "fit in perfectly" and he was "proud to have them in his crew." Washington National tower manager Harry Hubbard agreed, saying his military controllers "all did a superb job."

And speaking in Chicago on June 20, the FAA Administrator said, "I can't say enough about the performance of these military controllers as a group. Quite frankly, when they first reported aboard, there were many in aviation who felt they couldn't cut it in a civil ATC environment. Fortunately, they proved their critics completely wrong and helped us keep the system running at high levels of safety and efficiency." (See page 2)



Cincinnati Tower controller Gregory Karam and his wife, Sue, met with the President in the Oval Office of the White House on June 20.

President Thanks FAA Controller

Recognition of Professionalism keeps coming to Cincinnati radar controller Gregory Karam for his flawless handling of the in-flight emergency involving a burning Air Canada DC-9. On June 20, the nine-year FAA veteran found himself, along with Administrator Helms,

at the White House being congratulated by President Reagan for a "job well done." After the brief got together in the President's Oval Office, Karam told reporters that the meeting was, "very flattering, very rewarding, very kind of him."

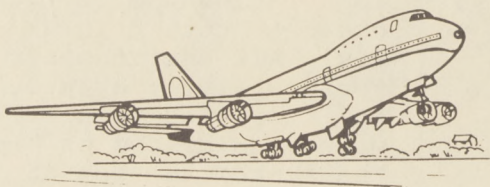
Military ATC (From page 1)

Moreover, the Administrator noted that the detail of the military controllers to FAA yielded a dual benefit. "They learned far more than they could have solely in the military and we received the benefit of their capability and performance."

S/Sgt. Dan Garin, who returns to McGuire AFB from Washington National Airport, agrees with this assessment. "The Air Force is going to get back some good controllers," he said. "My skill level has come up a lot."

The military controllers began arriving within hours of the Aug. 3, 1981, strike, and their numbers grew to about 800 at the peak of their involvement. Originally, all were to return to their units by last Sept. 30, but the Defense Department extended the assignment of about 150 at critically staffed facilities for periods of up to nine months.

In recognition of the military controllers outstanding performance, the agency is presenting the Defense Department with its Award for Extraordinary Service. The citation notes that the military controllers' "contributions to the safety and efficiency of American aviation, the economic vitality of our nation and the quality of life of our citizens warrant the gratitude of all who fly."



GAO Study Hit

A General Accounting Office report alleging misuse of FAA aircraft by agency officials has been sharply criticized by the Administrator, who said it was "so replete with errors, omissions, inaccuracies and inadequacies as to be virtually unusable as a management appraisal or decision document."

Among other things, the Administrator noted GAO ignored its own recommendation to Federal agencies in not performing a complete cost-benefit analysis. "It reported only costs and grossly mischaracterized those costs," he added.

Typical of the errors in the April 1, 1983, report was the mischaracterization of a November 1981 flight by the Administrator from Phoenix to nearby Scottsdale (Ariz.) that GAO said could have been made more economically by automobile. Had the GAO auditors done their homework, they would have found that Scottsdale was not the intended destination, but the airplane landed there after experiencing hydraulic failure on takeoff from Phoenix Sky Harbor.

Accordingly, the Administrator has sent Congress specific recommendations for improving the GAO audit process, including procedures for error-checking and a requirement for full cost-benefit studies. "I have no doubt these will ruffle some feathers initially," the Administrator said, "but I have faith in the democratic institutions of this republic that they will receive the attention they deserve, with resulting benefits to all levels of government."

Committee to Study Flight and Duty Time

FAA's experiment with "regulatory negotiation," which is one of the first in the Federal government, will get underway June 29 and 30 when a 15-member advisory committee begins work on recommending new flight and duty time requirements for airline flight crews.

After the initial meetings, Deputy Chief Counsel Edward Faberman said, it is expected that the group will convene three or four times every other week and even more often when they get close to agreement. He noted that FAA has set mid-August as the target date for the committee to come up with a report on which a notice of proposed rule making (NPRM) can be based.

FAA decided on the regulatory negotiation approach because previous efforts to update and simplify the flight and duty time requirements had met with general opposition. The idea is to bring together representatives of the airlines, labor unions and other interested organizations, including FAA, to work out differences through good-faith negotiations.

Waivers Granted for Safety

The agency has granted waivers to the Aircraft Owners and Pilots Association (AOPA), the Experimental Aircraft Association (EAA) and the U.S. Hang Glider Association (USHGA) which allow them to conduct flight training in two-place powered ultralights and unpowered hang gliders. The waivers, which were granted for safety reasons, are expected to improve the quality of pilot training and therefore the safety of ultralight operations.

More Restrictions Dropped

The agency continues on schedule with the phase out of flight restrictions imposed after the controllers strike. On July 1, the list of capacity-controlled airports will be reduced to 14 when both New York's JFK and Atlanta International drop landing quotas. And the Cleveland enroute center terminated all internal flight restrictions June 20, and the New York center will follow suit July 1. They are the 16th and 17th centers to do so.

FAA Buys New ILSs

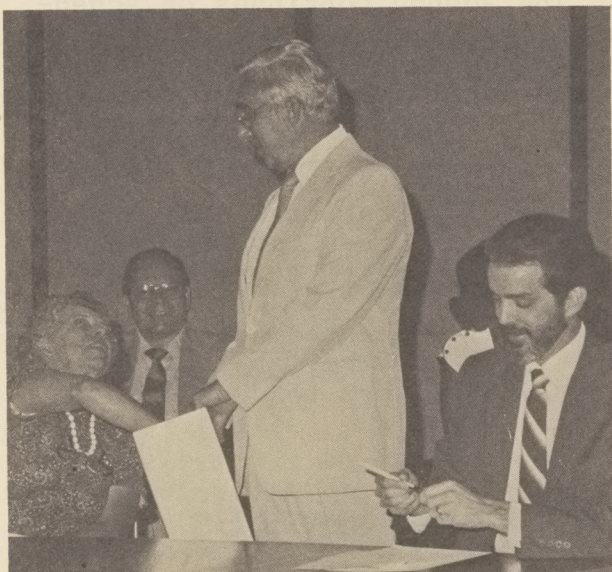
The agency has awarded an \$11.3 million contract to Wilcox Electric Co. for 141 solid-state instrument landing systems.

The new equipment will replace existing vacuum-tube ILSs at critical airport locations throughout the country, pending full implementation of the advanced-technology microwave landing system (MLS). Substituting them for the older units will greatly reduce maintenance requirements and result in cost savings over the life span of the equipment.

Although MLS procurement will begin later this year, it will not immediately replace the ILS. To provide operational continuity and lessen the cost impact, most ILS units will operate alongside MLS for a period that will depend on traffic and other operational factors. FAA also is party to an ICAO agreement not to decommission ILSs at designated international airports until at least 1995.

Wilcox will begin deliveries of the new solid-state ILSs in January 1984 and complete the job by mid-1985.

Headquarters News



Mary Borg (ACR) draws the name of one of the 24 winners at the recent safety belt prize drawing. Deputy Administrator Fenello, a staunch supporter of the program, is holding the bag while Van Smith (ALR) and Steve Fewell (APT) look on.

Hq FAAers Step Up

During the month of May 28 headquarters employees took a step up the career ladder and were promoted. They were, with their new grades: James A. Dirko, GS-14, AAS; Sabrina Williams, GS-5, Mary A. Webb, GS-12, Susan C. Gray, GS-4, and L. Willene Minnick, GS-6, AAT; Carolyn J. Horne, GS-11, ACS; Philip E. Gawthrop, GS-12, AES; Charles F. Sweeney, GS-14, AEU; Janis Park Rodriguez, GS-13, AGC; Sharon T. Fletcher, GS-9, Lois L. Yetter, GS-12, Mary C. Conley, GS-13, Paul Plein, III, GS-13, and Lisa A. Snead, GS-6, ALG; Patricia W. Carter, GS-12, AMS; Lynda K. Griffin, GS-7, and John M. Rybka, GS-12, API; Thomas Hom, GS-14, Maureen V. Lawson, GS-6, Patricia M. King, GS-6, and James C. Link, GS-14, APM; Jessie O. Erikson, GS-11, and Earline Burgess, GS-5 APO; Gale B. Tolson, GS-7, Annette M. Adams, GS-5, and Minnie R. Brown, GS-7, APT; and Kay F. Payne, GS-10, AVS.

Unsecured Wallets Go Astray

Maybe it's because of the summer weather, and maybe it's not. Regardless, the Office of Civil Aviation Security reported recently that on a single day early this month two wallets were stolen in the Headquarters building.

The wallets were in women's purses that were left out, which proves once again that unsecured possessions go astray, get lost, get stolen and cause grief.

Bowling Match Set

The 12th Annual FAA Bowling Tournament will be held at the Verona Lanes, West Atlantic City July 8 and 9.

Highlighting the event will be a banquet at Zaberers on the evening of the 9th. For more information call Fred Bauer, x69750.

Inside FOB-10A

Children of the Electronic Age sometimes have a difficult time adjusting to the old ways of doing business. Intercom has heard about a young secretary in the building who recently found herself temporarily at a desk with a manual typewriter. After a perplexing few minutes studying the strange looking device, she called out to an older and more experienced secretary, "How do you turn this thing on, anyway?"