



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

News in Brief

- Just in case any FAA employee overlooked the fact, we might point out that his/her take home pay went up this week. The reason for that was the implementation of the third and final reduction in federal income tax withholding authorized by the Economic Recovery Tax Act of 1981. Although it is commonly referred to as a 10 percent reduction, the actual percentage varies based on the new rates and tables prescribed by the Internal Revenue Service. But, then, most FAAers already have figured that out.

- And the House of Representatives has voted to keep those pay checks coming in FY 1984 by approving a \$4.7 billion appropriation for the agency. Included in that amount is \$2.6 billion for operations, \$985 million for facilities and equipment, and \$278 million for research and development. Also included is \$900 million in new contract authority for the Airport Improvement Program. The appropriations bill now goes to the Senate for consideration and action. (See page 2)

Agency Moves to Improve Aircraft Fire Safety

FAA expects to begin rule-making action by the end of the month to require more flame-resistant passenger seats and better emergency lighting systems on airline aircraft.

In testimony before a Congressional subcommittee on June 27, the Administrator announced that the agency will issue a notice of proposed rule making (NPRM) within 30 days that would require the airlines to use passenger seats that have a fire-blocking layer around the normal foam cushion material. The following day, he told reporters at a Technical Center briefing that the agency also expects to issue an NPRM by July 30 that would require new floor-level emergency lighting systems to guide passengers out of a smoke-filled airliner during an emergency evacuation. (See page 2)



Many FAA crashworthiness/fire safety programs will culminate next summer when this FAA-surplus jet is flown by remote control into the California desert.

Fire Safety (From page 1)

During the day-long briefing, which covered all aspects of FAA's comprehensive crashworthiness and fire safety program, he also provided NPRM target dates for other key program elements. These included cargo compartment fire protection (fall 1983), seat/restraint systems (late 1984), anti-misting kerosene (late 1984) and cabin interior materials (late 1984).

The Administrator said the implementation of the various program elements "would result in the most dramatic improvement in airline safety in a quarter of a century." Moreover, he added, we can expect to see a "spillover of these advances to general aviation aircraft."

But the agency's first priority is the NPRM on fire-blocking layers since burning passenger seats pose the greatest hazard in aircraft fires. Use of the blocking layers would make the seats more difficult to burn and delay the critical "flashover" point by 40-60 seconds. Flashover is the point where flammable vapors trapped high up towards the ceiling of the cabin will suddenly ignite and propagate the fire the length of the cabin like a wave.

Experiments to date have shown an aluminized fabric to be the most promising candidate for the blocking layer in terms of protection, weight and cost. Best estimates are that the material would cost between \$3-\$7 per seat and weigh less than two pounds.

Development work on blocking layers began more than two years ago and was completed in late May, before the Air Canada accident at Cincinnati. Consequently, the Administrator emphasized to both Congress and the news media that the NPRM on blocking layers is not a reaction to that accident but follows the agency's original schedule.

Briefs (From page 1)

* The Southwest Region has picked Fort Worth's Meacham Field as the location of the automated flight service station that will serve 128 counties in north Texas. It's the 25th site selected by the agency in a planned network of 61 automated facilities. Commissioning of the automated FSS, which is being built by the City of Fort Worth under a lease arrangement, is set for early 1987.

Crackdown on Hijackers

The Cuban government is getting tougher with aircraft hijackers, handing out prison sentences of up to 20 years to those who make it to Havana. Previously, the average sentence was two and a half years.

Details of the policy change were contained in an unprecedented diplomatic note from the Cuban government that for the first time provided U.S. officials with a listing of hijackers and the sentences given them.

Received June 15, the day after the latest hijacking from the U.S. to Cuba, the note made clear that homesick Cubans who hijack an airplane to their homeland will not be reunited with their families but will be tried and sentenced to long terms in prison.

Concurrent with the receipt of the note, FAA took action to tighten security on airline flights to and from south Florida. These measures include the assignment of Air Marshals to airline flights on a regular basis to deter potential hijackers.

The Cuban note indicates that their government there began handing down stiffer sentences to hijackers, up to 20 years, beginning in mid 1981.

"FAA World" Well Populated

Keeping in mind that people are FAA and vice versa, the latest FAA World features a post-strike controller at the N.Y. center who says "I like my job," an Aeronautical Center safety inspector who turned out to be one aviation writer's "most unforgettable character," a Dulles firefighter who built a scale model of the airport on his own time for use in training exercises, the agency's airports chief who bares the story of his greatest love (a Cessna L-19 "Bird Dog"), the Albany (N.Y.) GADO manager who was cited for heroism, and the whole, award-winning A.F. gang at the N.Y. TRACON. Then, too, there is the cover story that tries to answer the question of whether helicopters are really coming of age. Read every word. There may be questions later.

ASAS Program Threatened

The Administrator has told Congress that a recent General Accounting Office policy reversal could cause a two- to four-year delay in the implementation of the agency's Aviation Safety Analysis System (ASAS) for automating the flow of critical maintenance and operational data to the field.

Testifying before a Congressional subcommittee, he said GAO in 1981 had disallowed a vendor's protest and, thus, given FAA a green light to proceed with lease/purchase of nine computer systems that would tie Washington, regional and center headquarters into the ASAS. Now, he added, GAO has reversed its position and recommends cancellation of the contract and termination of the procurement. FAA has asked GAO to reconsider its position.

Instrument Ratings Pushed

In an effort to reduce the number of weather-related accidents in general aviation, the agency has issued a proposed rule designed to encourage early instrument training by private pilots.

The proposal would accomplish this objective by lowering the minimum flight-time requirement for an instrument rating from 200 to 100 hours and the pilot-in-command time from 100 to 75 hours. The requirement that pilots must have a commercial license to receive an instrument rating also would be dropped.

FAA said the present 200-hour requirement is a disincentive to early instrument training, since many pilots tend to put it off until they have accumulated 150-160 hours of flight time.

The agency supported its argument with statistics showing that a large percentage of weather-related accidents involve pilots with fewer than 200 hours and little or no instrument training. For example, a review of 5,200 nonfatal weather accidents in a recent 10-year period revealed that 83 percent involved pilots with less than 100 hours of flight experience.

EEO Figures Up

FAA is doing quite a bit better this year in the selection of women and minorities for managerial and supervisory positions. During the first six months of FY 1983, they accounted for 22 percent of all managers and supervisors selected in FAA. That's up seven percent from FY 1982. The Alaskan, Central and Southwest Regions made particular gains in the promotion of minorities and women.



Headquarters News

No First Strike

That rude, ear-numbing noise that ripped through the headquarters building shortly before 5 p.m. on Monday, June 27, was the agency's air raid alarm, sounded not in terror but in error. Routine maintenance had been performed on the electrical panel that includes the switch that activates the alarm. When the cover was being replaced, it accidentally caught and tripped the switch. Management regrets the inconvenience.

The Sand Runs Out

Maybe life just got a little too routine after PATCO or maybe he was just looking for new worlds to conquer. At any rate, FAA's labor law specialist Dolph Sand has left FAA after 7 1/2 years to pursue a career as a mortgage banker with a local firm. A familiar figure in FOB-10A with his bushy black hair and full mustache, Sand said he made the move because he received an offer he couldn't refuse, although not quite in the sense that phrase was used in "The Godfather." Known as a sports enthusiast, he will continue his work in off-duty hours as a statistician for broadcasts of Washington Bullets games and also assisting Channel 7 with its coverage of the World Champion Redskins.

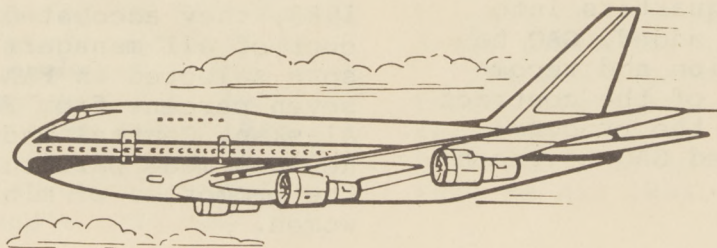
Awards and Rewards

Three Air Traffic Service employees have been presented with a Special Achievement Award Based on Sustained Superior Performance. They are Gordon Ernest, Tim Halpin and Lottie Perro. In addition, Special Achievement Awards Based on Special Acts and Services have been given to Martin Miller from ABU and Carol Mehalso of ADL.

Other awards announced last week were Certificates of Achievement to Ray Garrett and Polly Bryan, both from APT, and Letters of Commendation to Susan Coulter, AMS, Gladys Stewart, APA, and Ken Ogden, APA. In addition, Quality Increases went to Carolyn Ryan, AAP, George McKnight, AAT, and Kathleen Schamburger, APM.

Ask Intercom

A reader has asked Intercom about all the people he sees at noon time "running in and out of the building in their gym shorts." He wants to know "how they can possibly accommodate their running activity and the logistics associated with dressing, undressing, washing up, etc., within the confines of the official one-half hour lunch break." Sorry, about the best answer Intercom can come up with is that maybe they run very fast.





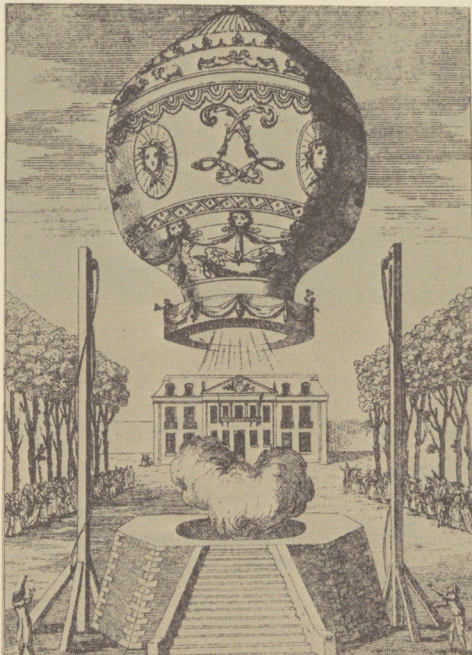
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News in Brief

* A ribbon-cutting ceremony on July 19 will mark the dedication of the agency's newest air traffic control tower at Tweed-New Haven Airport in Connecticut. It replaces a city-owned tower, which had visibility problems because of location. Standing 57 feet high, the new tower will be staffed by 10 controllers, including manager Robert Nichols, and seven electronics technicians. (See page 2)



A replica of the world's first aircraft, the Montgolfier balloon, will be on display at the Aeronautical Center's gala open house this fall. (See News Briefs, page 2.)

TCAS Flight Tests Underway At Technical Center

The agency has begun flight testing an experimental airline version of the Traffic Alert and Collision Avoidance System (TCAS II) in an FAA jet at the Technical Center.

Late this summer, the TCAS II unit, built by Dalmo Victor, will be transferred to a Piedmont Airlines jet for additional testing under actual operating conditions. The TCAS II display will be installed in the cockpit and monitored by the pilots throughout their flights. In previous tests with a similar TCAS II unit in Piedmont aircraft, the displays were monitored by an observer on the flight deck but were not visible to the flight crews.

In addition to the Dalmo Victor unit, an enhanced TCAS II unit built by Bendix will be thoroughly evaluated this fall in a series of flight encounters using FAA test aircraft. One of the principal objectives of the tests is to determine whether the phased-array antennas are accurate enough to permit horizontal as well as vertical collision avoidance maneuvers.

This fall, FAA expects to take another step forward in the implementation of the TCAS program with contract awards for 18 units. They will be installed in FAA, military and airline aircraft.

News Briefs (From page 1)

* FAA's Mike Monroney Aeronautical Center is planning to celebrate the Air and Space Bicentennial with a super open house Oct. 15. It will be combined with an airshow depicting the entire history of manned flight from the first hot air balloon to the Space Shuttle. Besides viewing aircraft from all eras, visitors will be invited to inspect the various FAA facilities at the center.

* The Public Affairs Office has published another updated version of its "Guide to Federal Aviation Administration Publications." The publication contains forms for ordering aviation safety materials, advisory circulars, technical reports and aviation education publications. Free copies are available from APA-430, Washington, D.C. 20591, FTS 426-8058.

FAAers Picked to Judge Annual Aviation Programs

Two FAA employees have been selected as judges for the annual General Aviation Flight Instructor and Maintenance Technician of the Year Award programs. Willard (Pete) Pederson, FAA's Accident Prevention Staff manager, will help judge the flight instructor competition, and the Office of Airworthiness' Charles Mayernik will be on the panel that picks the winning maintenance technicians. Ex-FAAer Charles Schuck also will serve on the maintenance panel. Regional winners will be selected by Aug. 1 and the national winners by Sept. 1.

Structured Staffing Smooths Career Progress

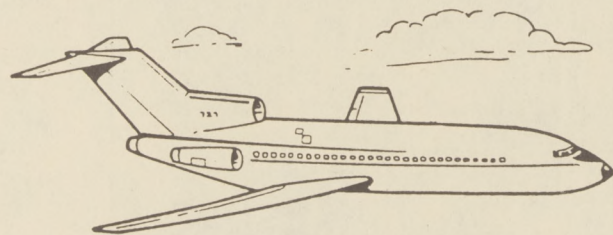
The agency is opening up a new avenue for controller career progression which provides an additional opportunity to evaluate an employee's potential for performing radar controller duties before promotions are made.

The new program, called Structured Staffing, is slated to go into effect Oct. 1. It will produce a balance of radar and non-radar controllers at enroute and most terminal radar facilities.

Under the program, selection to radar positions will be made primarily by picking the top candidates from a standing facility register of qualified non-radar controllers who have been ranked according to their potential for performing radar duties. Controllers on the standing facility register may have progressed to that point from within the facility or have been selected competitively from another facility.

In this way, promotion to full performance level controllers will occur only when there is a definite need or a vacancy occurs.

As a result, the agency will be able to match employee grades to the function performed, maintain a pool of qualified individuals for progression into radar controller positions and create competition for advancement to the radar controller level.



Navaid Replacements Move Ahead on Schedule

The program to replace the agency's 950 vacuum tube VORs and VORTACs with new solid-state equipment continues on schedule, with more than 137 now installed.

Program manager Floyd Switzer said the new equipment has lived up to both its reliability and money-saving expectations. In addition, it uses only about one-third as much power as the old vacuum-tube equipment and requires only annual visits for maintenance, rather than weekly checks.

So far, the new equipment has been installed at 29 VOR sites and 108 VORTAC locations. At 13 of the VOR sites, new solid-state distance measuring equipment (DME) also have been installed.

Deliveries of the new navaids are expected to continue at the rate of 26 each month until the final delivery in early 1985.



Civil Rights Director Leon C. Watkins and Deputy Director Robert Birdsong, Jr. greet Dr. Edyth B. Cole, an unusual summer employee

ACR Gets Outside Help

The headquarters Office of Civil Rights has picked up a summer employee who is not your usual summer employee. She is Dr. Edyth B. Cole, chairperson of the Department of Education and Psychology at Elizabeth City State University in North Carolina.

Dr. Cole's assignment this summer will be to assist FAA in

'Hey, Where is The Closest Airport?'

The pilot of the single-engine airplane had to make an emergency dead-stick landing, but that wasn't his most immediate concern. His first priority was to find an airport to land on.

That's where the Oakland (Calif.) Bay TRACON came in. The facility had been providing the pilot with VFR advisory service when he reported that he was losing power and, then, that his engine had quit.

Controller Charles Weinum quickly advised the pilot of the precise location of the nearest airport (Fremont Skysailing) with relationship to prominent topographical features. He then began vectoring the pilot to the airport and providing him with continuing position reports, both to help him spot the runway and to keep his spirits up.

One mile from the airport, the pilot reported he had it made and landed safely. He later called the TRACON and said he would have ended up in a cow pasture or worse if it hadn't been for Weinum.

During May, FAA's air traffic facilities reported 97 flight assists, with flight service stations handling 44, terminals 39 and centers 14. A total of 204 persons were on board the airplanes involved.

strengthening its Historically Black Colleges and Universities Program. Established government-wide by a Presidential order, this program is aimed at improving the capabilities of historically black schools to participate in Federal programs, such as research projects, co-op educational efforts and the like.



Headquarters News

Awards and Rewards

During the past week, the following awards were presented to headquarters employees: Special Achievement Awards Based on Special Acts or Services: Barbara Schamel, AAS; Janet Brumbaugh, Dorothy Sopcisak, Denise Howe, Magrissa Johnson, Dell M. Cox, Patricia Schumann and Clyde L. Smith, all of AOA; Letters of Commendation: George B. Havens and Patricia M. Jennison, both AFO; and Quality Increases: Rick L. Cremer, AFO, and John W. Brown, AAA.

Seven Retire in June

Even the spring weather didn't cause a bulge in retirements as only seven headquarters employees chose to retire in June. Ralph Bishop, Herbert I. Brody and Joseph F. Sowar, all APM; Robert R. Blair, ALG; Robert J. Cole, ARP; David E. Nyman, AEU; and John C. Smith, ASF.

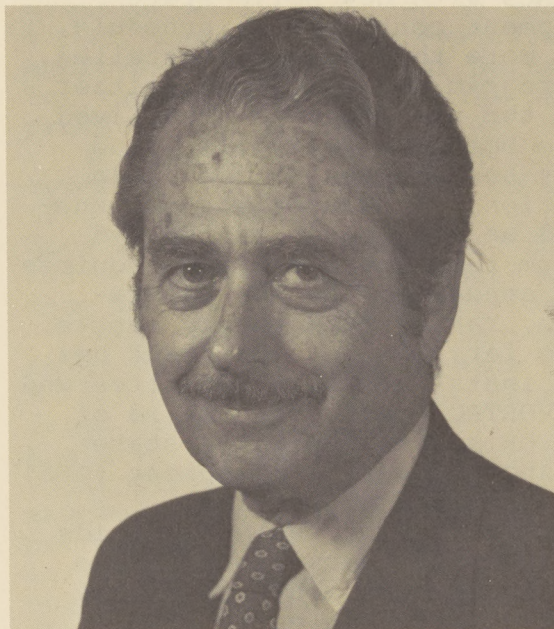
Reach Out for Success

- o Can you always say what you really mean?
- o Do others find you worth listening to?
- o Are you apprehensive about speaking before a group?

All those who have trouble with these questions should contact the "Toastmasters." This group says they can help FAAers become the successful people they want to be.

For more information call Ken Geisinger on x63421 or Phil Leach on x68735.

Melville Honored



Philip L. Melville

Another FAA engineer has been honored by a professional society for his work at FAA. Phil Melville, International and Technical officer for the Office of Airport Standards, was awarded the Virginia Society of Professional Engineers Outstanding Service Award. Melville, who was the society's "Engineer of the Year" in 1980, was cited for his outstanding service to the engineering profession.

Wang Computers To be Demonstrated

Computer whizzes and just plain curious folk are invited to a Wang computer demonstration by the Washington headquarters Data Processing Center on July 13 from 9:00 a.m. to 3:00 p.m. in conference rooms 6 A & B. The Wang has word processing and data processing capability.



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The News in Brief

* Gregory Karam's widely praised handling of the burning Air Canada jet at Cincinnati, which already has earned him the personal congratulations of President Reagan, has been picked by the Air Traffic Service as the Outstanding Flight Assist for June. It was one of 78 flight assists reported during the month. In all, flight service stations were responsible for 35, terminal facilities accounted for 30 and centers handled 13. There were 329 persons on board the aircraft involved.

* Dr. Daniel Montgomery has taken over the Southern Region's human resource specialist's job vacated by Jim Boone who became the national program manager in Washington. A licensed psychologist, he previously was director of Florida State University's Counseling Center and held a position as adjunct professor at FSU's School of Social Work. As he took over his new (See page 2)

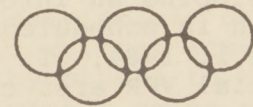
The Road to Los Angeles

GEARING UP FOR 1984 OLYMPICS

Just like the world-class athletes who will be participating in the Olympic Games in Los Angeles next summer, FAA planners are busy preparing for the event.

The agency's job is to assure the safe and expeditious handling of the large volume of additional air traffic expected during the six-week Olympic period, which runs from mid-July through the end of August 1984. The games themselves will be held July 28-Aug. 12, with daily attendance projected at around 200,000.

The Air Transport Association estimates that scheduled airline operations at Los Angeles International Airport alone will increase to about 2,000 a day during the Olympic period, compared with the current level of 1,500 total operations. In addition, there will be many hundreds more charter and general



aviation flights crowding into the already busy southern California airspace.

Gene Lawing, the Acting Air Traffic Manager in the Western-Pacific Region, also points out that there will be an enormous amount of helicopter traffic associated with the games. Much of this traffic will be between the various Olympic sites in the Los Angeles area and will have to be accommodated within the ATC structure.

To meet the challenges, the Western-Pacific (See page 2)

Olympics (From page 1)

Planning Group with the assistance of Washington headquarters personnel, has devised a multi-faceted plan that addresses the agency's major areas of responsibility. Included are extraordinary airport and airline security measures that recognize the political realities associated with Olympic competition.

The first formal product of this planning effort will be a Special Federal Aviation Regulation giving the agency the authority to institute flow control measures, certain flight restrictions and an airport reservation system. It's scheduled for publication as a notice of proposed rule making by Sept. 1, with final action by Jan. 1.

The planning group also is developing an information package which is scheduled to be ready by June 1, 1984. It will include special VFR area charts, general flight information, facts about the 28 airports in the area, details on any special requirements that may be imposed, and instructions for international visitors flying to Los Angeles for the games on how to enter the U.S.

Test and Evaluation Staff Established

The Administrator has established a new top-level office that will be responsible for making a final, independent assessment of the operational readiness of designated major systems before the agency orders production models. Although located at the Technical Center, the new Operational Task and Evaluation Staff will report directly to the Deputy Administrator. Carlo Yulo of the Tech Center staff will serve as the Acting Manager.

News Briefs (From page 1)

post, he said, "Almost everyone would agree that good human relations in the work place is desirable, but the problem is how to translate lip service into action. This is the challenge we face in the Southern Region in the years ahead...."

* NTSB Chairman Jim Burnett has told Congress that his agency still is trying to determine the ignition source for the June 2 fire on the Air Canada jetliner. He said initial investigation results indicate that the fire did not originate in the lavatory trash bin and added that the FBI has found no evidence of sabotage. He noted that the Board will convene a public hearing Aug. 15 in Fort Mitchell, Ky., "to develop further the facts, conditions and circumstances of this tragic accident."

Heliport Demo Planned

FAA expects to decide Aug. 31 on which communities will participate in its National Prototype IFR Demonstration Heliport Program.

Jerry Chavkin, director of FAA's Rotorcraft Program Office, noted that a number of communities have expressed interest in the demonstration project and said the agency recently extended the application period until July 31 to give them additional time to formulate their proposals. He added that perhaps three or four sites may be selected to provide a cross section of community requirements and operational conditions.

The purpose of the program is to encourage the development of urban public-use heliports that can be used under all weather conditions, much in the same way that conventional airports are.

DOT OKs Aerospace Classification Guide

The Transportation Department has approved a classification guide for aerospace engineers exclusively engaged in aircraft certification. Built on the recommendations of the "Blue Ribbon" panel of June 1980, the guide represents two years of developmental effort.

Designed to supplement the Office of Personnel Management (OPM) classification standards, the new guide provides a comprehensive examination and discussion of the aircraft certification activities of FAA aerospace engineers which will assist classifiers in defining the duties and responsibilities of these positions.

Advance copies of the "DOT/FAA GS-861 Aerospace Engineer Position Classification Guide" are now being sent to each accountable certification directorate. Printed copies will be distributed to all regions when available.

Heavy Hitters in ATC

If FAA controllers were baseball players, they would be batting .999 and then some. Sounds like a team of superstars!

Deputy Administrator Michael Fenello agrees with the superstar analogy. He points out that individual operational errors by controllers often receive widespread media coverage, but the 99.99937 percent of all flights that move through the ATC system without any problem are almost always ignored.

The 99.99937 figure is the error-free percentage rung up by enroute center controllers handling 27,884,205 operations during the 12-month period May 1982-April 1983. That's approximately

From Our Readers

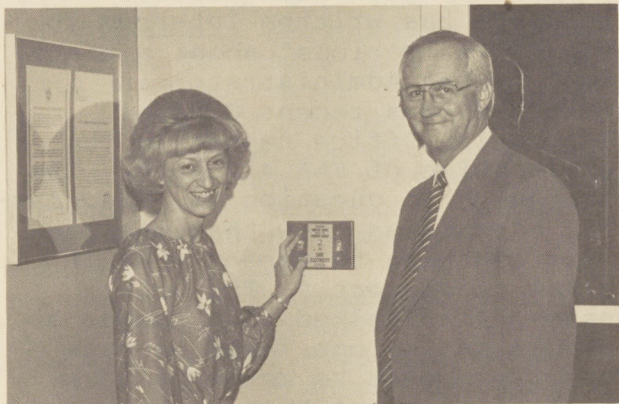
A Washington headquarters employee has written Intercom to say he is "curious" about a statement by the Administrator in response to a recent General Accounting Office report on the utilization of FAA aircraft. The statement in question is, "Successful executives know that management can plan to expect what it plans to inspect." The writer says, "I've talked to a number of people and no one seems to know precisely what he means by this. I think he means that he knows what he will find before he goes on a field visit. Please clarify and don't print my name."

Actually, what the Administrator means is the reverse of the writer's understanding. The Administrator's point is that a successful executive doesn't sit at his desk and rely solely on staff reports and written summaries prepared by others to keep him informed on what's going on in his organization. He gets out in the field and does his own fact finding by inspecting facilities and talking with the people who work in them. As a result, he learns field problems first hand and is able to anticipate many of them and avoid the "surprises" that so often come to desk-bound managers. In other words, frequent inspections give him a better idea of what to "expect" from his organization.

one operational error for every 160,000 flights. And some centers did even better. For example, Miami's record was 99.99994; Jacksonville had 99.99979; and Seattle was next with 99.99977.

The Southern Region has an error-free mark of 99.99955 on 6.2 million flights, and Southwest was right behind with 99.99953 on 4.6 million operations.

Headquarters News



Acting Director Fred E. Gilmore, Acquisition and Material Service, stands by while secretary Elizabeth A. Bugay double checks to make sure all lights are out.

Turn off the Lights

Over the years there has been mixed guidance on whether to have lights left on at the end of the workday for janitorial services and security reasons or to turn them off for economy reasons. Well, the arguments for "economy reasons" have won. Current agency policy is to turn off lights at the end of the day.

However, both FAA and GSA management has reported that lights in office areas are often left on late at night and on weekends. Accordingly, the Office of Acquisition and Materiel Service is asking all employees to please turn off lights in their work areas when they leave the office.

Awards and Rewards

During the past week, the following awards were presented to headquarters employees: Letters of Commendation: Jean Casciano, Ida Cronauer, ASF; Joan Spellman, APA; Vincent Constantino and George Quinn, APM; Inez Williams and Charles R. Williams, ALG; and Quality Increases: Joseph R. DeMeo, AAP and Marie A. Jordan, AVS.

New Phone Book Coming

The new DOT phone directory is on schedule and in full production. It's scheduled to be issued in September, and this time new FAA organizations will be reflected in both the classified and alphabetical sections.

Barbara Brown of the office of the Secretary of Transportation is currently hard at work checking the almost 10,000 names in the book. She says that about 3,000 of those are from the FAA.

Actually there will be fewer names in the new edition because, Brown reports, the files have been cleaned up by all administrations. She says the directory is revised two or three times each year, and, she expects 1984 will be a three-revision year because the operation will be by then more completely computerized.



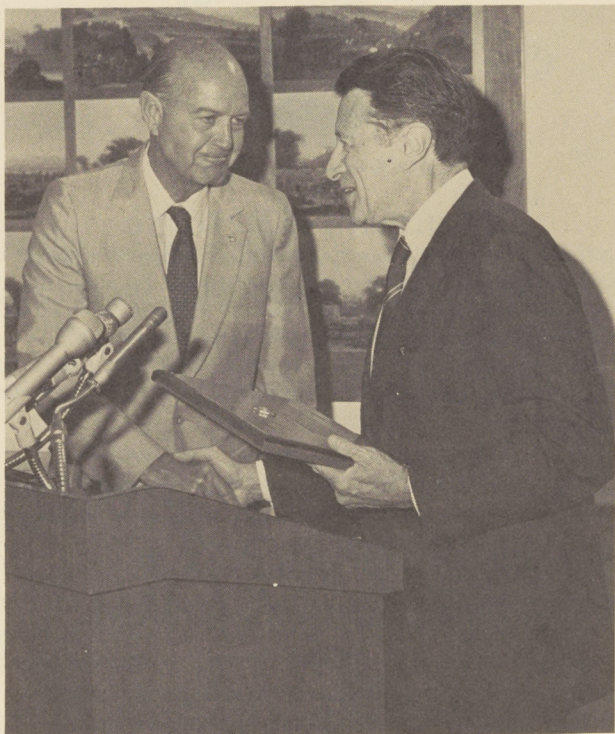
At least twice a year, Barbara Brown, Office of Administrative Operations, OST, checks and rechecks the thousands of entries in the DOT Directory.



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The FAA Administrator presents the agency's Award for Extraordinary Service to Defense Secretary Caspar Weinberger.

DOT staff photographer, Joe Wenzel

Agency Thanks DOD For Controller Loan

When the FAA Administrator first called Defense Secretary Weinberger to ask about the loan of military controllers to fill in for strikers, the answer he got was, "How many do you need?" That spirit of cooperation prevailed in the months after the strike, with some 1,000 military controllers assigned to FAA at one time or another, until the last ones returned to their units at the end of June.

On July 18, FAA officially said thanks when the Administrator presented Secretary Weinberger with the agency's Award for Extraordinary Service at a Pentagon ceremony. At that time, the Administrator emphasized that military controllers had performed exceptionally well and had helped to keep the system running smoothly and safely. (See page 2)

Senate Acts on '84 Budget--Opposes Rehiring Strikers

The Senate has approved a fiscal year 1984 FAA budget of \$4.420 billion, which is \$296 million less than the amount previously voted by the House of Representatives. The differences in the two versions consist primarily of lower Senate funding of the airport-aid, operations, and facilities-and-equipment appropriations.

A joint House/Senate conference

committee is now working on a compromise bill that will go back to the floor of both houses for a vote by the full membership.

In approving the money bill, the Senate delivered a strong statement against rehiring any fired controllers. The lawmakers warned that reinstating the controllers "would be a serious mistake that could result in grave consequences."

Flight After Failure Proposed as Requirement

FAA has issued an Advanced Notice of Proposed Rule Making (ANPRM) that envisions a significant change in design philosophy for transport aircraft. Essentially, it would require designers to take into account and plan for the possibility of structural damage caused by conditions outside the design environment.

The FAA action is based on the findings of a "blue ribbon" committee that studied the agency's certification process. The committee noted that aircraft manufacturers currently can demonstrate that certain failures simply cannot occur and, thereafter, need not take such "impossible" failures into account. It added that this concept fails to take into consideration that structures designed not to fail when subjected to conditions within the design environment sometimes do fail as a result of hazardous conditions outside the design environment, such as maintenance induced damage or even faulty quality control.

The current agency action would require that an airplane be capable of sustained flight after the noncatastrophic failure of any principal structural element. The change would also require that a failure not have secondary effects that could incapacitate an airplane.

The agency is asking for comments on the advance notice by Sept. 12 and will then decide whether to proceed with a formal NPRM.

Controller Loan (From page 1)

Following his brief remarks, the Administrator shook hands with the military controllers who were there representing all who served with FAA. He then asked Lane Speck of the Air Traffic Service to read the award citation, which is the same as that on the certificate below.

DEPARTMENT OF TRANSPORTATION

FEDERAL AVIATION ADMINISTRATION



AWARD FOR EXTRAORDINARY SERVICE
TO

Department of Defense

IN RECOGNITION OF THE SKILLED AND DEDICATED SERVICE OF MORE THAN 800 AIR TRAFFIC CONTROLLERS OF THE ARMED FORCES WHO, WITHIN 24 HOURS OF AN ILLEGAL STRIKE THAT THREATENED TO CRIPPLE THE NATION'S AIRWAYS, BEGAN THE TASK OF HELPING CONTROLLERS WHO REMAINED ON THE JOB TO OPERATE OUR NATION'S AIR TRAFFIC CONTROL SYSTEM, THEIR 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.

JULY 1983
WASHINGTON, D. C.

L. P. [Signature]
ADMINISTRATOR

ATC Seminar Explores Contractor Use in Towers

The use of contractors to operate some VFR towers and provide associated maintenance service will be explored during an August seminar being conducted by the Air Traffic Service.

The agency already has underway a pilot program in which towers at Farmington, N.M., and Owensboro, Ky., are being operated by contractors. In addition, there are plans to expand the program to three more towers.

The seminar, which will be held in the Washington headquarters building, is scheduled to begin Aug. 8 and run up to five days. The public is invited, but space is limited. For reservations and additional information, contact AAT-30, FTS 8-426-3560.

Flight Restrictions Lifted At Two Florida Airports

Landing restrictions imposed after the controllers' strike were lifted July 25 at two Florida airports--Miami International and Fort Lauderdale. These are the tenth and eleventh of the original 23 capacity-controlled airports to have hourly flight quotas removed.

Restrictions are scheduled to be lifted Aug. 29 at San Francisco International and Sept. 1 at Dallas/Fort Worth, Dallas Love Field, Houston Intercontinental, Houston Hobby, Cleveland and Detroit.

World Features Controller Heroes

Controllers may want to retain copies of the July FAA World as sort of an unofficial guide on handling inflight emergencies. The reason is that it features companion articles on Gregory Karam's handling of the burning Air Canada jet at Cincinnati and Martin Lauth's "save" of the Eastern L-1011 that lost all three engines on a flight from Miami to the Bahamas.

There's also a story about a family of FAA controllers--the Molsens--that presently includes a father and three sons with a fourth just waiting to sign on. In addition, readers will find an article on the phenomenal growth of Denver's Arapahoe County Airport by an FAAer that works there, a piece by a recent graduate of one of the agency's cardio-pulmonary resuscitation courses and a spread on the National Communications Center in Kansas City, Mo. Look for Research Highlights, People and the other regular features as well.

Accidents and Midairs Down in 1983

So far, it looks like a good year for aviation. Preliminary FAA statistics for the first six months show that both general aviation and the air carriers had fewer total accidents, fatal accidents and fatalities than the same period last year.

Midair collisions also recorded a dramatic drop, going from 12 last year to two this year. Fatalities were down from 27 to 10.

In the air-carrier category, which includes commuters and air taxis, there were 74 total accidents, 13 fatal accidents and 19 fatalities during the first six months of 1983. This compares with 89 total, 20 fatal and 114 fatalities for the first six months of 1982. The FAR Part 121 airline operators showed the most improvement, with two fatal accidents and four fatalities as opposed to two fatals with 80 fatalities last year.

In general aviation, the most impressive figure was a 27 percent drop in fatalities which went from 683 in 1982 to 499 this year. Total accidents were down from 1,628 to 1,482 and fatal accidents from 291 to 264.

Tech Center Landmark Gone

One of the Tech Center's best known and oldest landmarks has disappeared. The phototheodolite system, including the three distinctive towers have been replaced by a laser tracker. The theodolite optical tracking system was used to measure the performance of aircraft, airborne equipment and ground-based guidance systems.



Headquarters News

Bikers Ride, Come Heat Or High Water

The predicted 97-degree heat may have persuaded some bikers to leave their vehicles home last Thursday when Intercom was standing by to talk to bikers, but it didn't deter the committed few who take their bike riding seriously.

Ed Forsythe, AAT-330, is one of those. He is so devoted to his moped that he sold his auto.

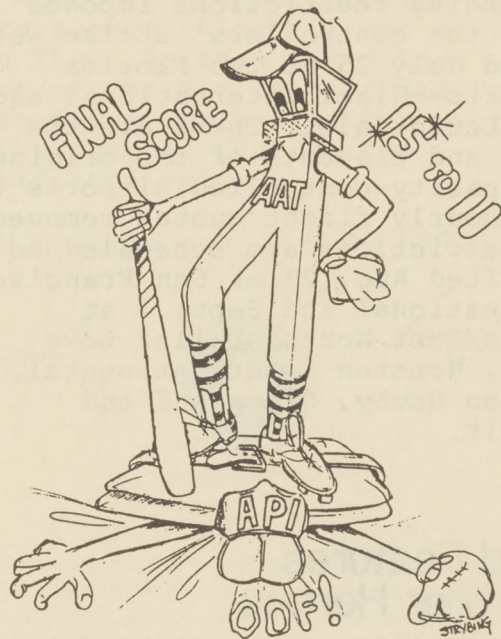
It takes the former Air Force fighter pilot and one-time FAA controller ten minutes to ride to work from his houseboat, berthed by the Transpoint Building. He does his shopping on his moped and even takes ladies out for dinner on it. "Why not?" he says. When he gets to the restaurant, he doesn't have to worry about parking.

Bob Crosby, APM-220, thinks



Bikers who ride despite the heat get together at the FOB-10A bike rack. They are from left, Dave Fortescue, Bruce Butterworth, (kneeling), Bob Crosby and Ed Forsythe.

DOT staff photographer, Robert Laughlin



The Mighty Fall

A picture is worth a thousand words, and this illustration by Paul Strybing (AAT-120) shows how the Air Traffic Service feels about knocking off the previously unbeaten Office of Policy and International Aviation team in the FAA softball league. As in the previous game, when API beat AAT, no prisoners were taken.

about parking, also. He's glad there is no charge for parking in the FOB-10A bike rack which is in view of the first floor security desk. But, he says, that is a secondary reason for biking to work. He rides his ten-speed from his home on Capitol Hill because it's the quickest and cheapest way to make the trip and because it's good exercise. Bruce Butterworth, AIA-100, Don Byrne, AGC-240, and Dave Fortescue, AEE-120, ride their ten-speeds for just about the same reasons--speed and economy. Bruce rides from Glover Park, Don from Glen Echo and Dave from Bethesda. For all of them, biking beats public transportation.



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

Two Years Later, FAA Keeps 'em Flying

People said it couldn't be done but in the two years since the Aug. 3, 1981 controllers strike, FAA has succeeded in returning the nation's air transportation system to near normal operations.

At present, only 12 airports still have capacity constraints in effect and that number will be reduced to seven on Sept. 1. By the end of the year, only LaGuardia Airport, Chicago O'Hare, Denver Stapleton and Los Angeles International will remain on the list.

FAA also has dropped most intra, strike-related restrictions at the 20 air route traffic control centers. The next major milestone will occur Aug. 22 when the Minneapolis, Indianapolis and Chicago centers end restrictions on flights within the individual center boundaries. They are the last three centers to do so. The agency expects to terminate all enroute flight restrictions by Dec. 31.

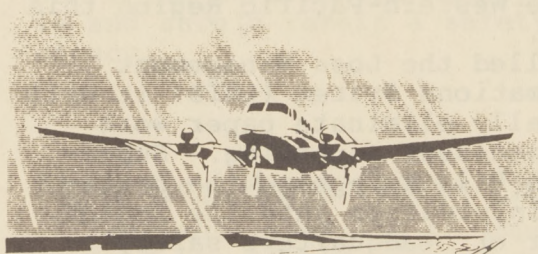
But even more significant than the achievement of these goals is the fact that the entire rebuilding effort has (See page 2)

AWOS Demonstration To Start in August

FAA's own robots are being plugged in this month on a test basis at 14 airports from Alaska to Louisiana. They are called AWOS, for Automated Weather Observing System, and all 14 are expected to be operational before the end of August. In fact, the first already is sending its synthesized voice out over the airwaves from the Houghton, Mich., Airport.

AWOS

AUTOMATED WEATHER OBSERVING SYSTEM



AWOS automatically gathers weather data from seven sensors located around an airport and transmits this information directly to pilots by means of computer generated voice over VOR channels or telephone lines. It also generates a digital message for CRT display.

The messages carry near real-time information on wind direction and speed, temperature, dewpoint, visibility, sky conditions and ceiling, and altimeter setting. This information is updated once every minute. (See page 2)

AWOS (From page 1)

Intercom had an opportunity to hear the Houghton system over the telephone and found the voice to be very clear and very human sounding--more like a controller's voice than that of a "Star Wars" robot.

The purpose of the one-year test is to assess the reliability and effectiveness of the equipment and to get feedback from pilot users. Originally the agency planned to run this demonstration at 21 airports but cut back to 14 when one of the three contractors failed to deliver equipment on time, and was cancelled.

Following the test program, the agency expects to initiate procurement action for production systems. These would be installed at more than 700 airports.

Accident Reporting System Cuts Paper Work

A new computer-based system to keep track of occupational accidents and their related causes within the agency will be tested in the Western-Pacific Region this month.

Called the Loss Management Informations System (LMIS) it will virtually eliminate paper work from accident reporting. Supervisors will telephone the pertinent information into the region, center or headquarters safety staff, who will use a remote terminal to enter the data into a computer at the DOT's Transportation Systems Center in Cambridge, Mass. The informations then would be readily available to management for use in spotting accident trends and helping devise corrective action.

If the test works out as expected, LMIS will be implemented agency wide by the end of 1984.

Two Years (From page 1)

been carried out without any compromise to air safety. Indeed, the ATC system has been subjected to a number of independent safety evaluations and the results have verified its basic integrity. For example, the most recent study by the National Transportation Safety Board concluded that "there has been no increase in ATC involved accidents since the controllers strike, nor have there been any accidents attributed to strike-related causes."

Much of the credit for the success of the rebuilding program goes to the controllers and supervisors who remained on the job when more than 11,000 of their co-workers walked out and subsequently were fired for engaging in an illegal strike. This nucleus kept the system operating at levels of safety and efficiency that surprised even people in the aviation industry.

The agency now has some 12,200 controllers and 1,300 flight data specialists working in the towers and centers around the country and expects to stabilize the controller and flight data specialists workforce at about 14,100. More than half of the controllers currently on the job are rated at the full performance level. The rest are "developmental" controllers and their continued advancement toward the full performance level is the key to returning the system to pre-strike normalcy.

Until these developmentals gain the necessary experience to handle peak traffic loads FAA will continue to use flow control procedures to prevent any overloading of the system and ensure its continued safe operation.

Science Curriculum Project Approved by OPM

The Office of Personnel Management (OPM) has given its final blessing to the agency's five-year Airway Science Curriculum Demonstration Project. Although the project still must pass a Congressional review, FAA hopes to begin implementation this fall. Already 13 colleges and universities are involved.

FAA developed the Airway Science Curriculum to help meet its future requirements for well-trained technical and managerial personnel. The objective of the demonstration is to determine whether individuals with an Airway Science background perform better in certain FAA technical occupations than those without such training.

The text of the project plan will be published in the Federal Register. Interested Washington headquarters' employees can get a copy for review by contacting Joe Proctor on x68916.

Personnel Hotline Number Announced

FAA's Office of Personnel and Training now has a "hotline" to keep employees informed on changes and proposed changes to the Civil Service personnel and retirement rules. The phone number for field employees is FTS 426-3934; headquarters employees need dial only x63934. A review of the service will be made after a 30-day trial run. If effective, it will be established on a permanent basis.

Drug Traffickers Give Safety Low Priority

Drug smugglers aren't the kind of guys who normally show up at pilot safety seminars. That's the inference one gets from recent Congressional testimony by Anthony J. Broderick, Deputy Associate Administrator for Aviation standards.

He pointed out that there were 155 accidents from 1980 through 1982 in which evidence of drug carriage was found. Moreover, he added, the FAA statistics probably are not as representative of the problem as those maintained by the U.S. Border Patrol. For example, the El Paso Intelligence Center reported 491 accidents during the same period in the U.S. or out of the country involving aircraft suspected of carrying drugs.

Testifying on a bill which would strengthen the Federal government's authority to deal with the aviation drug smuggling, Broderick said FAA will continue providing assistance to law enforcement agencies as they work to combat drug smuggling. However, he emphasized that FAA is not a law enforcement agency but is and should remain a safety agency.

New Seaplane Guide Out

Seaplane bases are an important part of the Alaska airport system with more than 130 on the books. That's more seaplane bases than there are total landing facilities in a dozen individual states. Accordingly, the Alaskan Region has published a new 72-page guide that covers the planning, design and construction of seaplane facilities. Questions about the publication should be directed to K.R. Moore, AAL-601. The phone number is 907-271-5442.



Headquarters News

FAA Flying High On The Tennis Court

After a victory July 25 over the first place OST team, the FAA tennis team moved into a first place tie in the West Division of the DOT Intramural Tennis League.

The only FAA losses this season were to the strong OST team, which Barry Rosenberg (AAT) and Mel Yoshikami (APM) subsequently overpowered. Four more matches now remain to be played with FAA facing OST again on Aug. 15. That match may be instrumental in determining the West Division winner.

The departmental championships are scheduled for Aug. 29 and will be played by the east and west division winners. FAA captain Ed VanDyne (AES) said that the team effort demonstrated this season will place the agency in that championship match.



Bloodmobile Coming

The Office of Aviation Medicine is once again asking for blood. If you have given once, AAM asks you to give again. It's needed. It's necessary. Sign up now for the Bloodmobile which will be in FOB-10A Aug. 10 in rooms 5 ABC from 9:30 a.m. to 3:30 p.m.-

Awards and Rewards

During the past two weeks the following 22 awards were presented by FAA headquarters and by Metropolitan Washington Airports: Quality Increases: Jane P. Caldwell, AAP, Duane J. Mason, AIA, Loretta McNeir, AMS, Melody Finley, ASF, Wayne M. Rogers, AIA and Glenda K. Thawley, AMA; and Letters of Commendation: Anna Johnson, Eileen Stickley, Sarah Hodges and Melody Finley, ASF, Dorothy Pennino, AVS, Michael Dunlap, AAM, Charles Euler, AFO, Tim Beans, Gilbert Devey and Jacqueline Clemen, ALG, and George Quinn, APM; and Special Achievement Awards based on sustained superior performance: Harlan E. Byers, AMA, Kevin Reilly, AWS, and Brenda Willingham, ADL; and Special Achievement Award Based on Outstanding Performance: Frederick J. Loprete, AMA; and Outstanding Performance, Mary A. Taylor, AMA.

Postal Service Stops Messenger Envelope Use

The U.S. Postal Service has announced that it will no longer accept Government Messenger Envelopes (SF 65A-B-C or "Holey Envelopes") for interagency mail in the Washington, D.C., area.

Beginning Aug. 6 all offices and services should use completely addressed official mail envelopes. However, "Holey Envelopes" may still be used for interoffice mail, such as mail between FOB-10A and the Nassif and Transpoint buildings and mail to the regions and centers in the FAA pouches.



U.S. Department
of Transportation

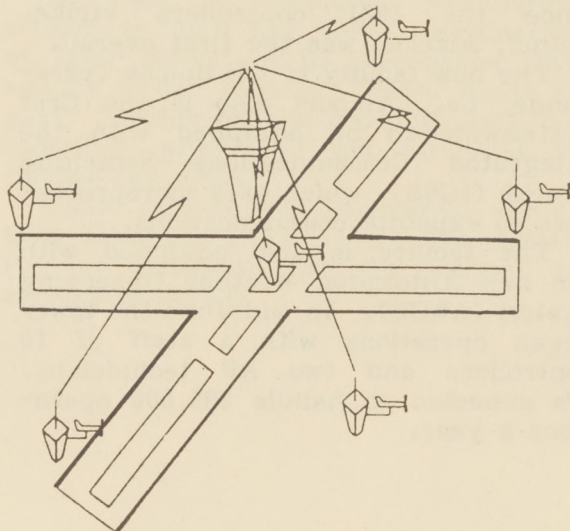
**Federal Aviation
Administration**

Headquarters Intercom

Windshear Alert Expanded at New Orleans

The Low Level Windshear Alert System (LLWAS) at New Orleans' Moisant Airport is being expanded as part of an effort to detect the hazardous phenomena known as "microburst." A microburst is a small diameter down burst which spreads out violently near the ground. By doubling the number of remote sensors from five to ten and increasing processor and display capability, the agency expects that the equipment will be able to detect microbursts in the immediate vicinity of the airport.

The upgraded system also will have the capability to compare data from one remote sensor with data from another, as well as the center field sensor. This system, (See page 2)



Remote sensors and center field sensors of LLWAS in use today transmit data to airport's tower for processing.

FY 1984 Budget Passes

The good news is that both houses of Congress have passed the agency's Fiscal Year 1984 appropriations bill and sent it on to the President for signature. Assuming the President does sign it, this means that FAA and its employees won't get caught in the kind of "Continuing Resolution" hassle that caused so many problems two years ago.

On the negative side, the \$4.4 billion program is about \$318 million less than the Administration's request. The biggest cut came in the Facilities and Equipment program, which was \$250 million under the original budget submission. Similarly, Operations and Headquarters administration was down \$145 million and Research, Engineering and Development was reduced by \$23 million. On the positive side, the Airport Grant obligation level was increased by \$100 million.

FAA's Silver Anniversary

In a manner of speaking, FAA is 25 years old this month. At least the legislation that created the agency--the Federal Aviation Act--was signed into law on Aug. 23, 1958, although the new organizational structure didn't actually become operational until later in the year.

The reasons for this legislation and how FAA then went about fulfilling its purpose are detailed in the special 40-page August issue of FAA WORLD. Look for the silver (as in 25th anniversary) cover in your mailbox soon.

New Terminal Area Proposed by Agency

A new concept in terminal area radar control that results from the ongoing National Airspace Review will be implemented at Austin, Tex., on Dec. 22, 1983 and Columbus, Ohio, on Jan. 19, 1984.

This Airport Radar Service Area (ARSA), concept formerly referred to as "Model B Airspace" will undergo a one-year validation study at the two sites with the idea that it could then be adopted nationwide as a replacement for the Terminal Radar Service Areas (TRSAs). All pilots operating in the ARSA will be required to establish two-way radio communication with air traffic control prior to entering the designated airspace and comply with all clearances and instructions. This differs from TRSA operations where participation by VFR pilots is voluntary.

The NAR task group felt that several problems exist with the TRSA program that lead to confusion while operating in those areas. All pilots in the ARSA will be provided with the same service in the same way and, to the extent feasible, within standard size airspace designations.

A notice of proposed rule making was issued July 28 to announce the new concept. Comments are due by Aug. 29.

Windshear (From page 1)

while providing additional protection at Moisant, will also serve as a test-bed for evaluating improvements to the LLWAS.

The expanded system will be operating by February 1984.

Controller Heroes Get New Honors

Two FAA controllers who contend they were only doing their jobs in guiding a pair of crippled airliners to safety are having a difficult time winning converts to their point of view. Indeed, Gregory Karam from the Cincinnati tower and Martin Lauth from the Miami enroute center are finding that fame is something of a two-way street: It brings awards and honors but it also imposes obligations that no doubt are cutting into their leisure activities.

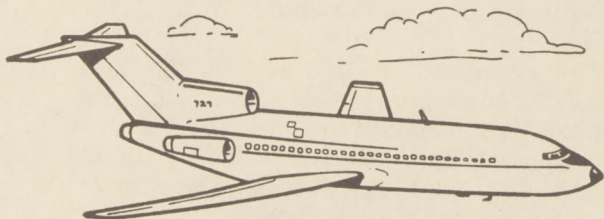
Most recently the two men were honored guests at an Air Line Pilots Association air safety workshop in Washington, D.C., where each received a Certificate of Appreciation from ALPA President Henry Duffy. Karam, of course, was the controller involved with the burning Air Canada flight, and Lauth handled the Eastern L-1011 that lost all three engines. FAAers can read more about their exploits in the July World, which indicates that the agency considers their performances were in the best traditions of the Air Traffic Service.

New Tower Added

The agency on July 28 dedicated the first new VFR control tower to be added to the ATC system in the "lower 48" since the 1981 controllers strike. Bethel, Alaska, was the first overall.

The new facility at the Houma Terrebonne, La., Airport also is the first systemwide to be equipped with the Integrated Communications Switching System (ICSS), which uses microprocessors to expedite communications.

The facility is also equipped with the new Automated Weather Observing System (AWOS). In mid-June the tower began operations with a staff of 10 controllers and two AF technicians. It's expected to handle 225,000 operations a year.



FAA Recruiting ATCSs

In order to continue hiring the best qualified people it can possibly get, FAA is reopening the controller register from Sept. 19 through Oct. 17.

The agency is hiring in both the center and tower options and new hires will start at the GS-7 level, which pays \$16,559 in the first step.

Applicants must pass a written test as well as a rigid physical examination before appointment. They also must have three years of general work experience as well as appropriate specialized experience.

The 30-year age restriction has been temporarily relaxed, and persons up to 35 will be considered if they have special qualifications such as ATC training, flight service station experience or instrument flight time.

Employees interested in obtaining job announcements and application forms should contact the nearest Office of Personnel Management Federal Job Center after Sept. 19.

Time of the Essence

The Office of Management Systems thinks better planning at the Washington headquarters level will keep the regions and centers from getting "short fuse" deadlines for clearing national directives.

So AMS is reminding Washington offices to plan the field coordination of their directives in accordance with agency Order 1310.1C, which reads in part, "Decide on the deadline date for comments after you get approval to release the draft."

Field offices still receiving short-term deadlines should bring the matter to the attention of the office or service involved.

From Our Readers

A former military controller, who recently celebrated her one year anniversary as an FAAer, thinks more employees ought to speak up about the positive aspects of their work environment. So, Cynthia Lee Hiles has written INTERCOM to express satisfaction with the camaraderie she has found working with FAA as a military controller in the St. Louis tower and then as a full-fledged agency employee in Dubuque, Iowa.

"I am fortunate to be associated with such professionals as in Dubuque and St. Louis. They are willing to assist and instruct as necessary. Empathy is considered a rare trait. However, these men have not only acquired it but also use it to the fullest extent to make the learning process a very effective and comprehensive experience for the developmental. This letter is just my way of saying thanks to the guys."

Top Security Office Named

The first winner of a new annual award for the outstanding Civil Aviation Security Field Office (CASFO) is Minneapolis/St. Paul. The office was cited for "significant contributions during 1982 in aviation security programs designed to assure the safety of the air traveling public."

Among other achievements, the Minneapolis/St. Paul CASFO experienced a 30 percent increase in workload with the consolidation of North and South Dakota into the Great Lakes Region but went ahead without additional resources to accomplish all missions in an outstanding manner. It also was successful in bringing 25 of its 31 airports into a flexible law enforcement program that increased efficiency and resulted in more than \$1.1 million in annual costs savings.



Automation's the Thing In Administrator's Office

Office automation has come to the Administrator's correspondence control. Margaret Boylan, Administrative Staff manager, and staff member Denise Howe both say they now have at their fingertips information that once took hours to collect.

All in all, the automation allows staff members to easily keep track of the 1,000 to 1,400 letters the Administrator's office receives each month. It means answers to many questions are immediately available, and it helps them with their multitude of other duties, which includes advising offices and services of overdue correspondence.



Administrative Staff Manager Margaret Boylan (Right) and staff member Denise Howe look on as Magrissa Johnson gets some quick answers from the staff computer.

Final Game Feast Planned

The API team has already clinched the slow pitch softball league title. However, the final game will still be played between API and ALG on Aug. 10 and will be followed by a crab feast at Hogates for all participants and spectators.

Awards and Rewards

During the past week a total of 21 awards were presented to headquarters employees. Leading the list in terms of numbers were 10 Special Achievement Awards based on Special Acts or Services. These were presented to: Necia D. Briggs, AAA; Loretta Logan, ACS; Tyrone L. Bland and Loretta M. Harrison, AEE; Laura Johnson, APA; Thomas G. Hammans and Dorothy A. Smith, AES; Daniel Childs, ABU; Joseph R. DeMeo, AAP; and Harold Hanson, APM.

Other awards and recipients were: Special Achievement Award based on Sustained Superior Performance: Jacquelyn Honeck, ALG, and Lauren D. Basham, AFO; Letters of Commendation: Ronald W. Fandruck, Donald C. Legge, Otto H. Keesling, Jr., Thomas J. O'Malley, Ralph W. Dority, Jr., and William A. Denton, Jr., of AAT; and Quality Increases: Lonnie Gordon, ADL; Eric Mandel, APM; and Charlene Smith, ALG.

Harassment Prevention Training a Must

All Washington headquarters employees are required to attend special Prevention of Sexual Harassment seminars which will be given in the headquarters building from Aug. 8-19.

The training is being sponsored by the Office of Personnel and Training in conjunction with the Office of Civil Rights. Giving the training will be J.D. Wittington, who is an instructor at the agency's Management Training School.

A schedule of when the training is available to specific organizations is currently being circulated to all offices and services.



U.S. Department
of Transportation

Federal Aviation
Administration

Headquarters Intercom

'In the Beginning,' 25 Years Ago



President Eisenhower stood by as Elwood R. "Pete" Quesada was sworn in as FAA's first Administrator by the Chief Clerk of the White House on Nov. 5, 1958.

When the Federal Aviation Act was signed by President Eisenhower on August 23, 1958, the FAA was born, but like most fledglings, it took a while to get on its wings.

On November 1, the appointment of former Air Force Lt. General Elwood R. "Pete" Quesada as the first FAA Administrator took effect, although officially his powers were limited because the Civil Aeronautics Administration was to remain in business for another two months. Still the new Administrator had his hands full, preparing the new organizational structure, recruiting talent and performing the many transitional tasks necessitated by the Federal Aviation Act. (See page 2)

Panel Established For NAS Implementation

The agency has established a high level advisory committee to monitor its program for modernizing the nation's air traffic control and air navigation system.

Known as the Federal Aviation Advisory Committee, the panel will provide independent system progress analysis and expert advice on implementation of the National Airspace System Plan and will help assure continuity of purpose throughout the implementation period.

According to the committee's charter, members of the panel always will include the current FAA Administrator and one former Administrator to help put past decision-making in perspective. The past Administrator selected for the committee is Najeeb Halaby, who headed the agency from 1961-65 during the period of initial modernization.

Other committee members, all from the private sector, are: Dr. William Louis Firestone, vice president and general manager of the Cablevision Systems Division of the RCA Corp.; Dr. Christopher C. Kraft, Jr., former director of NASA's Johnson Space Flight Center; and Dr. William H. Pickering, director of the Jet Propulsion Laboratory from 1954-1976 and now head of Pickering Research Corp; and Henry A. Duffy a Delta Airlines captain and president of the Air Line Pilots Association.

FAA's Associate Administrator for Development and Logistics, Albert Albrecht, will serve as the panel's Executive Secretary. Although no date has been set for (See page 2)

Computer Course Given At ATC Facilities

Computer-based instruction (CBI), which the agency has been using both on a test basis and for various form of technical training for nine years, is now slated to be installed in air traffic control facilities.

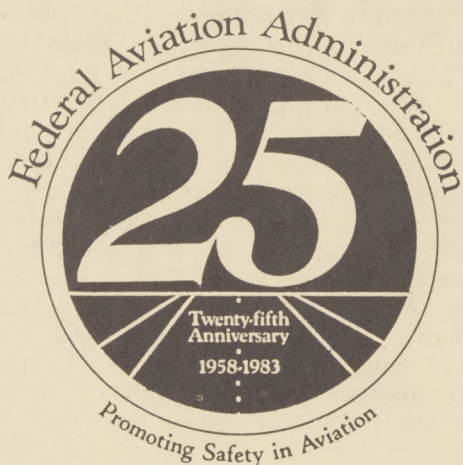
Following the Administrator's approval, the first course materials will be ready for the CBI equipment scheduled to be installed in some enroute centers and "pacing" towers this fall.

Full performance level controllers will be able to punch up training lessons and even take proficiency exams with the touch-sensitive CBI screens.

CBIs can simulate the sweep of the controller's radar display, the buttons on a key pad, or even knobs on an airport lighting control panel. CBI training also will be used for developmental controllers following field validation with experienced controllers.

25 Years (From page 1)

At one minute after midnight on December 31, FAA assumed full operational status. The event was without fanfare, but the changes would soon become apparent. And just in time, too. Only three weeks later American Airlines began Boeing 707 service between New York and Los Angeles. The "Jet Age" with all its promise and challenges had arrived.



Quality Assurance System Working at SLC Center

The program to use air traffic control computers to help spot operational errors has proved extremely successful in its first month in service at the Salt Lake City enroute center, where the program was developed. Accordingly, the agency has now implemented a similar program at the Miami center and plans a further expansion to the Albuquerque center in late September.

Computer detection of operational errors is a key element in the Air Traffic Service's Quality Assurance Program. According to ATS Director Ray Van Vuren, its purpose not only is to improve detection capabilities but also to increase controller attention and awareness of the need for maintaining required separation at all times.

Although there was some question as to how controllers would react to the new program before it was implemented, SLC center manager Bill O'Neil reports that "There's been no problem at all. They have accepted it just like any other new program. They're proud to show how safe the system is."

In all, the program triggered slightly over 150 alerts during the first five weeks. However, of these, all but two were immediately explained or justified. Most often, they proved to be military aircraft deliberately reducing their separation in order to conduct midair refueling operations. Controllers had already been briefed about these maneuvers and therefore did not react to the alerts.

NAS Implementation (From page 1)

the committee's first meeting, it is expected to occur some time in October. FAA's modernization program includes the replacement of the present air traffic control computers and controller work stations with the latest state-of-the-art equipment and the evolution of the traffic control function to higher levels of automation.

Computer Training Begins In FAA Facilities

The Department of Defense Computer Institute has agreed to teach a computer familiarization course to FAA maintenance and manufacturing inspectors at five of the agency's regional headquarters. The program stems from an Office of Airworthiness request to provide such training for inspectors who are facing an ever-increasing number of industry computer applications in the field.

Sessions will start in October at regional offices at Seattle, Los Angeles, Kansas City, Atlanta and Fort Worth. The course will include some hands-on training using FTS tie-lines to the DODCI main-frame computer in Washington, D.C.

This is the first time DODCI has arranged to give on-site training to a civilian agency, although FAA has been sending employees to classes in Washington for years. The new arrangement will permit the agency to train more people at less cost.

Hotline Proves Popular

FAA's new "hotline" for informing employees about change in personnel and retirement programs is off to a hot start with a total of 517 calls received in the first three days of its inception on August 3. Moreover, the Office of Personnel and Training, which runs the hotline, expects this use rate will gradually increase as the phone number becomes more widely known.

Employees are asked to help their friends keep abreast of proposed Civil Service personnel system changes by reminding them of the hotline number. It is FTS 426-3934 for those outside the Washington, D. C. area and x63934 for employees on the 426 exchange.

Veteran Pilot Lauds ATC System

More than two years after the controllers strike, pilots still are writing the Administrator in praise of the ATC system and the people who run it.

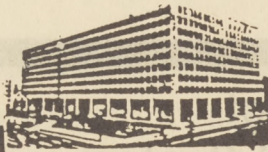
Typical is a letter from a Philadelphian who writes: "I have been flying the Federal Aviation System for twenty-five years, and I would like to report that at the present time the quality of the service, the improvement in the speed with which the system functions, and the extraordinary cooperative spirit of the controllers themselves mark a giant leap forward in American aviation."

The writer, Vincent G. Kling, senior partner in an architectural and engineering firm that bears his name, concluded by asking the Administrator to convey to all air traffic control specialists that what they are doing "not only makes flying more pleasurable but infinitely safer and more efficient. I know I speak for thousands when I say many, many thanks and congratulations."

Order Number Corrected

In the "Time of the Essence" article which appeared in the August 9 headquarters Intercom, the order cited should have been Order 1320.1C, FAA Directives System, Paragraph 163, instead of Order 1310.1C.

It should be noted that to determine the clearance due date for national directives, headquarters writers should use the "projected receipt date, not the date of approval, as the starting point for the review period..."



Headquarters News

Billie Vincent FAA Winner

A hush fell over the small gathering as cafeteria manager Laura Murphy read off the winning names in last week's Redskins-Miami game drawing.

Holding the winning receipts, which had been drawn by cafeteria employee Greg Thomas, she read: Tom Reese, U.S. General Accounting Office (a first floor tenant); Avon Bailey, National Transportation Safety Board (eighth floor); and FAA's own Billie Vincent, Director of the Office of Civil Aviation Security.

Vincent, who was standing by for the drawing, immediately checked the seat location of the tickets he'd won. While he did, Murphy explained that over a thousand FOB-10A "residents" had entered the drawing. She also said that it was a GSI promotional activity, and similar drawings were being held in government cafeterias all over town.



Cafeteria manager Laura Murphy is set to give Redskins/Miami game tickets to last week's GSI drawing winner Billie Vincent, Director of the Office of Civil Aviation Security.

Awards and Rewards

Last week 22 headquarters employees were recognized and presented awards. In all, 16 employees received the Special Achievement Awards for Special Acts or Services. They were:

Norman D. Schwartz, APT
Kathryn L. Kuehl, APT
Doris I. West, AAP
Diana Horowitz, AWS
Mary C. Kerr, ALG
Marcia Newbill, ALG
Cynthia Glynn, APT
Mary Flournoy, APT
James F. Stemple, APM
Dawn Tristani, AGC
Marlene Seltzer, ADL
Lauri Kenney, APT
Andrew Tanchel, APT
James Brumbaugh, AMS
Gitta Cseri, AMS, and
Mary Donfor, ACS.

Other awards and recipients were:

Letter of Commendation:

Malcolm Stephens, ALG; and

Quality Increases:

Marlene Abernathy, APO
Joseph Hawkins, APO
Norman T. Fujisaki, APM
Dennis R. Ragle, AAT, and
Lawrence P. Bedore, AFO.

FAA letters of commendation have also been presented to military personnel assigned to FAA's Air Traffic Service. Receiving them were:

Captain Gary L. Bryan, USMC, and
Captain William A. Smith, USAF.

Like Father, Like Son

Will Larson (AAT-150) bowled a 300 game in a mixed league several years ago when he was a controller at the Indianapolis Center. His son duplicated this feat August 8 at the Annandale, Va. Bowling Center with a smashing 300 game.

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

Headquarters Intercom

THE WHITE HOUSE

WASHINGTON

FEDERAL AVIATION ADMINISTRATION

TWENTY-FIFTH ANNIVERSARY

1958-1983

Twenty-five years ago today, President Dwight D. Eisenhower signed the Federal Aviation Act into law, thus concluding the central, post-World War II legislative event in United States civil aviation history.

Through this legislation creating the Federal Aviation Administration, Americans of the later 1950's hoped to meet the challenges of the early jet age.

Those challenges have now been met. Since the establishment of the FAA, a patchwork and outdated air control and air navigation system has been replaced by a common civil-military system that is the envy of the world. In fact, a new, modernized system is unfolding. Air passenger traffic has increased five-fold. More important, air carrier travel today is ten times safer than it was in 1958.

I congratulate the dedicated men and women of the Federal Aviation Administration for helping to make civil aviation what it is today -- a safe, reliable, and efficient means of moving people and goods. And I wish them success in meeting the challenges of the future.

Ronald Reagan

Happy Birthday to Us

FAAers in Washington commemorated the 25th birthday of the signing on August 23, 1958 of the Federal Aviation Act, the legislation that created the FAA. The party was highlighted by the Administrator cutting a birthday cake and his reading of the President's letter (see page 1).

For the occasion, 18 huge cakes were served the windows in front of the building spelled out an elongated "Happy Birthday," and the old, orange FAA flag was run up the flagpole, just for old times' sake.

Computerized FAA Projected

Just about every FAA employee has a computer in his or her future, according to the agency's recently published Information Resources Management Plan (IRMP).

Prepared by FAA work groups representing all levels of the agency, the plan says "virtually all FAA employees will be working with a computer in their offices or through a terminal in the next 10 years." It notes that "the ability to use these devices will be an important element in each employee's continued productivity."

The IRMP is FAA's long range plan for applying automatic data processing technology and new telecommunications capability to its management and administrative needs. It includes 11 subplans covering the information requirements in such areas as air traffic, airports, safety, finance and logistics.

For example, the plan says all aeronautical information subsystems in the National Flight Data Center will be integrated, a single focus for managing aviation activity information will be provided, and an automated certification and safety information system will be developed. The budget formulation, allocation, tracking and revision processes will be automated. Discrimination complaints, grievances and other personnel actions will be tracked automatically, and the centralized inventory management system will be accessible to AF sectors.

Comments Asked

Over the next decade, FAA controllers and FSS specialists can look forward to working with "the finest system for collecting, processing, communicating, and displaying weather observations and weather forecasts that modern technology can provide."

That's the bottom line conclusion of the FAA's Aviation Weather System Plan that was circulated for comment at a Washington, D.C., meeting with aviation user groups on August 18. The agency hopes to complete action on the draft document by the end of October.

The plan spells out both short- and long-range projects "to improve the accuracy, availability and timeliness of aviation weather information." Nearerterm programs include expansion of the Hazardous In-flight Weather Advisory System, procurement of 51 additional low-level wind shear alert systems and completion of the installation of radar remote weather display systems in en route centers and designated FSSs.

In the longer term, the plan provides for coverage of the entire country by a network of radars designed specifically to provide meteorological data; every airport served by heavy aircraft will have the radar capability to detect wind shear, microbursts and turbulence; and every airport with a precision instrument approach will have an associated automated surface weather observations system.

The plan also notes that controllers will be provided with special displays of severe and hazardous weather on their plan view displays, and winds aloft forecasts will improve dramatically with the introduction of remote sensors such as vertical doppler profiles radar.

Additional improvements in weather services will result from the automation of the FSS network, implementation of the Mode S radar beacon system with its automatic data-link capability, installation of weather processor complexes in the en route centers, and completion of the National Airspace Data Interchange Network.



Headquarters Intercom

25th Birthday Celebrated



The FAA flag flew with the DOT flag all through the day of the birthday celebration.

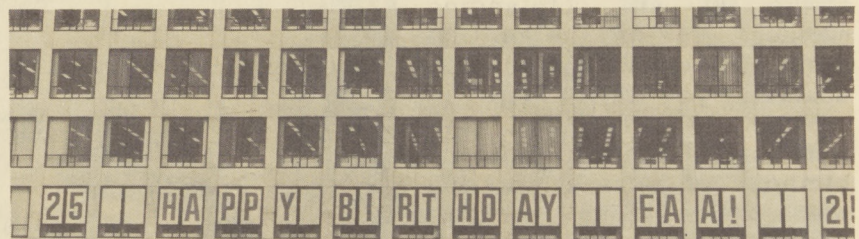


Administrator Helms gets ready to cut the FAA birthday cake while Deputy Administrator Fenello looks on.

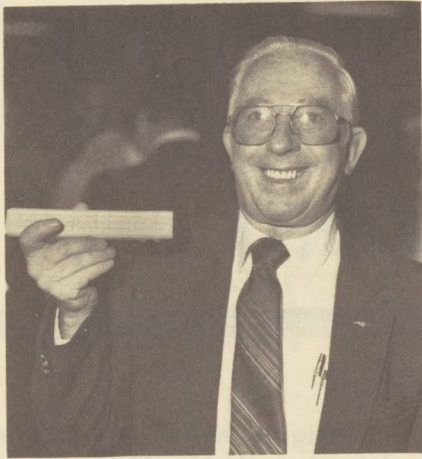
Headquarters employees celebrated FAA's 25th birthday in traditional festive style last week--they had a piece of birthday cake and got a birthday "card" from the President (See page 1).

Festivities in the jam-packed cafeteria were highlighted by a brief talk by Administrator Helms who told the throng that they deserved this birthday party.

Especially honored were Headquarters employees who have been with the agency since the beginning. They



An elongated Happy Birthday card was set up in the headquarters building front windows.



Bernard E. Geier (AFO) holds up his personal flight strip

liked it, I wouldn't have stayed." During her career she did a lot of moving about from Flight Standards to Air Traffic to her present job.

James A. Moreland, a general engineer with AES, found diversity, education and friendship at FAA. He said, "I've had a chance to do both design and construction work. I got a year at M.I.T. and I've met a lot of nice people. It all adds up to a very satisfying career."

were given mementos to mark the occasion.

However, the Administrator was talking to all employees when he said, "I know of no other Government agency that could have performed as well under similar circumstances. I mean that sincerely. FAA employees across the board responded to the crisis caused by the controllers strike in an outstanding manner. You did the job that many people said you couldn't do...and you did it well."

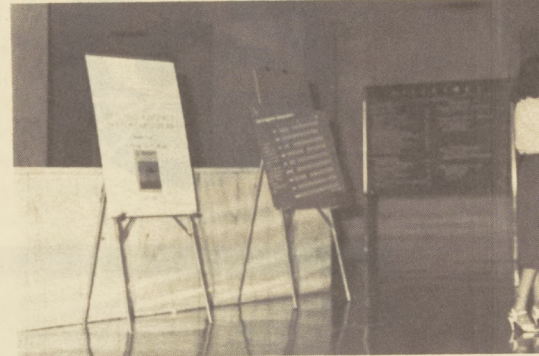
The Administrator then went on to explain that the birthday we were celebrating was the signing of the Federal Aviation Act which occurred 25 years ago.

Some of those who have been with the agency all those years reminisced. Alberta Santora, who is now assistant manager of the National Flight Data Center, said she is amazed at how fast the 25 years have gone. For her, FAA "ever since it was born, has provided a rewarding and often exciting life."

Hilda L. Weisbrod, today a regulations assistant in AGC, said simply, "If I hadn't



Alberta Santora (AAT) grasps her commemorative paperweight



Connie Alvarez (APA) hands out party items in Eastern Region, Charlie Ryman and Burto



High time FAA employees examine the flight strips to see if there is a memento on their



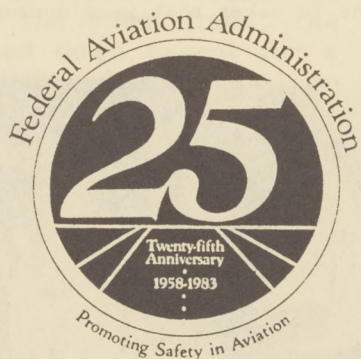
Party invitations to two visitors from the
and Burton Gifford, both of AEA-510.



Hilda L. Weisbrod (AGC) shows off 25-year memento



the flight strip display
h their name on it.



Deputy Administrator Fenello examines 25-
year mementos while Linda Boyer (APA) and
a birthday party guest watch.



The Administrator congratulates
25-year veteran Lewis W. Still,
AAT.

25 Years Service Deserves Mementos

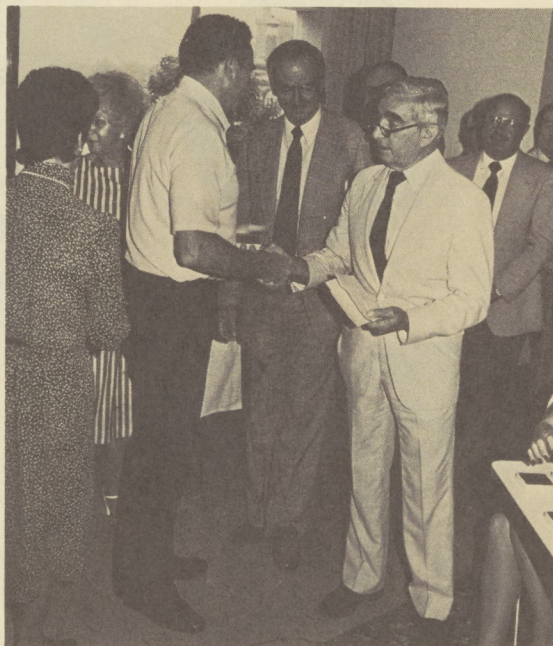
A number of individuals whose Federal careers embraced only CAA and FAA have asked why they didn't also receive one of the mementos passed out at the 25th birthday celebration. These mementos were given to those who worked exclusively and continuously with CAA/FAA since August 23, 1958, when the Federal Aviation Act was signed.

The simple answer is that the PMIS computer wasn't able to identify the exclusively CAA/FAA people. It provided only dates of FAA service (since August 23, 1958) and total government service. There was no way of telling from the printout there was service prior to CAA with some other agency or a break in FAA service.

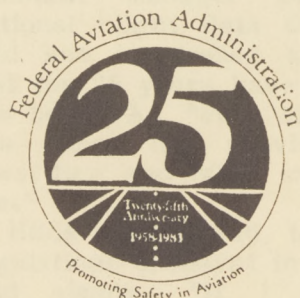
Still, the CAA/FAA people have a point and deserve to be recognized for their unique service. Accordingly, anyone whose government career began with CAA and has been with only the agency ever since (including those drafted for military service) should write to Suzanne Holloway, APA-10 and provide the necessary information.



Here are six of the 18 cakes that were consumed at the great birthday party.



Deputy Administrator Fenello congratulates James Moreland (AES) while Fred Gilmore (ALG) stands by.



Photos by DOT staff photographers
Lance Strozier and
Joe Wenzel



Beyond the Potomac

FAA is Prepared As Hurricane Hits

When Hurricane Alicia ripped through the Galveston/Houston area recently, damage to FAA facilities was minimal because emergency precautions had been taken. Among other things, technicians rigged hurricane straps on VORTAC cones and strapped down glide slope buildings with special wide nylon straps.

Although the flight service station at Houston's Hobby Airport was extensively damaged, even that facility was back to full operations within 24 hours. During the storm itself, the station was closed down except for a cadre of specialists who remained to take weather observations. To repair the damaged roof and equipment knocked out by wind-driven rain, Airway Facilities technicians worked around the clock and had the station back on the air in less than a day.

Then There Were Seven

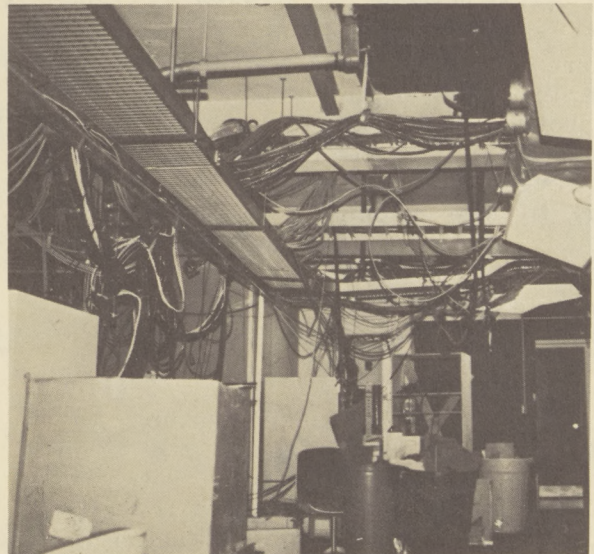
The number of capacity-controlled airports are scheduled to go to seven on September 1 when quotas are dropped at the two Dallas airports, the two Houston airports, Cleveland and Detroit. Landing restrictions were lifted at San Francisco earlier in the week.

Three of the remaining seven airports will be freed up by mid-November: Philadelphia, Pittsburgh and St. Louis. No dates have been announced yet for LaGuardia, Chicago O'Hare, Denver and Los Angeles.

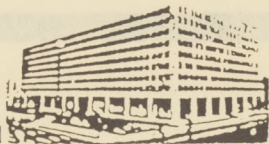
Tower Modernization Saved Taxpayers \$\$\$

"The completion of this modernization project is, in a way, symbolic of the recovery of the nation's air traffic control system," the FAA Administrator noted during recent ribbon cutting ceremonies in the TRACON at Boston's Logan Airport on August 19. The Administrator also pointed out that FAA's decision to restructure the existing facility, rather than build a new one, had saved the taxpayers at least \$2 million.

Besides commending the airway facilities technicians who had done much of the work, the Administrator commented on the dedication and teamwork of the workforce that kept the facility operating during the six months of construction. Technicians refurbished the entire TRACON area, realigned the space, moved consoles adjacent to one another, and created new space by eliminating data positions. A new supervisors console and a TV display, which notes departures, were added as was new air conditioning.



Despite the pandemonium of hanging cables and construction confusion, the TRACON staff kept traffic moving without a hitch.



Headquarters News

The Money People, Grants-in-Aid

Keeping track of money is the job of the Grants-in-Aid Division of APP. The 15 men and women in this division work with their regional counterparts to provide funds for airport improvements all over the country.

Since September 3, 1982, when the President signed the new Airport and Airways Improvement Act, more than \$1.2 billion has flowed through this office. In the course of dispensing this money to the regions, the office also has provided the essential guidelines to the field for processing improvement grants. The Grants-in-Aid people are in a particularly good position to do this because they are writing the regulations which control the distribution of funds under the Airport Improvement Program (AIP).

Since AIP was enacted, the office has handled almost 1,700 projects ranging from building entire new airports to sound-proofing schools or reconstructing deteriorated runways, taxiways or aprons.

The Washington office, of course, gets a lot of help from the regions in handling these projects.

The original requests from the airport seeking aid goes to the region. There it is processed according to the Grants-in-Aid guidelines and, if approved, passed on to Washington for final action. After the project is approved, a grant is issued to the airport by the regions from funds previously allocated by the Washington office.

In order to keep track of all this money and all these projects, the office is relying more and more on their computers.

Each project is tracked through the computer. This means that at any given time the office can come up with the information about the program from the number of projects awaiting action to the amount of money left to allocate.



Some, but not all of the members of the Grants-in-Aid staff are: (from left) Angela Ferrari, Marty Bevilacqua, Don Samuels, Jim Brunskill, Pat Benedict, Jack Cathell, Pat Pistorio, Bob Yatzeck, and Lowell Johnson, division manager.

OPM Survey Set

The Office of Personnel Management (OPM) is conducting the third Federal Employees Attitude Survey which is a questionnaire designed to obtain employee attitudes about working for the Federal Government. The survey is being sent to approximately 30,000 randomly selected Federal employees at all grade levels. Approximately 80 FAA headquarters employees will receive the questionnaire during the week of August 29. Their participation in the survey is voluntary.

Championship Bound Team Wins Tennis Match

FAA's tennis team won the final game of its regular season last week when Ed Van Duyne (AES) and Bill Miller (AMS-ret.) dispatched the FRA/NTSB team 6-2, 6-2, to end the season with a 11-2-2 record.

Now FAA must complete an adjourned game with OST to win the West Division (FAA, OST, UMTA, FRA/NTSB) title.

In the East Division, USCG was victorious, and the two division champs will meet for the championship match sometime next month.



U.S. Department
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Headquarters Intercom

Latest News On the Pay Front

President Reagan has endorsed a three and a half percent pay hike for Federal GS employees. The raise, which would cost the government about \$1 billion in FY 1984, would become effective January 1 unless Congress disapproves the President's proposal. In the meantime, unless Congress intervenes, Federal employees paychecks will be a bit lighter beginning next month. The average cut in take-home pay will be \$3.20 in each bi-weekly check. The change will be reflected in the second paycheck in October.

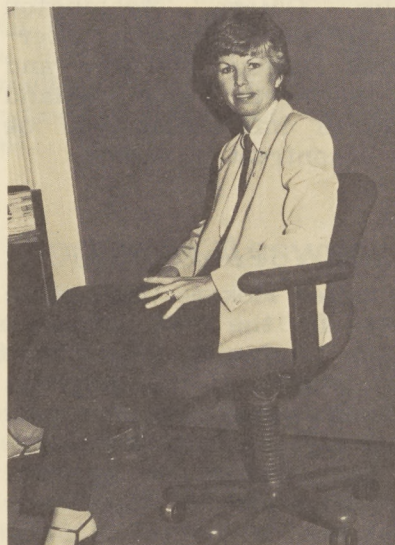
It all results from a new way of computing pay rates. Instead of the standard 2,080-hour work year (52 weeks or 364 days times 40 hours a week), the government is switching to a 2,087-hour work year, which matches an annual salary to variations in "compensable days," ie., the 365th day and leap year.

But the change is scheduled to remain in effect for only two years. At that point, the government will have saved an estimated \$480 million and will revert to the 2,080-hour work year.

Taking Another Look, ATS Reviews System

As the ATC rebuilding program enters its third and final year, the agency is taking yet another look at how the system is working with particular emphasis on the quality of personnel, performance and service.

(See page 2)



Specialist Barbara Ady, who until recently controlled traffic at Palm Springs, Calif. ATCT, checks the comfort of the type seat selected for controllers.

ATCS Chair Program Funded

At long last, the Air Traffic Service (ATS) has been successful in obtaining funds for new controller chairs.

Procurement requests have been sent to the Acquisition and Materiel Service, which will send the requirements and funds to the General Services Administration (GSA), Furniture Commodity Center to complete the procurement. A contract should be signed by the end of the year and all chairs delivered within two years.

In all, 8,400 chairs will be purchased. The chairs will come in a variety of colors to be selected by each facility.

There will be three models of the new chair: a low base model which gives firm body support to radar controllers, flight data, and FSS specialists; a high base model for control towers and training evaluations; and a (See page 2)

Controller Chair (From page 1)

high back model which is a little larger and somewhat more comfortable for those working longer hours on position in light traffic, without relief. The low and high base models use the same seatbed, a one piece steel seatbed with molded cushion and fabric cover. All models have pneumatic height adjustment.

New controller chairs have been evaluated at some time during the 5 years of this program in New York, Washington, Chicago, Houston, and Fort Worth ARTCC's; Islip, O'Hare, Washington National, New Orleans, Houston Intercontinental, and Buffalo ATCT's; and Washington, Fort Worth, and Oakland FSS's. Additional information will be provided after a contract is signed.

Another Look (From Page 1)

This concentrated look at the system will be conducted for the most part at en route centers, beginning September 6 and running for four weeks. During this period, ATC quality assurance personnel will be watching for any situation which might lessen the quality of service. When such a situation is identified, action will be taken to correct it, and a report of what has been done will be circulated among all facilities. One facet of the evaluation will involve an assessment of newly checked out controllers. The assessment will be carried out by four teams using the same approach applied during a similar effort in January and February.

What Friends Are For

"A friend in need is a friend indeed" may very well sum up the way an Ohio pilot feels about the FSS crew at the Port Columbus Airport. Just three weeks after she paid a visit to the facility, she found herself lost and confused on a flight over the Buckeye state and immediately put in a call to her newly-acquired friends.

Using direction finding equipment, the FSS crew homed in on the lost airplane and began giving the pilot headings to Port Columbus. But she was so disoriented, she questioned the instructions and had to be reassured that the FSS had her turned in the right direction. They also calmed her fears about not having enough fuel to get down safely.

She believed them and a short time later her faith was rewarded when Interstate 270 was spotted, and she continued on for a safe landing. She then made another visit to the FSS and said thanks to Robert Gibson, William Masters, George Farler and Raymond Weaver for their help.

During the month of July, 89 flight assists were reported. Flight service stations were responsible for 47 of these, terminal facilities accounted for 27 and centers handled 15. There were 157 persons on board the aircraft involved.

Merit Board Decisions Support FAA Position

The Merit System Protection Board has now issued 532 decisions in the 5,056 strike-related removal cases that were appealed to the full Board.

Of these the board affirmed 510 cases and reversed the agency's removal in only 22 cases.

The board has now indicated that it will rule on all cases by September 30. However, controllers who lose still can appeal to the U.S. Court of Appeals for the Federal Circuit.

PROPOSED PAY SCHEDULE FOR FEDERAL WHITE-COLLAR WORKERS

GS	1	2	3	4	5	6	7	8	9	10
5	\$2,980	\$9,279	\$9,378	\$9,876	\$10,175	\$10,350	\$10,646	\$10,942	\$10,955	\$11,232
7	10,097	10,327	10,671	10,955	11,078	11,404	11,720	12,056	12,382	12,708
9	11,017	11,384	11,751	12,118	12,485	12,852	13,219	13,586	13,953	14,320
11	12,367	12,779	13,191	13,603	14,015	14,427	14,839	15,251	15,663	16,075
13	13,827	14,298	14,759	15,220	15,681	16,142	16,603	17,064	17,525	17,986
15	15,423	15,937	16,451	16,965	17,479	17,993	18,507	19,021	19,535	20,049
17	17,128	17,709	18,280	18,851	19,422	19,993	20,564	21,135	21,706	22,277
19	18,981	19,614	20,247	20,880	21,513	22,146	22,779	23,412	24,045	24,678
21	20,965	21,644	22,323	23,002	23,681	24,360	25,039	25,718	26,397	27,076
23	23,088	23,858	24,628	25,398	26,168	26,938	27,708	28,478	29,248	30,018
25	25,366	26,212	27,058	27,904	28,750	29,596	30,442	31,288	32,134	32,980
27	30,402	31,415	32,428	33,441	34,454	35,467	36,480	37,493	38,506	39,519
29	36,152	37,357	38,562	39,767	40,972	42,177	43,382	44,587	45,792	46,997
31	42,722	44,146	45,570	46,994	48,418	49,842	51,266	52,690	54,114	55,538
33	50,252	51,927	53,602	55,277	56,952	58,627	60,302	61,977	63,652	65,327
35	58,938	60,803	62,668	64,533	66,398	68,263	70,128	71,993	73,858	75,723
37	69,042	71,342	73,642	75,942	78,242					
39	80,920									

MAXIMUM SALARY PAYABLE IS \$66,000

Science Curriculum Recognized by Agency

Of the 24 colleges and universities that provided proposals for the agency's Airway Science Curriculum Program, 13 now have been recognized by FAA. The remaining 11 are still under review.

The major purpose of the program is to provide a pool of well-qualified people for future job openings with the agency and other aviation organizations. The curriculum itself consists of two years of general studies including humanities, management, science, math and aviation.

The next two years or so are devoted to one of five areas of concentration including airway science management, airway computer science, aircraft system management (pilot), airway electronic systems and airway maintenance management.

Four of the colleges and universities are in the Great Lakes Region and four in the Southern Region. The AGL schools are University of North Dakota, Southern Illinois University at Carbondale, Kent State University, and Ohio State. Those in ASO are Middle Tennessee State University, Delta State University of Mississippi, Florida Institute of Technology and Auburn University.

The Central Region includes three schools: Parks College of St. Louis University, Kearney State University of Nebraska, and Central Missouri State University. The remaining two are Metropolitan State College of Colorado (Northwest Mountain Region) and National University of California (Western-Pacific Region).

AFSS Sites Picked

The Acquisition and Materiel Service reports that although there have been no new automated flight service station selections to report in the last several weeks, the program is going ahead in high gear and the regions are continuing the space acquisition process.

In addition to the 25 locations already announced, sites for new automated stations in 25 additional flight plan areas are now being negotiated or evaluated.

Flight plan area meetings should be held over the next several months for the last 11 facilities. The agency is committed to identifying all 61 AFSS locations by the end of calendar year 1984.

A Concrete Answer

Quite possibly the subject will never come up. But just in case someone should ask for the total square footage of runway pavement on public-use airports, we have an answer. According to the Office of Airport Planning and Programming, which multiplied the length and width of 5,456 runways, there are 2,699,321,011 square feet of pavement. To put it another way, that's 61,967 acres or 97 square miles of pavement devoted to airport runways, or roughly enough to cover all of the District of Columbia and most of Arlington and Alexandria, Va., combined. And if you piled all this pavement on top of one another in one-foot blocks, you'd have...well, a very tall tower and almost certainly a hazard to air navigation.



Annual Picnic Set

All FAA employees, their families and friends are invited to the annual FAA Club picnic which will be held on September 11 at the Fort Hunt Park in Virginia. Festivities will begin at noon and last until dark. Beer, soda, ice cream as well as pony rides are included in the price of admission which is \$3 for adults and \$1.50 for children.

Awards and Rewards

Last week 17 awards were presented to headquarters employees. They were: Special Achievement Awards Based on Sustained Superior Performance:

Audrey M. Linehan, ARP;

Special Achievement Awards Based on Special Acts or Service:

Kellie L. Kenney, ASF

Mark E. Frazier, APM

Naita Wimbush, APM

Victor E. Harvey, APM

Shelley E. Scruggs, APM

Julie La Flamme, APM

Amy Knight, APM

Allen Mandir, APM

Mark Kane, APM and

Brenda Ellis, APT;

Letters of Commendation;

Harvey Van Wyen, AVS

Robert Collins, AMS and

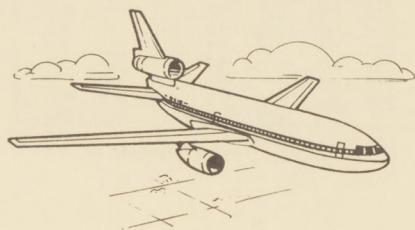
Diane Owen, AIA; and

Quality Increases:

Robert Desantis, APM

Erma B. Redden, APM and

Gwendolyn Phillips, AAT.



Hispanic Week Celebrated

The national Hispanic Heritage Week will be observed September 11-17. Department of Transportation events which may be of particular interest to FAA employees include the opening ceremony, featuring addresses by DOT Secretary Elizabeth H. Dole and Congressman Manuel Lujan. Also of special interest will be an FAA luncheon to be held at Casa Maria Restaurant at 11:30 a.m., Sept. 16. Flyers announcing the full DOT program will be circulated and posted this week.

API Wins League

After a grueling 14-week schedule of playing baseball on the Mall and having crab feasts at Hogates, API won the Inter-office/service coed, Slow Pitch Softball League. On August 31, Deputy Administrator Fenello presented the league trophy to "owner," Associate Administrator Don Segner, coach Dave Ford, and the rest of the team. Runner-up in the league race was ALG (10-3), followed by OIG (8-6), AVS (8-6), AGC (5-9), ADL (3-11) and HAI (Helicopter Association International) (1-13).



Deputy Administrator Fenello presents softball league trophy to Coach Dave Ford, AEE, while Don Segner, API-1 (right), and players Sandy Weaver, AIA, and Tom Conner, AEE, stand by.



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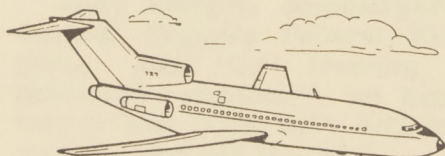
Headquarters Intercom

Instructor Benefits Made Retroactive

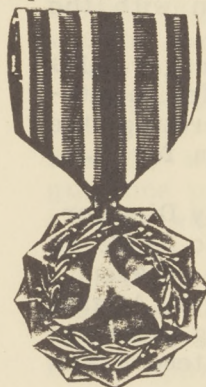
Recent Congressional action has made the ATC Revitalization Act benefits retroactive to Aug. 3, 1981, for FAA Academy instructors who meet the eligibility criteria.

The Aeronautical Center is coordinating the overall identification and payment process for eligible employees. The Center shortly will send self-identification forms to regional compensation branches for distribution to employees thought to be eligible for the retroactive benefits. Employees who feel they may be eligible for these benefits but do not receive a form by Oct. 3 should get one from their Compensation Branch.

Completed forms then should be returned to compensation branches by Oct. 14 where they will be checked for accuracy. Eligible employees should receive back pay by Jan. 31, 1984.



Secretary's Award for Valor



FAAers Get DOT Awards

Being tightfisted with the taxpayers money earned the Great Lakes Region some special recognition at the Secretary of Transportation's Sixteenth Annual Awards Ceremony in Washington, D.C. The region was the only DOT organizational unit honored at

the Sept. 12 ceremony, receiving the Secretary's Award for Cost Avoidance, Reduction and Efficiency (CARE).

In addition, 27 individual FAA employees, representing a cross-section of the agency, received awards in recognition of valor, meritorious achievement, EEO and other accomplishments. Included was Robin J. Masek, an electrical engineer in the Alaskan Region, who also received the Secretary's CARE Award.

Two FAAers were presented the Secretary's Award for Valor. Clyde D. Rinkinen, ATCS, Flint, Mich., airport tower, helped save a truck driver from his burning cab in spite of fire, smoke and exploding .22 caliber ammunition. Craig F. Schoff, ET, Albany N.Y., AF Sector, administered on-the-spot first aid to a pilot who suffered severe head injuries and had stopped breathing while the crashed plane was on fire and in danger of exploding.

The Secretary's Award for Meritorious Achievement was presented to 11 agency employees. Those honored and the reasons were:

Associate Administrator for Airports William F. Shea for exemplary performance while advocating the national system of airports;

J. E. Murdock, III, Chief Counsel,

(See page 2)

DOT Awards

(From page 1)

for developing and implementing programs which insured the safe and efficient use of the nation's airspace;

Joe A. P. Alvarez, Manager, AWP Civil Rights Staff, for meritorious achievement and outstanding leadership of the EEO Program;

Carl B. Schellenberg, AGL Regional Counsel, for outstanding performance during the ATC strike emergency;

Richard P. Shewfelt, Manager AGL Labor Relations Branch, for outstanding accomplishment while representing the agency in court in connection with the illegal ATC strike;

Marvin L. Olson, Acting Manager, APO Planning Analysis Division, for meritorious performance while operating the industry slot allocation system for U.S. airports;

Leland F. Page, AES Deputy Director, for outstanding contribution to FAA's en route and terminal automation program;

Michael J. Powderly, Manager, Atlanta ATCT, for many outstanding achievements, especially in noise abatement and human relations;

Chester W. Anderson, Manager, O'Hare ATCT, for management of the nation's busiest terminal ATC facility under extremely critical circumstances;

Marilyn M. Carrigan, Admin. Officer, AF Div., ASW, for outstanding achievement of administrative activities in a highly professional and dedicated manner; and

Russell J. Sebold, Assistant Sector Manager, Farmington, N.M., for outstanding professionalism, commitment to agency mission, leadership, dedication and documented performance.

Two field employees, a controller and a technician, received the Secretary's Award for Equal Employment Opportunity (EEO). They were Clifford Armstrong, ATCS at the Indianapolis ARTCC and Edward J. Harris, Jr., ET at the Oakland ARTCC.

Recipients of the Secretary's Award for Excellence were ten FAAers: Teala R. Sparks, ANM; Lillian R. Cooper and Manuel Julbe, Jr., ASO; Iris K. Noguchi, AWP; Diane Van Winkle, ASW and Patricia

E. Clark, ANE; and from FAA headquarters -- Mary Ann Guntow, Patricia K. Hoover, Joanne K. Anderson and Sally Krtanjek.

FAA World Focuses on Women

The September FAA WORLD wants you to meet 13 women who represent the changing nature of the agency's professional workforce. Drawn from various disciplines and geographic areas, the 13 included control tower and FSS managers, a senior attorney in the Chief Counsel's Office, the first female A.F. technician-in-depth, and several aviation safety inspectors, among others. And they offer some advice for women who want to follow in their footsteps: "Go for it!"

Also in the September issue is a run-down on the agency's comprehensive program to improve aircraft crashworthiness and fire safety characteristics. Additionally, readers will find the regular features People and Q&A.

Archives Help With Records

The toughest part about cleaning house is deciding what to keep and what to throw away. That's where the General Services Administration can come in handy by assisting agencies in determining which documents are record material and which are not.

Field requests for assistance should be directed to GSA's Federal Archives and Records Center servicing the region. In Washington headquarters, the contact is GSA's National Archives and Record Service, Washington, D.C. 20408.



Beyond the Potomac

Central Region Women Attend Leadership Course



Judy Shifrin of the Central Region's Federal Women's Program is congratulated by Civil Rights Director Leon Watkins for helping set up the women's leadership program.

The Central Region has established a program to send four women each year to a special leadership course. The women will take the 16 weeks of instruction at Avila College in Kansas City on their own time but at the agency's expense.

Following the classroom instruction, the women will participate in a three month mentor program. During this period, participants will meet with their mentors as often as they choose.

There is also an on-going program of participant meetings to help graduates sharpen their leadership skills and compare experiences with one another.

Judy Shifrin, co-chairperson of the Central Region's Federal Women's Program, said the training has been immensely important to her and has helped her work with and lead others, both on and off the job.

Selection to the program is made on the basis of the nominee's interest and her previous leadership experience.

Tech Center Helps Design Space Shuttle Light System

FAA Technical Center engineer Tom Paprocki was glued to his television during the first night landing of the Space Shuttle on Sept. 5 and for good reason. He was part of the interagency team that designed the approach and landing light system used to guide the shuttle back to terra firma at Edwards AFB.

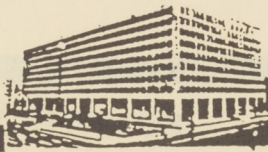
Supporting Paprocki in this effort was the Tech Center's Airport Technology Branch, where he works as the visual guidance program manager. Three main systems were developed including an outer glideslope or Precision Approach Path Indicator (PAPI); an inner glideslope, based on the Navy ball/bar system; and high intensity xenon searchlights located in the approach zone.

Paprocki started the project last year and consulted frequently with the astronauts during its development. Before the critical first night landing, the systems were tested on hundreds of night landings with shuttle training aircraft. Besides Edwards AFB, the lighting systems have been installed at the Kennedy Space Center and White Sands, N.M., alternate landing sites.

ASW Honors Flying Policemen

The Southwest Region has honored the Dallas Police Helicopter Section for having logged some 32,400 flight hours without an accident since Nov. 1973. Regional Director C. R. "Tex" Melugin, Jr., made the presentation and pointed out that the city's police department was a pioneer in employing helicopters as an effective law enforcement tool. The round-the-clock airborne unit uses four helicopters and has a staff of 21 persons including 14 pilots and three aircraft maintenance personnel.

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Headquarters News

Wildcats Win

Luffsey's AVS Wildcats rebounded from a fifth place regular season finish to capture the first FAA Coed Slow Pitch Softball Tournament. In the first round of the tournament, AVS edged IG, API beat HAI, AAT topped ADL and ALG squeaked by AGC. The semi-finals saw AVS defeat regular season champs API in extra innings and AAT overcome arch rival ALG. In the championship bout, the score was AVS = 9, AAT = 1. The winning team presented its trophy to "owner" Walt Luffsey, AVS-1, while the FAA Administrator stood by and congratulated all who participated. There was some mention by members of the AVS complex (unnamed high ranking non-players) that while API had won the league championship, AVS had won the World Series. Surprisingly, this contention did not meet with universal acceptance within the API hierarchy.



Regular season Slowpitch Softball League was won by the API team, pictured here with the Deputy Administrator, "owner" and coach. (First row, from left): Donna Santa Croce, Tina Mallory, Brenda Howard, Deputy Administrator Fenello, Coach Dave Ford, Neal Phillips, Lynda Griffin, Ponji Short, and Sharon Everette. (Back row:) Dile McDaniel, Steve Newman, Sandy Weaver, Tom Connor, Don Segner, Dave Smith, Tyrone Howard, Jim Rogus.



The 1983 Slowpitch Softball Champs are Luffsey's AVS Wildcats. They are from left: Dan Beaudette, Art Hayes, Jim Given, Don Blazer, Administrator Helms, Dave Leach, Walt Luffsey, Lyle Wink, Kay Payne, Sharon Sharp, Judy Leach, Bob Barton.

Awards and Rewards

During the past week a grand total of 15 Special Achievement Awards Based on Special Acts or Services were presented to the following headquarters employees:

John Rodgers, APO
Diane Tedeschi, AIA
Karissa Fails, AVS
Jennifer Neuman, AAM
Lillian Payne, AFO
Annie Doggett, APM
Charles Davidson, APM
Stephanie Jones, APM
Thomas Gaston, APM
Kevin Kahwajy, APM
Joseph Gray, APM
Melinda May, AAT
Amy Lai, AMS
Michael Rentz, AMS
Kathleen McCue, ADL

Quality Increases:

Helen Martinez, AAT
Mary Bobb, AVS
Carolyn Edwards, AMS

Only Three Retire

During August all was quiet on the retirement front. In fact, only three headquarters employees took the step. They were: Allen J. Behrman, ALG; Frank Jamison, Jr., AFO; and Darryl B. Kan, AES.

Ground School Scheduled

The FAA Flying Club will conduct a private pilot ground school Tuesday and Thursday evenings 6:30 to 8:30 p.m., Sept. 20 to Nov. 10 in the FAA headquarters building. For details contact Marty Lynn, x63540.



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

NAS Plan on Schedule

The cutback in facilities and equipment funding in the Fiscal Year 1984 budget from \$1 billion to \$740 million will not delay implementation of the National Airspace System Plan. That's the word from the Administrator, who told the Electronic Industries Association recently that several NAS Plan programs scheduled for obligation late in FY 1984 "could be deferred a few months with no significant impact on the overall NAS Plan schedule.

"Therefore, I intend to place the entire \$1 billion budget request into the procurement phase this year and defer the last \$250 million of awards into FY 1985," he said. "To accommodate this deferral into FY 1985, I am asking for an additional \$250 million in the FY 1985 budget request. This means we will be proceeding with several programs without 'up-front' funding. In this manner I can keep the NAS Plan schedule essentially intact."

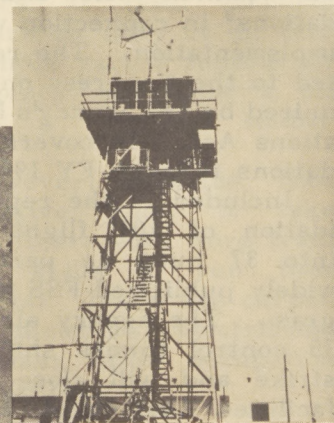
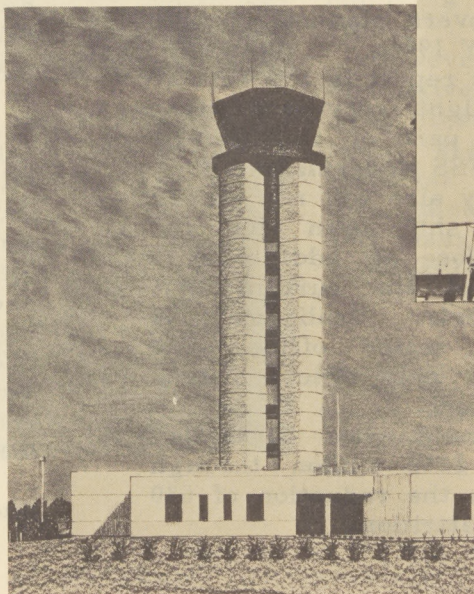
As a further indication of the NAS Plan's visibility, the Administrator cited the (See page 2)

New Fire Safety Rules Proposed

The agency has proposed two new rules designed to increase the chances of passengers surviving an aircraft fire.

One would require installation of airline seats covered with fire-blocking layers that make them more difficult to burn. The purpose is to delay the spread of fire and give passengers and crew more time to evacuate a burning aircraft. Airlines would have three years from the effective date of the final rule to install the new seats.

The second proposal calls for the installation of a new emergency lighting/marketing system. It would be located near floor level to guide passengers and crew to the exits when smoke has filled the cabin and obscured overhead emergency lighting. Compliance would be required within two years of the adoption of the final rule. (See page 2)



The old and the new. Above is the first Las Vegas Tower and at left a drawing of the type to be commissioned. (See page 2)

More Airports Freed Up

FAA has announced a schedule for phasing out strike-imposed landing restrictions by mid-1984 at LaGuardia, O'Hare, Los Angeles International, and Denver-Stapleton. The agency already has dropped flight quotas at 15 of the original 22 capacity-controlled airports. Pittsburgh, Philadelphia, and St. Louis will be off the list by mid-November.

At LaGuardia, the change is scheduled for January 9, at which time the IFR limitations in the High Density Rule will be reapplied. April 1 is the firm date for dropping quotas at Denver-Stapleton and possibly for O'Hare.

Los Angeles International will be the last of the four to be freed up. Flight quotas will remain in effect until July when a special slot-allocation system will be established to regulate traffic flow for the Olympic Games.

Congress to Hear Consolidation Plans

The House Appropriations Subcommittee on Transportation has scheduled a hearing October 25 to discuss FAA's report on "Planned Office and Facility Consolidations" in connection with the NAS Plan implementation. The report was submitted to the Congress on October 1 as required by the agency's FY 1984 Appropriations Act. It covers planned consolidations through FY 1986.

Included in the report is the consolidation of 104 flight service stations into 37 hubs as part of the already widely publicized FSS Modernization Program. The agency also will not reopen 35 control towers shut down after the strike and will close an additional 16 facilities that meet the current disestablishment criteria. Realignment of Airway Facilities sector offices and Aviation Standards field offices also is covered in the report.

The actions would yield cumulative savings of over \$250 million through 1993 and result in the reduction of 630 positions through attrition.

Tower All But Finished

The new tower at Las Vegas McCarran International Airport is all but finished. The administrative staff is already moving into the facility that is scheduled to be commissioned October 16.

The \$6.6 million tower is outfitted with the latest state-of-the-art equipment, including computer controlled telephones. After finishing touches are added, on the night of October 30, controllers will pull the switch and the tower will become fully operational.

Besides administrative personnel, the facility will be staffed around the clock by 43 controllers and 12 ETs.

NAS (From page 1).

recent contract awards for the host computer and ASR-9 and the impending awards for the microwave landing system and Mode S radar beacon system. "As of now," he added, "I have signed off on approvals for approximately \$2.9 billion of the new system."

Fire Safety (From page 1)

The fire-blocking-layer concept involves the use of a thin layer of highly fire-resistant cloth or foam material to completely encapsulate and protect the polyurethane seat cushions. FAA tests have shown that the use of this fire-blocking layer can delay the critical "flashover" point in a cabin fire by 40 to 60 seconds.

The second FAA proposal would establish a performance standard for "floor proximity emergency escape path marking." The performance standard would require that any system used (1) illuminate each passenger exit marking and location sign, and (2) provide enough general lighting so that the average illumination when measured at 40-inch intervals along the aisle centerline at seat armrest height is at least 0.05 foot-candles.

Comments on both proposed rules are due in February.

It Takes a Lot of Skills To Run Airports

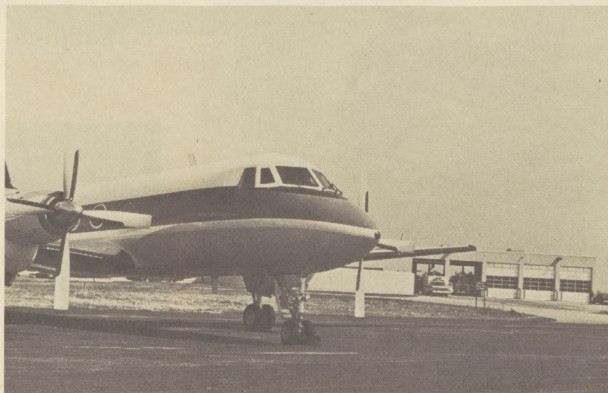


Headquarters Intercom

It takes a lot of skills to keep the two Federal Airports that serve the nation's capital operating around the clock, seven days a week, and remarkably enough, making money, while serving 17 million passengers annually.

In addition to the occupations found in most organizations, Metropolitan Washington Airport (MWA) personnel have some unique ones. These include mobile lounge drivers, who transport passengers between aircraft on

The new fire station at Washington National is right out on the field where the airplanes are.

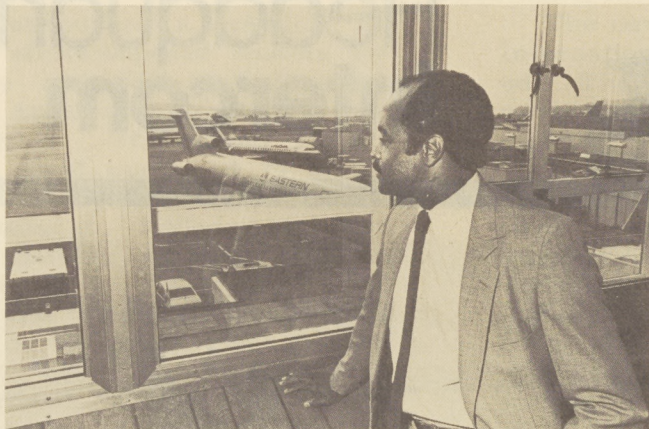


Officers Johnson Brown and Steve Wiley man the rescue boat during a high-speed run.

the jet ramp and the terminal at Dulles, and operations officers at both airports, who are on duty at all times to handle varied routine and emergency situations—a lost child, a stranded soldier, etc.

However, besides these distinctive jobs, it takes many others with more traditional skills to run these airports. There are carpenters, plumbers, electricians, and many other occupations represented.

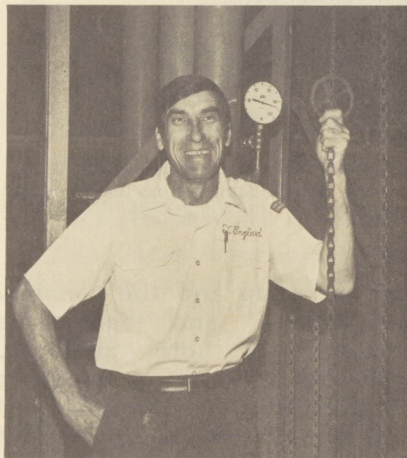
Metropolitan Washington Airports Deputy Director Hugh Riddle, Jr., (left) and Director James A. Wilding look over an operations plan.



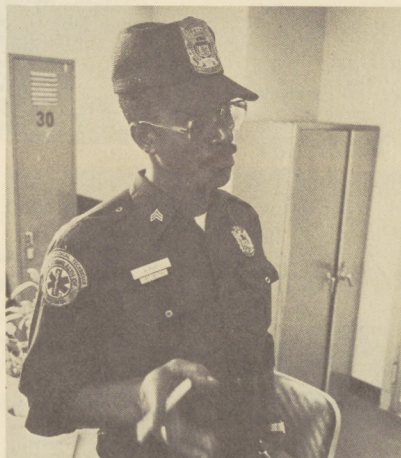
Augustus A. Melton, Jr., Washington National Airport manager, surveys his empire.



MWA's Commercial Operations Branch is an unusual organization, which is staffed, at least in part, by accountants. This is the branch that is responsible for generating revenue—in 1982 over \$6 million. While making this money, these people make sure that services demanded by the public are available. They screen and select concessions that provide such things as banking, dining, newspapers, magazines, and so on.



Teddy E. England is manager of the Utilities Branch.



Sgt. Norman Ford is in charge of motor fleet operations, which includes boats and motor vehicles.



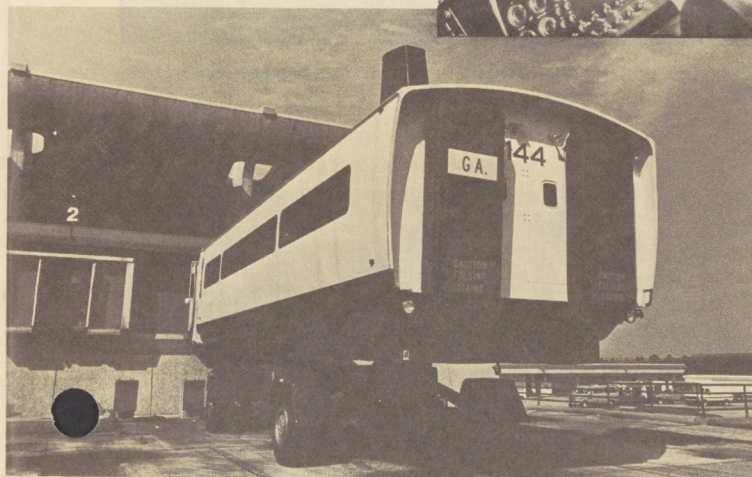
Joseph Byrd is a dispatcher in the National Airport Public Safety Communications Center.



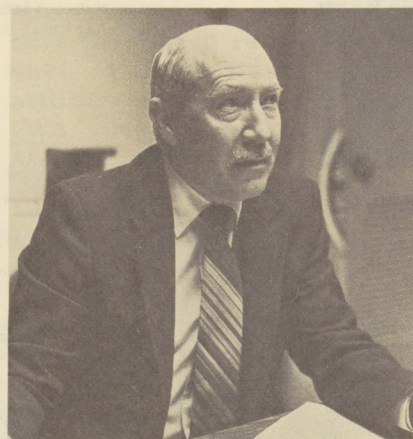
Fire Lt. Arnold Hutchinson (left) and Deputy Chief Williams are in charge of the 22-foot airboats that can search out to 45 miles at 45 mph.



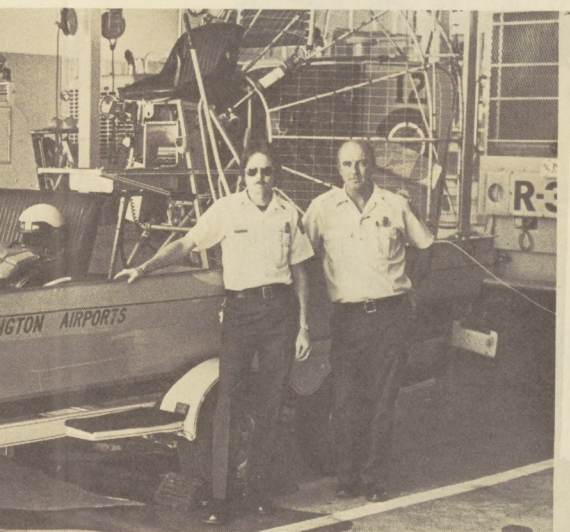
John Zambanini, mobile lounge driver, gets set to back out. TV screen shows what's behind.



A mobile lounge is ready for its trip to the jetway.



Dexter P. Davis is Airport Manager at Dulles International Airport.



Deputy Chief William Entwisle survey one of the two trucks at 45th Street.



Officer Edison Walker keeps things moving from his motorcycle



MWA's police and fire services are, of course, essential to running the airports safely and efficiently. Many of their activities are depicted on these pages.



In minutes fire trucks pulled up to a burning--simulated--aircraft at Dulles International Airport.



Firemen climb a ladder up to the smoky interior.



The ambulance stood by to take casualties to alerted hospitals.



A--simulated--passenger emerges from the smoke.

Photos by DOT
photographer
Lance Strozier

Writing Contest Open To School Children

The agency is conducting a National Aviation Education Writing Contest that could earn a \$5,000 college scholarship for the high school student who produces the best essay on "The Importance of Aviation to Our Society." It is open to all school children, including FAA offspring, and entrants will be judged in three groups: Fourth through sixth grade, seventh through ninth, and tenth through twelfth.

The contest is being held in conjunction with the bicentennial of manned flight under the direction of the Aviation Education staff in FAA's Office of Public Affairs.

The \$5,000 scholarship prize is being donated by a motion picture company, with other prizes coming from both FAA and industry sources. They include special FAA certificates, airplane models, VIP airport visits, a chance to be an honorary air traffic controller for a day, and an introductory flying lesson.

For further information send a self addressed stamped envelope with your request to the appropriate regional office: AAL-5A, ACE-700, AEA-4, ANE-5, ANM-5, ASW-1C1, ASO-5, AWP-4E, and AGL-17.

Structured Staffing Begins

FAA's new structured staffing program for air traffic controllers became effective on October 1. This program sets up an avenue for controllers' career progression and affords management the opportunity to evaluate an employee's potential for performing radar duties.

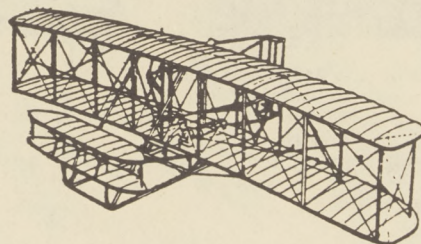
New controllers in terminals and centers now will be trained and promoted under the provisions of the structured staffing program. Initiated by the Air Traffic Service after extensive review, structured staffing requires that movement from lower-grade positions be based on competition.

H.R. Specialists Celebrate First Anniversary

One year on the job now, FAA's corps of human resources specialists is making a difference in the way the agency does business. Testimony to this effect came from both Administrator Helms and Deputy Administrator Fenello at the one-year anniversary meeting of the H.R. specialists in Washington recently.

The Administrator presented each specialist with a commendation for getting the human resources program off to such a fast start and said a new attitude is beginning to take hold at FAA that recognizes that "our people are the agency's most important asset." The Deputy Administrator noted that human resources cannot be viewed as a program the agency is trying to sponsor. "It is an effort that must be weaved into the fabric of the organization, a way of life," he emphasized.

Echoing these thoughts was James Boone, the National Human Resources manager. He said positive actions have been initiated under the program in such areas as personnel practices, employee relocations, and employee training on upgraded equipment, which complement and support the agency's airways modernization effort. "FAA Human Relations and Human Resources are here to stay," he added. "This anniversary finds thousands of top and mid-level managers highly committed to sustaining positive human relations, and effective human resources considerations."



Headquarters News



Secretary Dole Kicks Off Federal Women's Week

All FAAers are invited to hear Transportation Secretary Dole discuss "Choices and Challenges" at a breakfast on October 25 in room 106 of the Dirksen Senate Office Building. Deadline for reservations is October 14. Price is \$6.50. For additional information, call Era Marshall, Office of Civil Rights, ext. 63785.

Awards and Rewards

During the past week the following awards were presented to headquarters personnel: Special Achievement Awards Based on Sustained Superior Performance, William Chandler and James Wallace, AAA
Agnes James, AMS and J. Robbins Tucker, APM
Special Achievement Awards Based on Special Act or Services, Zina Hover, AAM
Quality Increase, Daniel Beaudette, AFO.



Members of the Information and Statistics Division relax momentarily from their exacting work. They are, from left: Fred Osgood, manager; Millard Bohler, John Hospital, Viola Jones, Carolyn Edwards, Pat Carter, Nick Soldo, Pat Beardsley, Alfredia Brooks, Frank Sperry, Steve Hopkins, and Nancy Trembley.

Data's Their Life Blood

The gathering and dissemination of information, as well as the planning and analysis that goes on before an information system is developed, is the principal business of the Information and Statistics Division of AMS.

The data that is the life's blood of this division include such things as the number of certificated pilots, the number of registered aircraft, the number of airports, these operations research analysts and statisticians collect. In fact, knowing where this kind of information is available is the principal asset of the division.

Data are used for many purposes; including the Administrator's Fact Book and as the basis for allocating Airport Improvement Program (AIP) money.

It is used also to answer questions from people all over the world and in any number of publications.

For instance, every three months, a handbook ranking the regions' performance on the basis of the division's data is published. Ranked are such things as the average time it takes to restore key facilities after an unscheduled outage.

Division statisticians can come up with the data simply because they know where to find it. In this case, it comes from a reporting system operated by APM.

The division's second major function is the planning and analysis that goes on before a computerized information system is developed. Factors that must first be established for this analysis are the cost, need, and benefits of the system.

Recently, as a result of just such analyses, a new computerized system to keep track of air traffic system errors and deviations was implemented and is currently being used by ATS in its Quality Assurance Program.



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

Accidents Down in 1983

Three-quarters of the way through 1983, FAA's preliminary accident figures show the air carriers and general aviation with improved safety records when compared with the same period in 1982.

The air carrier category, which also includes commuters and air taxis, had 20 fatal accidents and 45 fatalities during the first nine months of the year. Last year, the figures were 31 and 288 at the end of September.

In general aviation, fatal accidents dropped from 452 to 425 and fatalities from 874 to 800. Personal flying set the pace for the general (See page 2)

New Technology Transponder On Road to Installation

FAA is considering rulemaking action to speed the installation of new technology radar beacon transponders in the civil aircraft fleet.

The action is related to the development of a Technical Standard Order (TSO) for Mode S transponders that would supplant the TSO for the present equipment in 1986. FAA would follow this with a regulation requiring that all newly-installed transponders meet the Mode S standard in 1992.

However, the proposal would not require aircraft operators to replace currently installed transponders with Mode S. They could continue to use this equipment indefinitely.

The principal advantage of the Mode S transponder is that it is interrogated on a selective, or individual, basis rather than on an all-call basis as with present equipment. The difference is similar to that between a private telephone line and a party line where everyone answers to the same ring. As a result, Mode S significantly reduces aircraft (See page 2)



A United Airlines Boeing 767, like the one assisted to a safe landing by Denver ARTCC controllers, (See page 2) was used in the aircraft's FAA certification tests. Here the pattern of water thrown up by the nose wheel is checked.

Airline Pilot Calls Controllers 'Real Pro's'

The Air Traffic Service's "Outstanding Flight Assist" for the August-September period made headlines when it happened. Now the Denver en route center controllers involved are getting the recognition they deserve.

They are controllers Ira Gross, Charles Nielson, and Roger Bruce, and area supervisor Daniel Batliner. They were cited for their assistance to a United Airlines Boeing 767 that had lost power in both engines over mountainous terrain on August 20.

In addition to FAA letters of commendation, they received a note from the United pilot saying, "It's great to know, that when the chips are down, we have real pros in all phases of aviation."

The first indication of trouble from United Flight 310 was a pilot report of an electrical problem. The pilot asked Gross for, and promptly received, radar vectors around some threatening weather building up over the Rockies.

A short time later, the pilot reported the aircraft had lost one engine and was in danger of losing the second. He was immediately cleared to a lower flight level and given a radar vector to Denver's Stapleton Airport.

Then, the United flight lost the second engine, and the pilot immediately declared an emergency. He said he thought he could make Stapleton but was too busy to change frequencies.

That was no problem for the FAA team. They continued to provide the pilot with position reports and weather updates. In coordination with the Stapleton tower, they were set to vector the big plane right down to the runway.

Just as the FAA crew had completed all the arrangements for an emergency landing, the pilot radioed to say that he had restarted first one engine and then the other. The United flight continued on to land without an incident at Stapleton only 14 minutes after the initial call to the Denver Center.

DASI on the Way

Direct, digital readout of altimeter settings is coming to airport air traffic control towers. The agency has signed a contract with C & G Associates of Minnetonka, Minn., for over 215 Digital Altimeter Setting Indicator (DASI) systems:

Currently, controllers get altimeter setting information from reading the needle on an aneroid barometer. With the DASI system, this information will be spelled out in clear, easy to read, and accurate digital numbers.

Systems are expected to be installed at airport towers and at each of the future Automated Flight Service Stations (AFSS). Each system consists of one sensor, a translator unit and four to five display panels.

Transponders from page 1

identification problems that can result multiply responses to the same signal

Also because of its "private line" capability, Mode S provides a medium for electronic message transmission. Pilots could use this to obtain air traffic control clearances, weather information, and other pertinent flight data on their cockpit displays.

Accidents from page 1

aviation category with a drop in fatal accidents from 318 to 279 and fatalities from 632 to 511.

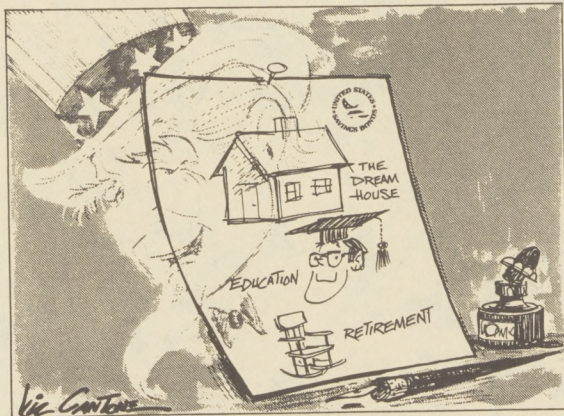
The number of midair collisions also dropped significantly during the nine month period, with 11 total, four fatal and 11 fatalities. During the same period in 1982, the numbers were 25, 16 and 50.

CBI Program to Expand

The Administrator has approved an expansion of the current Airway Facilities Computer Based Instruction (CBI) program and the upgrading of CBI equipment across the board. The expansion will nearly double the number of terminals currently located at AF field sites.

Hand-in-hand with the expansion program, the agency plans to replace present terminals with new-generation equipment capable of delivering a greater variety of training. FAA currently has 65 terminals at AF sites and 43 at the FAA Academy.

The expansion of CBI training supports the maintenance program of the 80s and the upgrading of the NAS, which calls for the replacement of present equipment with the latest solid-state, computer-based technology. Since the new equipment will need less frequent attention and repair, AF technicians and engineers will have a greater need for refresher and proficiency training to maintain their readiness. This can be given most effectively in the field with CBI.



**DRAW YOUR OWN CONCLUSIONS
WITH VARIABLE RATE
U.S. SAVINGS BONDS**

Airport Safety Examined

It takes a lot of planning to change a Federal Aviation Regulation. FAA will propose changes in the airport certification rules, (Part 139) next year, and already is holding workshops to discuss these changes and the other matters that affect operational safety.

On October 4-6, airport inspectors and supervisors from nine regions and headquarters met to cover such topics as airport crash/fire rescue, aviation fuel handling, and runway marking and lighting. Participants also heard from representatives of the National Transportation Safety Board and the Air Transport Association.

Predevelopment Program To be Reinstated

With the air traffic control system rapidly returning to its pre-strike capabilities, the Administrator is reinstating the ATC predevelopment program.

This program is designed to balance the FAA workforce by increasing the number of women and minorities among full performance controllers.

Speaking to an FAA audience in Miami recently, the Administrator said the first predevelopment class to be held since 1981 is scheduled to start in January and will have approximately 20 students.

Participants enter the program at the GS-5 level and take a year of academic studies combined with on-the-job-training. When this indoctrination is successfully completed, they move on to the air traffic program at the FAA Academy as GS-7s.

The program, which has an Airway Facilities counterpart, originally was called the "150 Program" when it was started in 1968.



Health 'Open Season' Begins in November

It's almost that time again. As previously announced by the Office of Personnel Management (OPM) open season for enrollment and changes in enrollment in the Federal Employees Health Benefits (FEHB) Program will be held from Nov. 14 to Dec. 9. Eligible employees will receive "open season" materials, including a new and improved FEHB Enrollment Information Guide and Plan Comparison Chart listing the 1984 premium rates for the various plans. Although new brochures will not be available, addendum sheets describing benefit changes will be distributed to supplement employees' 1983 brochures. Employees are reminded to retain their 1983 brochures, as OPM will not issue new brochures for the 1984 contract year.

CFC Gets Underway

The 1983 Combined Federal Campaign (CFC) is underway. The kickoff was scheduled for October 17 in the FAA auditorium with Deputy Administrator Fenello presiding and with the Joe Theismann film, "What I Did for Love," also on the agenda.

Employees now will be contacted by one of the 94 CFC key workers. As they explain the need for contributions, key workers also will show the Theismann film on video cassette players.

This year's Government-wide goal is \$16 million. FAA's National Capital area goal is \$159,829. Headquarters is responsible for \$124,829 of this amount, Metropolitan Washington Airports, \$16,500, and Eastern Region facilities in the capital area, \$18,500.



The Administrator and Deputy were the first FAAers to sign their 1983 Combined Federal Campaign pledge cards. They did so with a group of top ranking headquarters employees as witnesses. They are, from left seated: Associate Administrators Walter Luffsey and William Shea, Administrator Helms, Campaign coordinator Paul Galis, APP-1; and Deputy Administrator Fenello; and standing: Robert Birdsong, ACR; Jerold Chavkin, ARO; Frank Frisbie, ADL; Gene Weithoner, AAD-1; Martin Pozesky, APM; Leonard Mudd, AA; Edward Curran, ALR; Dr. H. L. Reighard, AAM; Donald Segner, API-1; Larry Covington, APT; Steve Zaidman, AIA; Fred Gilmore, ALG; Ernest Keeling, AAA; Sandy Murdock, AGC; Brooks Goldman, AMS; and Keith Potts, AAT.



U.S. Department
of Transportation

Federal Aviation
Administration

Headquarters Intercom

New Pay System Set

The government is switching to electronic funds transfer (EFT), for FAA and other Federal employees who have their bi-weekly wages sent directly to financial institutions.

The new modern system virtually eliminates the risk of a stolen or lost salary check. It also means that beginning with the first pay day in November for FAA employees, normal pay day will be the second Tuesday rather than the second Wednesday following each pay period.

Employees who have their checks sent to them will not be affected by the switch. The checks should still arrive on Tuesday. The only difference is that the Department of Treasury requires that checks carry a Tuesday date rather than a Monday date, as they do now.

When the new system was first proposed, check dating for home delivery and paydays were to be Wednesday. However, because the agency's payroll offices and the processing (See page 2)

Report Urges Improved Wind Shear Alert

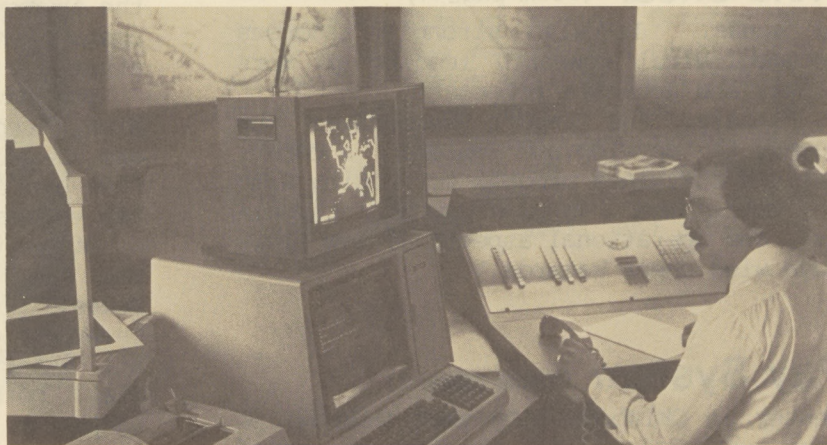
Improving Low-Level Wind Shear Alert Systems (LLWSAS) and installing them at all major airports is the best near term way to reduce wind shear accidents, according to the recent report prepared by the National Research Council of the National Academy of Sciences. Upgrading pilot education and training with respect to wind shear and its hazards is another recommendation with near-term benefits.

FAA already has acted to increase the number of LLWSAS installations by awarding a contract for 51 additional units. It also is upgrading the

New Orleans LLWSAS as part of an effort to improve the quality of information provided by this equipment.

The report, which was ordered by Congress following the Pan American accident at New Orleans in June 1983, also recommends that FAA develop terminal Doppler radar, which could use subsystems from the next generation weather radar (NEXRAD).

In addition, the report recommends medium and long term actions such as the development of airborne detectors, and continuing research in a number (See page 2)



A flow controller in the automated Central Flow Control checks a color weather radar screen. For the ungrading of flow control programs see page 3.

FAAer Stymies Hijacker

An FAA operations duty officer at the Tech Center and an airline flight attendant teamed up recently to help capture a hijacker who had diverted a People's Express flight to the Atlantic City Airport.

The hijacker, who claimed to have a gun in his pocket, took a flight attendant hostage aboard a Buffalo to Newark flight on October 15. He then ordered the plane to Atlantic City.

When the Boeing 737 landed at the FAA-run airport, the tower instructed the pilot to park in an isolated area near the FAA operations building. Then the flight attendant persuaded the sometimes-docile hijacker to leave the plane with her and led him to the operations building.

Next she talked him into waiting outside while she went in and briefed Duty Officer Bill Tinnin on what had happened. But before they could call the police, the hijacker wandered in. So Tinnin tried a new tack. He introduced himself and shook hands with the hijacker. When the hijacker took his hand out of his pocket, Tinnin realized the man didn't have a gun.

The hijacker then asked Tinnin to call him a cab, and the duty officer quietly called the police instead. The not-quite-with-it hijacker was quietly waiting for his cab when the police arrived.

Wind Shear (From page 1)

of areas. It also strongly endorses meteorological research leading to more timely and accurate forecasts.

Finally, the report encourages the agency to "develop and implement a coherent and sustained program for coping with the educational, meteorological, technical, and operational aspects of low altitude wind shear hazards."

Pay System (From page 1)

center in Oklahoma city were willing to make a special effort, the date was moved up to Tuesdays.

Smoke Detector Rule Being Drafted

The agency is developing a notice of proposed rule making (NPRM) that would require smoke detectors in lavatories and galleys on airline aircraft. Issuance of the NPRM would be the third major action by FAA in recent weeks to improve fire safety in airline operations. The agency previously issued NPRMs that would require installation of (1) seat cushions covered by a fire blocking layer and (2) an additional emergency escape path lighting/marketing system.

In a letter to Representative Elliott H. Levitas (D-Ga), the Administrator noted that the agency had issued a series of Airworthiness Directives several years ago "to correct deficiencies in cabin lavatory fire protection," but said more recent events indicate that additional measures may be necessary. Therefore, he added, FAA is proceeding "on a priority basis" to draft an NPRM requiring the installation of smoke detection systems.

Two More Towers Open

Two more airport traffic control towers closed since the August 1981 strike reopened for business in mid-October.

The Santa Fe, N.M., tower reopened October 16 and will operate from 6 a.m. to 10 p.m. 7 days a week. Detailed to the tower are an acting manager and four controllers, two of whom came on board after the strike.

The Hawkins Field Tower in Jackson, Miss., reopened October 17. Its hours are 7 a.m. to 9 p.m. 7 days a week. All five controllers and the ATC manager are FAA veterans.

Other towers scheduled to reopen in the near future include San Antonio, Texas, November 20; Shreveport, La., December 4; and Albert Whitted Field, St. Petersburg, Fla., and Tuscaloosa, Ala., both of which are scheduled to reopen in early 1984.

New Flow Control Programs Cut Traffic Delays

With air traffic returning to pre-strike levels, the Central Flow Control (CFC) facility in Washington headquarters has developed two new programs to keep aircraft moving smoothly and efficiently in the system. One program involves using a computer to speed transmittal of departure releases to centers and departure terminals, instead of the old time-consuming method of relaying this information by telephone and teletype. These releases, called estimated departure clearance time (EDCTs), are used to regulate the number of planes arriving at specific airports at given times.

In addition, CFC currently is testing a program called En Route Sector Loading. This traffic management program monitors aircraft passing through sectors of the 20 domestic en route centers, and predicts potential overloads. Initially, full-day predictions will be made on a limited basis. The prediction will then be updated as additional information is received from flight plans throughout the day.

The purpose of this program is to alert CFC to projected sector saturation. As the system is enhanced these alerts will be transmitted by computer to the affected en route centers.



Combined Federal Campaign

'No No's For Seekers Of Private Sector Jobs

The Federal Government takes a dim view of its employees negotiating for a full- or part-time job with any company when the potential for a conflict of interest exists. In fact, there is a federal law against it.

According to the Chief Counsel's Office, that law makes it a crime for "Federal employees to act personally and substantially in any matter involving a financial interest of a prospective outside employer with whom that employee is negotiating future employment or has any arrangement concerning future employment." The Justice Department interprets the law to mean that negotiations are in existence wherever an open offer or request for employment is 'on the table'.

So employees contemplating full or part-time employment with someone who has financial interests that can be affected by them in their official capacity should consult their local FAA counsel. The law does permit waivers in some circumstances, but they must be in writing beforehand.

"Look before you leap," is AGC's advice, and save yourself a lot of trouble.

Set Clocks Back

It's time again to put back the clock one hour. Most of the country returns to Standard Time at 2 a.m., October 30. Those employees working the night shift during the change will be paid for the actual number of hours worked. A few FAAers will not be affected because Daylight Savings Time is not observed in Arizona, Hawaii, Puerto Rico, the Virgin Islands, American Samoa and parts of Indiana.

Headquarters News



Awards and Rewards

During the past two weeks, the following awards were presented to headquarters employees: Special Achievement Awards Based on Sustained Superior Performance:

George Fineberg, AAA,
Rita Freeman, AMS,
Richard Teixeira, AWS,
Charles Hicks, APT,
Dr. Alan Diehl,
Dr. William T. Shepherd, and
Dr. Andrew F. Horne, AAM,
Jane M. Miller, ADL, and
Charles Whitfield, ABU; and

Special Achievement Awards Based on Special Acts or Services:

Kenneth Chin, ASF; and

Letters of Commendation:

Frank Del Gandio, ASF,

Jack Burke, AAS,

Charles Hicks and

John Cunningham, APT; and

Quality Increases:

Laureen Bakri, AAA,

Samuel S. Boone, AMS,

Patricia Campion-McQueen, AES,

Jane Mehr, ARP,

Nancy Blagg Kalinowski, APT, and

Richard A. Kirsch, ASF.

CFC Reports Look Good

After the first week of the campaign, on Friday afternoon seventy-five percent of the headquarters offices reported they had collected \$35,000 or almost one third of the goal. However, these preliminary reports do not represent the total amount expected to be collected by these offices.

In view of this, Campaign Coordinator Paul Galis says the agency appears to be off to a very promising start in the 1983 campaign.

Thanks for the Cool

The writer of the following letter has a point. When we look back on this sweltering summer, we can remember the building being chilly, but never too hot.

"As the fall season approaches and we move out of the sweltering heat of another Washington summer, time is overdue for all Headquarters employees to express their appreciation to those individuals who accomplished something we had been told for years was impossible. They are the people who made FOB-10A's air conditioning system work!

"Making our air conditioning system work was one of the first issues addressed by the then newly formed Headquarters Human Relations Committee. Review of the minutes of the committee meeting indicates that under the leadership of Chairwoman Cindy Zook, a task force was formed to investigate this problem and prepare recommendations for senior management's consideration. Deputy Administrator Fenello assumed personal responsibility for resolving this problem and he and members of his management team spent many hours, including weekends, attempting to get the air conditioning system to work."

— Bob Toenniessen

The Deputy Administrator told Intercom that this was a team effort, but special credit should go to Ron Kroeger, Property and Services Branch Manager, ALG; the Office of the Secretary, and the General Services Administration.

Women's Brochure

A brochure entitled "The Secretary of Transportation's Initiatives to Improve Opportunities for Women" has been published recently as part of the Secretary's continuing emphasis on improving the status of women in DOT. Copies are available through administrative officers or the Employment Branch, APT-150, in room 516.



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

New OPM Rules Affect Pay, Promotions and RIFs

The Office of Personnel Management (OPM) has issued new rules governing the pay, promotion, and job security of Federal employees. In general, the rules put more emphasis on job performance and less on seniority in determining who gets a within-grade raise and who survives a reduction in force.

The new rules, except those pertaining to merit pay, will go into effect November 25, unless blocked by Congress.

Under the new system, employees will be rated as either Outstanding, Exceeds Fully Successful, Fully Successful, Minimally Satisfactory, or Unsatisfactory.

Within-grade pay increases will require at least a Fully Successful rating. Higher ratings will be eligible for other cash awards.

Also, under the new pay rules, merit pay employees performing fully, successful will receive full annual comparability raises as well as raises equal to within-grade increases when appropriate.

Some promotions also will be linked to these ratings under the new system. In addition, the system (See page 2)

Consolidation Cuts Costs, Administrator Says

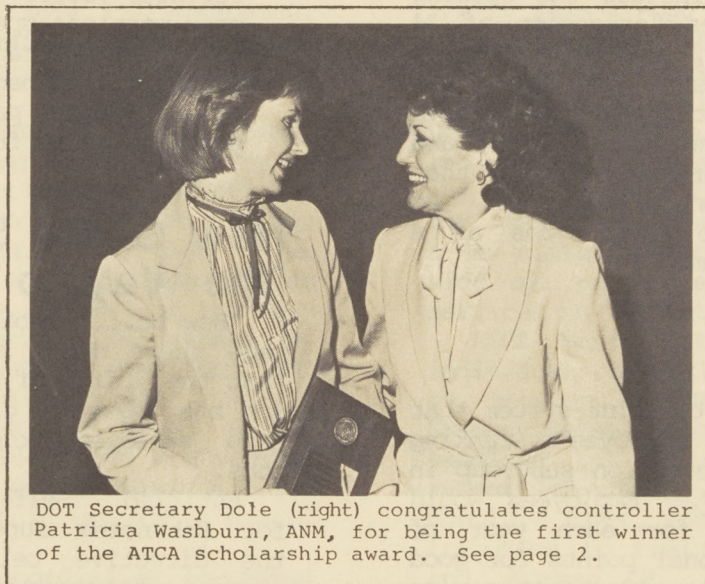
The consolidation of the present flight service station network into 61 automated facilities—to quote the Administrator—"is the only cost effective means of meeting the growing demand for flight services."

Testifying before a Congressional subcommittee on October 25, the Administrator said the automated system of flight service stations "will provide a level of service which is equal to or better than that currently available for over 300 labor-intensive facilities located throughout the country."

In addition, he noted the unit cost of flight services will decline significantly under the new system. He

estimated that automation will permit the number of flight services per position to increase from the present average of 13,900 to 29,700 in 1993.

The Administrator's testimony before the House Appropriations Subcommittee on Transportation expanded on a recent report to the Congress in which the agency proposed the consolidation of 104 existing FSS's into 37 (See page 2)



DOT Secretary Dole (right) congratulates controller Patricia Washburn, ANM, for being the first winner of the ATCA scholarship award. See page 2.

ATCA Scholarship Awarded

Patricia Washburn, an air traffic control specialist at the Redmond, Oregon, Flight Service Station, was selected as the first recipient of the \$2,500 ATCA Scholarship Award. She is a private pilot and active in the 99's. She was selected by a committee of FAA Associate Administrators and other agency executives. The award was presented to her at ATCA's Annual Conference on October 26.

Consolidation (From page 1)

automated facilities in the fiscal years 1984-86. The report also covered airport control towers and TRACONS, Airway Facilities Sectors and other field offices and facilities that the agency plans to close or consolidate during the three-year period.

Overall, 252 facilities are listed in the report. These include the opening of 41 new facilities, expansion of 24 existing facilities, reduction of 15 others and the closure of 172. The Administrator noted that this would save the taxpayers \$250 million by 1993 and said this was a "worthwhile goal" that deserved Congressional support. No employees will lose their jobs as a result of the program.

OPM (From Page 1)

sets up a job-security point system that would determine an employee's ranking within his or her retention subgroup in the event of a RIF. Employees would receive one point for each year of service with additional points for good ratings. For example, 10 extra service points would be awarded for an Outstanding rating, seven points for an Exceeds Fully Successful and five for a Fully Successful.

This means that an employee with six years service and three Outstanding ratings in each of the past years would stand higher than a fellow worker in the same retention subgroup with 20 years and three Fully Successful ratings.

Hatch Act Reviewed

The political season is upon us once again, prompting a reminder from the Office of Labor Relations that certain partisan political activities in both primary and general elections are governed by the Hatch Act.

Here is ALR's list of what Federal employees may do:

- register and vote,
- assist in voter registration,
- express opinions,
- participate in non-partisan campaigns,
- attend fund-raising functions and contribute money,
- display political badges and attend political rallies,
- join a political club and sign nominating petitions.

On the other hand, the Hatch Act says Federal employees may not:

- campaign for partisan candidates or political parties,
- register voters for one party only,
- make partisan speeches,
- be a partisan candidate,
- organize or manage rallies,
- be a political party officer,
- participate in fund raising.

New Order Shows 'The Way to Go'

"How to..." publications are all the rage these days, so it's no surprise that the Office of Personnel and Training has issued a directive designed to help employees climb to supervisory jobs.

Entitled "Self-Development Program for Enhancing Supervisory Potential," the directive tells employees which academic and training courses to take in order to receive maximum merit promotion credit in the supervisory selection process. Recommended courses are in the human relations and supervisory/management areas.

Copies of the directive (Order 3110.15) are on hand in all FAA facilities. Additional information is available in regions and centers as well as headquarters training branches.

AIA Has Jobs in Jordan

The Office of International Aviation (AIA) is recruiting a program manager and two aviation safety inspectors--airworthiness and avionics--for a recently organized Civil Aviation Assistance Group (CAAG) in Amman, Jordan.

The work of the CAAG is expected to take three years, and AIA is encouraging all qualified FAA employees to respond to the announcements.

The positions are: Program Manager, AIA-83-333, open October 25 through November 15; Airworthiness Inspector, AIA-83-331, open October 25 through November 15; and Avionics Inspector, AIA-83-332, open October 27 through November 17.

Program Automated

As predicted by the Information Resources Management Plan, automation is coming to more and more FAA employees. The Obstruction Evaluation and Airport Airspace Analysis Program is the latest to be automated.

Last year, thousands of man-hours were spent handling some 15,000 proposals for construction of buildings and other structures, many of which did not even warrant a notice to FAA. The automated program will quickly screen out these proposals, as well as the many proposals that clearly do not exceed the obstruction standards in FAR Part 77. This will leave Air Traffic, Airway Facilities, Airports, and Flight Standards people involved in obstruction evaluation free to devote their time to those cases that could present a hazard to air navigation.

Currently, the coordinated automated program is being developed and field tested in the Eastern Region. Equipment is about to be installed in the Great Lakes Region for their role in the testing.

Air Traffic Control Assn. Honors Many FAAers

The Atlanta tower manager and the Santa Barbara tower/TRACON crew are some of the FAAers honored by the Air Traffic Control Association at its annual meeting in Washington recently.

The various award winners were cited "for outstanding achievements and contributions which advanced the science of air traffic control and enhanced the profession of the ATC system."

Michael J. Powderly, Manager of the Atlanta tower, won the Lt. General E. R. Quesada Award for his constant effort to improve the services of the Atlanta Tower to its users.

Receiving the Earl F. Ward Memorial Award was the Santa Barbara Tower/TRACON for providing top quality professional services in spite of a very heavy training workload.

The ATCA Special Medallion Award was presented to the ILS Restoration Team of the El Paso Airway Facilities Sector for its outstanding job in putting the airport localizer back on the air following an accident in April 1983. The Southern Region Air Traffic Division's Area Control Facility Concept Team was presented the ATCA President's Citation of Merit for its work in developing the idea for a new classification of facility to provide all en route and terminal radar services in the future system.

ATCA Merit Citations were awarded individual controllers for special acts or services. The recipients were: Gregory Karam, Cincinnati tower, for his handling of the burning Air Canada flight in June; Richard L. Torres, Honolulu Tower, for his outstanding contribution to training new controllers; and Norman H. Scroggins, Manager, Oklahoma City RAPCON/Tower, for his continuing contributions to aviation generally.

The Technical Writing Awards this year went to A. J. Kulikowski, of the Southern Region and Frank Frisbie of Washington headquarters.

Headquarters News



Awards and Rewards

During the past week 14 headquarters employees were presented awards. They were: Special Achievement Awards Based on Sustained Superior Performance

Seymour Everett, APM

Larry E. Reid, APM

Marvin Switzer, APM

James A. Shannon, APM

Special Achievement Awards Based on Special Acts or Services

Eddie L. Stevens, AAT

Quality Increases

Thomas Hammans, AES

Judy Davis, APM

Tom Draggoo, APM

Victoria F. Bland, AAT

Betty L. Starnes, AAT

Gene Falsetti, AAT

Teresa Ford, APM

Roger E. Riviere, AFO and

Richard A. Clevenger, ALG.

CFC Campaign on Top

After two weeks, the Combined Federal Campaign continues to progress in a most satisfactory manner, according to campaign coordinator Paul Galis, APP-1. With only two-thirds of the second week's reports counted, the take is already over \$70,000.

Besides the Joe Theisman movie, "What I Did for Love," there is now available for all employees a video message from the Administrator in which he gives full support to the campaign, which has now been extended for another week. Galis said this was done to help key workers make a special effort to exceed campaign goals.

'Kick the Habit' Clinic Set

How to stop smoking calmly and easily without gaining weight will be discussed by professionals from Smokers Lifeline at noon, November 9 in rooms 8 ABC.

If there is enough interest in this free, introductory meeting, sponsored by the FA Club, Smokers Lifeline will conduct a full program in the headquarters building at 20 percent off the regular price of admission.

Del Gandio Honored

Frank Del Gandio, ASF-100, has been voted "Man of the Year" by the Westchester, N.Y., Aircraft Maintenance Association. He was an active member of the group for 12 years and for four years its president when serving as an inspector at the Teterboro, N.J. ACDO. He transferred to the headquarters Office of Aviation Safety as an air safety investigator about three years ago.

COMBINED FEDERAL CAMPAIGN

OF THE NATIONAL CAPITAL AREA





U.S. Department
of Transportation

**Federal Aviation
Administration**

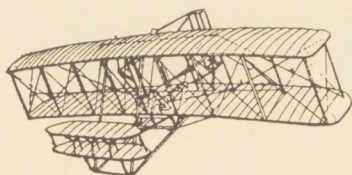
Headquarters Intercom

FOB 10A Marks 20th

November is the anniversary of the Washington headquarters move into FOB 10-A, which also is known as "the Head Shed" and by various other names.

Twenty years ago this month, FAAers began the move into the brand new building in what was then an almost deserted section of southwest Washington. They left their shabby offices in nine different buildings in Washington and nearby Virginia and came together for the first time in a consolidated headquarters operation.

Employees began to move into the new building on Nov. 22, 1963, a day that was fixed in the minds of all participants because it was the day that President Kennedy was assassinated. The November issue of FAA WORLD remembers it all with interviews with the people who made it happen.



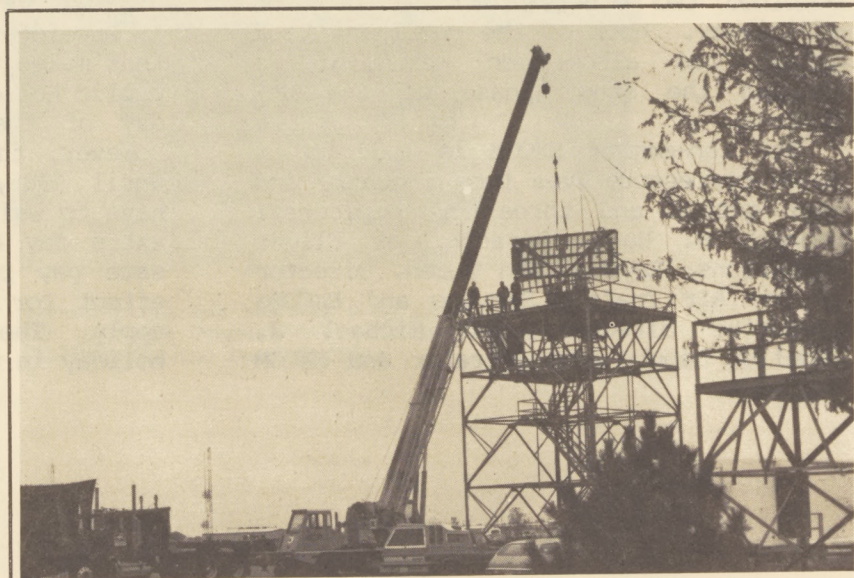
NAR EXCOM Reviews 78 More Recommendations

Cooperation between FAA and airspace users was again emphasized at the sixth quarterly meeting of the National Airspace Review (NAR) Executive Committee in Washington on November 1. During the conference, NAR working groups presented another seven studies containing 78 more recommended changes in airspace use and ATC procedures. That brings the total number of recommendations to 455

since the NAR began.

At the same time, the agency announced that 53 recommendations already have been implemented. Another 32 are scheduled to go into effect before the next EXCOM conference on Jan. 31, 1984.

The seven studies presented at the November 1 meeting were Uncontrolled Airports, Route System Pilot Requirements, Severe Weather Avoidance Plan Evaluation, (See page 2)



On its way to Tulsa International Airport, the FAA Academy radar antenna is lifted off its pedestal by a crane. For the story see page 2.

Technical Center Has New Phone Numbers

Effective November 10 the Technical Center will have new telephone numbers. The new FTS prefix is 482, which is used with an extension. And the new commercial number is (609) 484-4000.

If you don't know the new extension of your party, in most cases, you may add 3000 to the old extension number. For example, the old extension 2653 is now 5653.

For extension number information call the center operator on FTS 482-4000. A new center phone book will be available in a few weeks.

NAR (From page 1)

Separation Review (general), Helicopter Routes, NOTAM Evaluation, and Flight Data Dissemination.

Recommendations included such things as defining pilot requirements for a recommended airspace reclassification as well as establishing a focal point at FAA headquarters for managing and coordinating improvements to the jet route structure. During the one-day conference, EXCOM members also cancelled three task group assignments and combined two others for the sake of efficiency. Work of the remaining task groups has also been scheduled to shorten the study phase of the NAR program.

The ten-member EXCOM is made up of seven representatives from industry and user groups and three FAA employees: Kenneth S. Hunt, Director of Flight Operations; Raymond Van Vuren, Director of the Air Traffic Service and EXCOMs executive director; and Michael J. Fenello, Deputy Administrator and EXCOM chairman.

Aero Center Supplies Like-New Radar Antenna

FAAers at the Aeronautical Center Depot are becoming quick-change artists and adept at making do with what is available. When the ASR-8 antenna at Tulsa International Airport was damaged during a relocation recently, a new, undamaged and unpatched antenna was needed right away.

So Air Traffic officials in the Southwest Region contacted the Aeronautical Center and asked for help. There, it was decided that the FAA Academy's ASR-8 radar could be down for a few days without affecting training schedules. The antenna was taken off its pedestal and immediately shipped to Tulsa. Its place was taken by the patched antenna from Tulsa, which effectively meets the noncritical training needs of the Academy.

Actually, the antenna switch was a "piece of cake" for Aero Center employees, who specialize in this kind of creative problem solving. They got a lot of practice helping to restore Southwest Region facilities after Hurricane Alicia earlier this year.

"King' Holiday Declared

President Reagan has signed a bill that makes the third Monday of January a public holiday to commemorate the birthday of the late Martin Luther King. However, the holiday won't take effect until 1986, so Federal employees will have to wait two more years to get that extra day off. When that happens, the same pay regulations as those now in effect for other Federal holidays will apply. The new "King Day" is the tenth holiday in the Federal annual calendar.

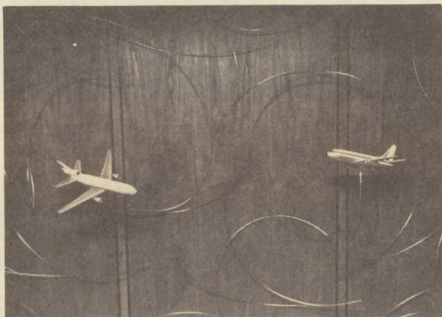


Headquarters Intercom

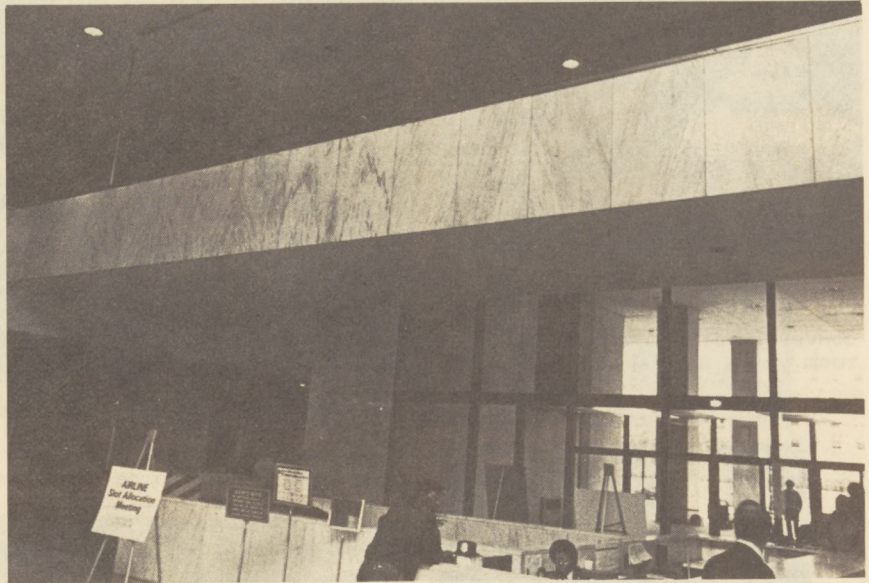
FAA's FOB 10A Is 20 Years New

Just 20 years ago this month, FAAers from all over the Washington, D.C., area moved into the spanking new FAA building at 800 Independence Avenue S.W.

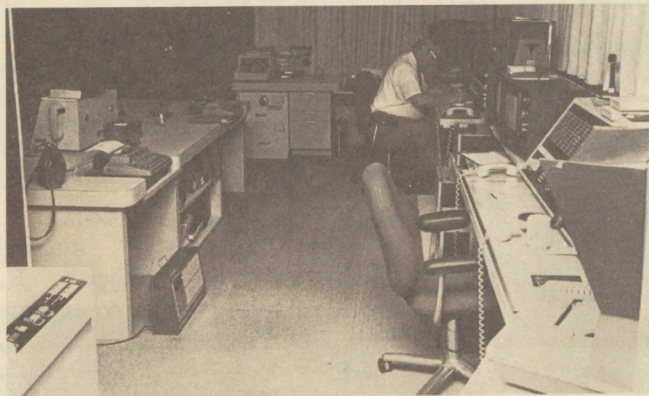
FAA headquarters was at last what it was supposed to be—a single entity. Employees had come from dilapidated "tempo," sub-standard office buildings, and an old hospital. People who had talked on telephones but never met were suddenly office mates and able to really work together.



It's an aviation building, as models on the tenth floor show.



From the marble bridge in the lobby to the tenth floor Aviation Command Center, FOB-10A was designed for FAA.



Myraid calls for the FAA Duty Officer come into the Aviation Command Center. Here Orville Brockman is the Duty Officer



To make the best use of space the executive dining room was converted into a conference room years ago.



The old Executive Management Information Center was changed to the Administrator's Conference Room in 1977

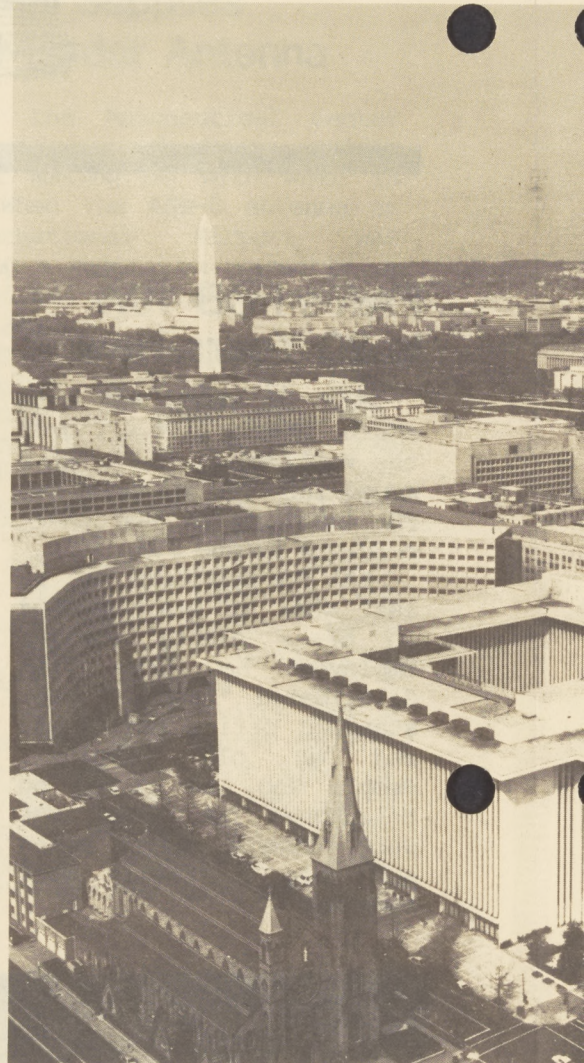


A cafeteria was a must for the new building built in the "boondocks."

Today, we take much of it for granted, but Federal Office Building, FOB 10-A, was a special treat for these people. It did something for them.

They moved from these drab habitats into a building alive with color and designed especially for the aviation agency right up to the helipad on the especially reinforced roof.

The agency's second Administrator, Najeeb E. Halaby, who was in charge when the move was made, said it made a difference. He said he had heard visitors say, "not only does the building have an alive, smart appearance, but so do the people. They dress better, step live-



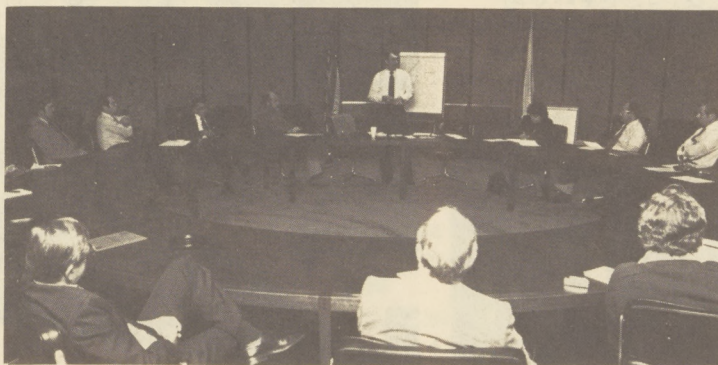
Today FOB-10A is surrounded by modern offices



As originally planned, corner offices are reserved for Associate Administrator and Office and Service heads. Here Sandra Weaver, AIA, checks a memo at Director Tom Messier's desk.

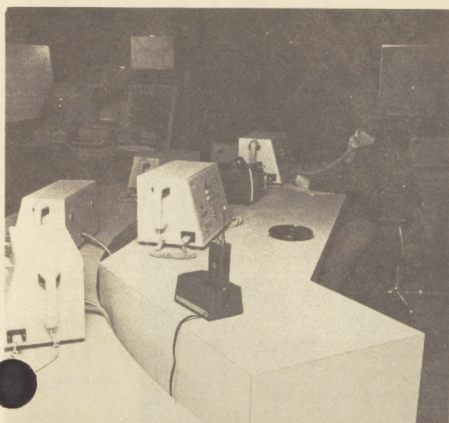


When first built FOB=10A was surrounded by open fields and seemed to be on the very edge of the city.

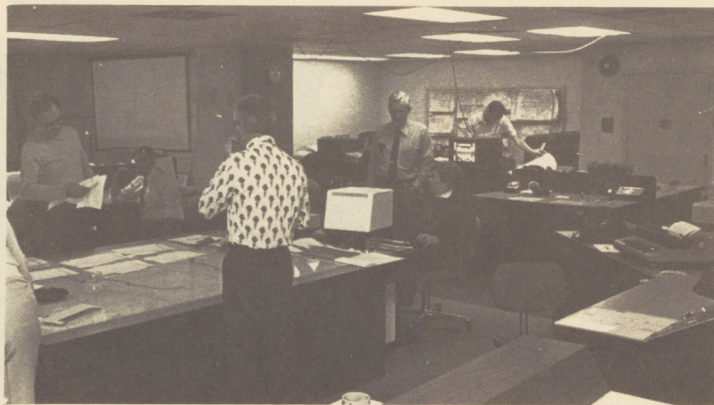


The table in the tenth floor conference room is round for the same reason that King Arthur choose a round table--so that everyone sitting there would be equal, and there would be no one sitting at the head or the foot of the table.

office buildings



Susan Hawes, Aviation Command Center staff, tests one of the eight consoles in the center



An air traffic control center for the whole country-- Central Flow Control, part of the ATC Command Center is housed in the steel, marble and glass building.

are
and
Tom

lier, and look proud to be a part of the U.S. Government."

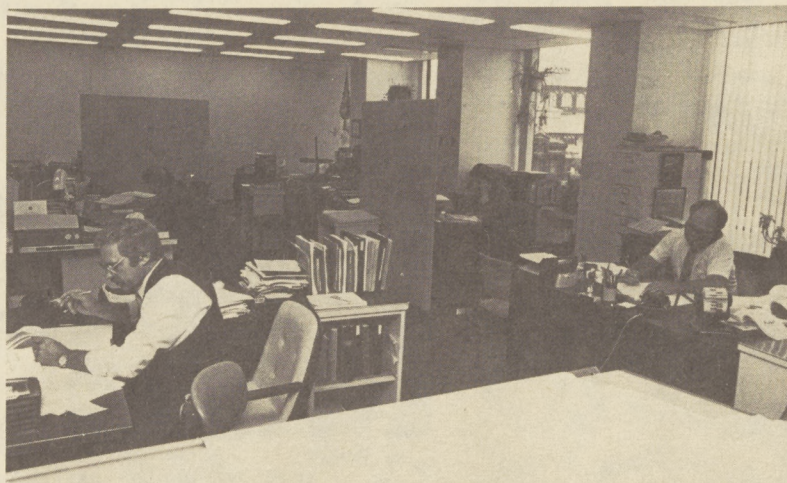
So that's the way it was 20 years ago. But even today, it's still a new building—from the Italian marble bridge in the lobby to the state-of-the-art communications center on the 10th floor.



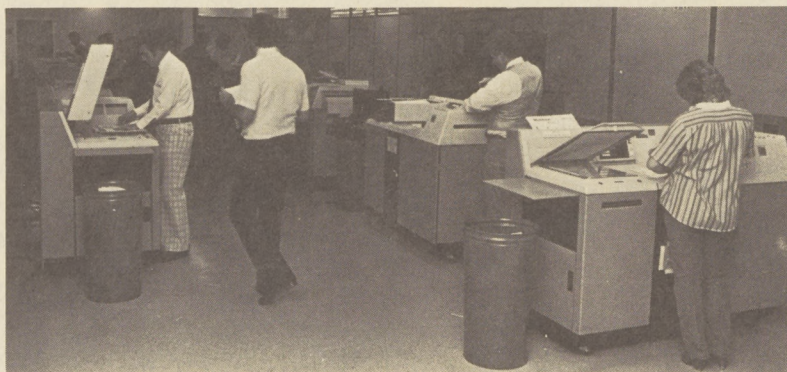
Before partitions became popular, some "bays" extended the entire length of the building.



In the beginning the building was just a space waiting for workers.



Because people like a little privacy, the open spaces by the windows are becoming mazes of partitions.



Almost 1.5 million copies are generated each month in the fifth floor hot copy room.

Human-Powered 'Copters Vie for \$15,000 Prize

Human beings already have proved they can propel a fixed-wing airplane through the sky using nothing but their own muscle power, and now the challenge is to see if they can do the same with a helicopter and pick up \$15,000 prize money in the process.

That's the objective of the American Helicopter Society's "Igor I. Sikorski Human-Powered Helicopter Competition." Three helicopters already are far enough along in design and construction to be registered with the Federation Aeronautique Internationale. However, none of the entrants will have to have an airworthiness certificate or be registered with FAA. The agency's Rotorcraft Program Office said the reason is that "all flights will be limited to close proximity to the ground and will generate no interference with air commerce."

Right now, the experimental craft are being kept under wraps, but one is known to be in the testing stages. In order to win the competition, the 'copters must hover for a full minute within an area ten meters square and, at some time during this flight, must climb to an altitude of three meters above ground level. At this lofty height AHS experts do not expect the human engines to require oxygen.

Forecast Conference Set

Since aviation forecasters like to plan ahead, the agency's Office of Policy and Plans has announced the date and published a tentative agenda for the Ninth Annual FAA Aviation Forecast Conference. It's set for February 23 in Arlington, Va.

The conference theme this time will be "Accommodating Growth in a Competitive Environment," and the highlight will be the release of the agency's latest "Aviation Forecasts. This one

New Rules Upgrade Safety In Survivable Accidents

The Administrator told Congress that FAA has nearly completed a high priority notice of proposed rule making (NPRM) to require at least two Halon fire extinguishers on board each airliner, as well as smoke detectors and other fire protection measures in lavatories and galleys.

Testifying on November 1 before the House subcommittee, the Administrator said the regulatory project is part of a broad agency program to improve occupant safety in survivable accidents.

He also listed other rule makings which he said FAA expects to take in the next two years. They are:

- * End of 1983—NPRM on new fire safety standards for Class "D" cargo compartments on air carrier aircraft.

- * Spring 1984—NPRM to require shoulder harnesses on all seats in general aviation aircraft.

- * End of 1984—NPRMs on anti-misting kerosene and standards for cabin interior materials.

- * Spring 1985—NPRMs containing new requirements for seat strength in the FAR parts covering the certification of small and large airplanes and rotorcraft.

The Administrator said the agency "is committed to these schedules, which are the logical conclusions of our past and present efforts in these areas."

will cover Fiscal Years 1984—1995.

The conference will feature speakers from both government and industry with "An Overview of Business Aircraft Growth," the subject of the luncheon address by NBAA John Winant. Also on the program is a panel discussion on general aviation/commuter perspectives and commercial aviation perspectives.

For further information and reservations, contact Virginia Price on FTS 426-3103.

Headquarters News



Dial Seven Digits

Headquarters employees can start limbering up their dialing fingers. Starting the week of November 14—or on the 11th for those working over the three-day weekend—all telephone numbers on the General Services Administration's (GSA) Washington, D.C., Consolidated Centrex will be converted from five to seven digit dialing. This means that the convenience of dialing "6" and four digits is a thing of the past.

After the change employees will have to dial the full seven digits to reach any government Centrex number, including telephone numbers in the three DOT headquarters buildings. However, it will not be necessary to dial 9 prior to dialing another Government Centrex number.

Health Benefits Fair Set

The headquarters health benefits fair will be held November 16 and 17 from 10:30 a.m. to 2:30 p.m. in Room 8 AB&C. The fair will give employees a chance to discuss various health plans with company representatives.

For additional information about health benefits available in the upcoming open season—November 14 to December 9—radio station WRC has scheduled programs featuring health insurance company representatives, OPM employees and consumers group spokespersons 10 a.m. to noon on November 13 and 20.

CFC Winding Up

With only one third of the offices and services reporting this week's collections, the National Capital area Combined Federal Campaign has already topped the \$100,000 mark.

Campaign coordinator, Paul Galis, APP-1, said he is certain that in only a few additional days all goals can be met or exceeded.

Awards and Rewards

A total of 23 headquarters employees received awards during the past week. There were 11 Quality Increases:

Caroline Miller,
Margaret Volk,
Jack Neuberger, and
Richard J. Marek, AAP;
David W. Ford, AEE;
Martha Finger, AIA;
Walter J. Anderson, ALG;
Lillian J. Payne,
Patricia Jennison, and
Ellen C. Pennino, AFO;
Gerald Froelke, ABU.

And nine Letters of Commendations:

Leo Gumina,
Harold Colvin,
Karl Bierach,
Jamil Abbasi,
Jerry L. Stephens, and
James A. Loebach, ADL,
Jack Reilly, and
Irene O'Leary, AES, and
Daniel Aragona, AAP.

Special Achievement Awards Based on sustained Superior Performance went to:

Glenn Halbert, AAP, and
Norma J. Vanagas, AAA; and

A Special Achievement Award Based on Special Acts or Services was awarded to:
Louise Dille, ACS.



Combined Federal Campaign



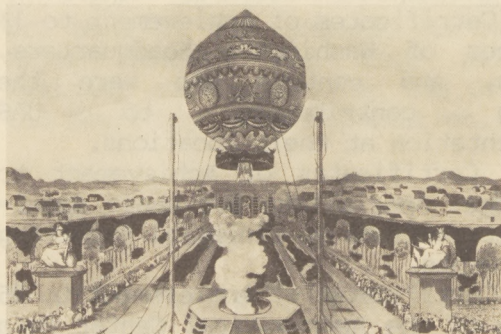
U.S. Department
of Transportation

**Federal Aviation
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Headquarters Intercom

Air Traffic Recovery Moves Ahead

Since the loss of 11,300 controllers on Aug. 3, 1981, the FAA has hired 9,243 controllers and air traffic assistants through Sept. 1, 1983. This represents 92 percent of the 10,080 personnel that need to be hired and trained to meet a recovery goal of 14,100 controllers and air traffic assistants. Of the approximate 8,800 people who entered training at the Academy, 5,200, or 59 percent, successfully passed and entered field training. More than 1,500 new personnel have achieved full performance level, while 4,400 have attained check-out on at least two operational positions since Aug. 3, 1981. As of Oct. 1, 1983, all preferred routes that were implemented in conjunction with the strike have been rescinded. This is on target with the recovery goals.



World aviation celebrates its 200th anniversary on November 21, the date in 1783 when the first hot air balloon carrying a man was flown 5 miles across Paris.

Helms Testifies on Inspector Staffing

Automation of the data processing and retrieval functions of the inspector workforce and consolidation of field facilities has reduced the need for additional safety inspectors, Administrator Helms told a Congressional committee last week.

In testimony on November 10 before the House Public Works and Transportation Subcommittee on Aviation, Helms said that, in the past, when he found a need for inspectors in a given area he authorized a temporary transfer to the area where the workload is strained.

"When positions are needed for safety," the Administrator stressed, "I will not hesitate to allocate them, and if I cannot adjust our current authorizations internally to take care of a situation, I would not hesitate to seek additional authorized positions from the Congress. I have not seen the need to do so."

The Administrator indicated he felt that the redefined focus on training, dispatching and maintenance systems, along with spot checks in the field, will result in improved safety in air carrier operations.

FAA data shows that authorized air carrier operations and airworthiness inspector positions declined only 1.2 percent from 1982 to 1983, Helms indicated. Although a further decline in authorized positions is scheduled for 1984, he said, actual on-board strength will increase by one. "Thus," Helms said, "I don't believe that position cuts have or will hurt our ability to fulfill our safety duties."

EEO Nominations Requested By Civil Rights Office

The Office of Civil Rights will host the Seventh Annual Administrator's Awards for Excellence in Equal Employment in early 1984. The FY 83 award ceremony is tentatively scheduled for Jan. 19, 1984, in the FAA auditorium. Nominations for the award will cover the period from Oct. 1, 1982 to Sept. 30, 1983. The goal is to make the awards as prestigious and highly prized as possible. Selections will be made by an independent panel chosen from the various equal employment related committees in headquarters and the field.

The awards will be affected without regard to location, grade level, sex, race, service, occupation, etc. Names and justifications for nominees are due in ACR-1 by Nov. 30, 1983, with an original and eight copies. For further information please contact Barbara Boulware, ACR-3, 426-3785.

Landing Restrictions Lifted

Landing restrictions at the St. Louis International Airport were lifted on November 14, leaving such restrictions at only four of the 22 airports where they were imposed as a result of the air traffic controllers strike in August of 1981. The four are LaGuardia, O'Hare, Denver, and Los Angeles. The restrictions at those airports will be lifted during 1984, after the first of the year, possibly as early as January in the case of LaGuardia and as late as August in the case of Los Angeles, where the restrictions will be extended in a special form to handle the influx of traffic expected in connection with the Summer Olympics there. Also, the last of the similar restrictions on flights between air route traffic control centers will be lifted on December 31.

Washington UAS Awards Presentations

Sixty-one individuals and four organizations have been honored for their four-year effort in developing the Uniform Accounting System, (UAS).

In a telcon with the Southern, Southwest and Central Regions; the Technical and Aeronautical Centers; and a group from Headquarters, Deputy Administrator Fenello said that "through the efforts of a great many people, some of whom are being honored today, the UAS has become a reality."

Prior to its development, there were ten non-uniform systems. In December 1979, Gene Weithoner, the Associate Administrator for Administration, ordered a uniform system to be developed that would provide accurate and consistent accounting, reduce the manual workload, and create a uniform and responsive system that would meet with General Accounting Office approval.

In addition to Certificate of Achievement awards, 23 of the 61 individuals received cash awards ranging from \$250 to \$2,000 for their contributions to the system. The awards were given for seven different UAS efforts:

1. Cash awards and Certificates of Achievement to each of the four UAS Program Managers.
2. Cash awards and Certificates of Achievement to each of the ten UAS Work Group members.
3. Cash awards and Certificates of Achievement to the nine members of the Accounting Systems Branch, AAA-410, who were responsible for the accounting design and implementation of the UAS.
4. Certificates of Achievement to 11 employees of Washington Headquarters, regions, and centers who were the leading contributors to UAS implementation at their locations.
5. Certificates of Achievement to two budget specialists for their specific contributions on financial reporting requirements.
6. Certificates of Achievement to 25 members of the Aeronautical Center data processing and accounting staffs who were involved in the long- (See page 3)

FAA Advisory Group Holds First Meeting

The Federal Aviation Advisory Committee began its job of monitoring the modernization of the agency's air traffic control and navigation system with its first meeting late last month at FAA Headquarters.

The committee, which includes Administrator Helms and Najeeb E. Halaby, a former administrator, will provide independent progress analysis and expert advice on the modernization program—the National Airspace System (NAS) Plan. It also will seek to insure the continuity and viability of the program.

The meeting opened with an introduction by Mr. Helms that included an overview of FAA activities, with special emphasis on the NAS Plan, the National Airspace Review, the Airport Integration Plan, the Human Resources Program, and the Information Resources Program.

It also included briefings on the NAS Plan by Gerald Thompson, Director of the Systems Engineering Service; Martin Pozesky, Director of the Program Engineering and Maintenance Service; and Valerio Hunt, Director of the Advanced Automation Program Office.

The other members of the committee are William L. Firestone, Vice President and General Manager of the Cablevision System Division of RCA; Dr. Christopher C. Kraft, Jr., former Director of NASA's Johnson Space Flight Center; and Dr. William H. Pickering, former Director of the Jet Propulsion Laboratory and now head of the Pickering Research Corp. Two others—Joseph E. Neds, Manager of Flight Operations for the Marathon Oil Company, and Dr. Noah C. New, retired Marine Corps Major General and test pilot—are awaiting confirmation by the Office of the Secretary of Transportation.

Administrator Submits Plan for Women to Secretary Dole

An action plan to provide initiatives to improve the status of women in the FAA has been submitted to the Secretary of Transportation by Administrator Helms.

The eight objectives, in brief, are:

1. Reestablish the FAA formal upward mobility program by filling at least 70 positions nationwide.
2. Continue to pursue career development efforts by identifying employees with potential, restructuring positions and utilizing training agreements, providing for upward movement within the FAA.
3. Increase the employment of women in air traffic controller positions by utilizing the undergraduate co-op education program and the predevelopment program with a goal of 40% women participating.
4. Fill the FAA training quota for ten sessions of the DOT seminar for prospective women managers with women in grades 11 through 14.
5. Increase the participation of women in non-DOT management development training programs.
6. Participate in the DOT Women's Mobility Assignment Program.
7. Announce opportunities to participate in the DOT Senior Executive Service Candidate Development Program and make special efforts to attract women.
8. Increase the participation of women in the DOT's Management Skills Seminar, with a goal of 40% of all participants being women.

UAS (from page 2)

term detailed design and implementation of the UAS.

7. Certificates of Achievement to the Aeronautical Center's Accounting and Data Service Divisions, the Office of Management Systems Data Systems Management Division for their organizational efforts in making the UAS a reality.

Fenello commended the group for their accomplishments and said, "We all take pride in your achievements. A hearty well done to you all."



Combined Federal Campaign Extended as Goal Nears

Paul Galis, Coordinator of the 1984 Combined Federal Campaign, has advised all CFC Coordinators and Keyworkers that this year's campaign has been extended until everyone has had an opportunity to contribute.

Contributions as of November 8 had reached 82 percent of this year's goal, but participation remains low. Headquarters contributions now total \$102,000 toward a total goal of \$124,600.

Drug Abuse Program Scheduled for Employees

The Reverend John McVernon will give a presentation on drug abuse for headquarters employees, including managers and supervisors, in the auditorium on November 17 and 18. Father McVernon has been a member of the National Association for Drug Abuse Programs for over 20 years. His presentation includes a history on drugs, how to distinguish a person who is using drugs, and how drugs affect a person's performance.

Father McVernon's presentation has been described as dynamic and informative by Eastern Region employees who attended earlier sessions. The presentations will be held in the FAA auditorium for two sessions each day. The first session will be from 9:30-11:30 a.m. and the second from 2-3 p.m.

AM Weather

A.M. Weather, the daily 15 minute TV program devoted entirely to weather, can now be seen on over 250 public television stations including the Virgin Islands, Puerto Rico, and the Southern Canadian provinces. Consult your daily newspaper for time and station.



Awards Given for Uniform Accounting System Framers

1. Presentation to the UAS Management Team:

Jim Faber
Steve Newborn
Pat Poe and
Jim Pitman.

2. Presentation to the nine members of the Accounting Systems Branch, AAA-410, for design and implementation of UAS:

Ms. Nobuko D. Koop
William L. Gieck
Deborah M. Daniels
Ronald W. Gaastra
Raymond E. Morris
Deborah A. Weakley
Ronald A. Weston
Olivia N. Thompson
Dora A. Benson

3. Presentation for design and implementation of UAS:

Betty Poole, visiting from AAC-22

4. Presentation to work group members:

Fred Whiteside
Ralph Schetrom
Bob Helfer and
Charlie Kent

5. Presentation for financial reporting requirements went to:

Fred Botz

6. Presentation for national and local Washington conversion/implementation:

Fred Mazingo
Sid Mays

7. Presentation of Certificates of Achievement to Ed Harris for the AMS Data Systems Management Division and to George Fineberg for the AAA Financial Systems Division.



U.S. Department
of Transportation

**Federal Aviation
Administration**

SPECIAL

Headquarters Intercom

A Message From The Headquarters Human Relations Committee

Human Relations Committees (HRC) have been in business for almost a year. We want to let you know where we are and where we are going. We also want to encourage your participation at every level in the FAA's human relations efforts.

First allow me to introduce myself. I am Cindy Zook and I have worked for the FAA nine years. I am currently serving on the API HRC and chairing the Headquarters HRC as well as working as an economist in the Office of Environment and Energy. Many people have asked why I am involved in the human relations effort. I believe each of us can and should get involved...I want to be responsible for my part. Besides, I find working with people enjoyable and exciting!

Many of the local HRC's were organized in October 1982 after Notice WA N1110.2, "Washington Headquarters Human Relations Committee" was issued. Very few of us knew much about our purpose, procedures, authorities, and limitations. At the outset we had a tough time getting our bearings. It's one thing to have a clearly defined task and position description, especially of a technical nature. It's quite different to be involved in human relations. We were flooded with complaints of cold or hot temperatures in the building, lack of paper towels in

restrooms, and "tyrannical bosses." The "startup" confusion was compounded by the organization of a Headquarters HRC in January. At the Headquarters level, we brought not only different personalities and disciplines to the undertaking, but also different office priorities, perspectives, and issues!

However, with the help of John McNeil, the Headquarters Human Resource Specialist, local committees are refining their purpose and procedures and addressing significant issues. In addition, improved human relations training for managers and employees has been initiated.



Norm Plummer, Office of Environment and Energy Deputy (left) listens as Cindy Zook shows plan to Director John Wesler.

The Headquarters Committee has come a long way. We have settled into a format of open meetings, 11 a.m.-1 p.m. every other Tuesday. We usually address issues which have surfaced from employees through their local HRC's, as well as pursue actions which impact across office lines. We also try to keep employees informed and provide you an opportunity to comment on agency actions which may interest or impact you (such as APT draft orders, etc.).

There is nothing unique or sacred about the Headquarters HRC other than the fact that it requires commitment, time, and work. You don't have to be a member to join us. We need your participation not only to identify issues of concern, but to be a part of the problem-solving process. If you don't

like the issues that have surfaced thus far, get involved...first with your local committee and second with the Headquarters HRC. The more involvement we have, the more we can accomplish. We will try to announce upcoming Headquarters HRC meetings well in advance, but you can always call your local representative for the time and place of our next meeting.

This edition of the Intercom features comments from a few individuals and local HRC's. You can look forward to reading more in future Intercom issues. If you have any comments, questions, or suggestions about this Intercom, the Headquarters HRC, or human relations in general, please let us know. We need your input and appreciate your support!



Serving on the HRC for the Office of Chief Counsel are (from left): Irene Mields, Jana McIntyre, Richard Elwell, Gary Michel, Curt Wilder (Chairman), and Richard Smith (standing), Toby Camen, Alan Martin, and Margie Ross.

A View from the Top . . .

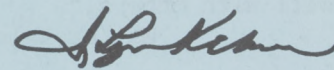
"It has been said many times before, but nevertheless it bears repeating: People are FAA's most important resource.

"Although this resource is a varied one, the many individuals who comprise the group have one ingredient in common—they all aspire to a full and satisfying life.

"I feel strongly about managers' responsibilities to recognize this fundamental concept in all their dealings with other employees. A manager who cares for equipment but neglects those who operate that equipment is less than a satisfactory manager. Any employee who neglects the interests of other employees or our customers is less than a satisfactory employee. We must infuse the creativity, energy, and talent of every FAA employee, be they management or nonmanagement.

"In recent months, we have placed considerable emphasis in FAA on training our managers to become more aware of the human equation. The courses that are now mandatory at the Management Training School and the importance we attach to human relations in choosing new managers are clear indications of our serious intent.

"This Human Relations effort has my complete support and the support of all who recognize the inherent value of treating the FAA work force as the precious asset they are."



J. Lynn Helms

And from High Places . . .

"Our human relations efforts concentrate on giving momentum to a continuous interchange of facts, viewpoints, and ideas among all employees, which brings about unity of interest, purpose, and effort to achieve specific tasks. I believe this will nurture the need all people have to feel they belong and contribute to the organization in which they work. This heightens the sense of accomplishment and pride we all seek in the work we do. It will follow that our organization will benefit from human relations efforts through increased productivity and efficiency."

R. J. Van Vuren
Director, Air Traffic
Service

"Working together in a professional and harmonious manner. Understanding the importance of the role each individual plays in the achievement of our

objectives. Taking pride in the value of that role in the service we provide to our great nation and the world—what could be more satisfying?"

Donald Segner
Associate Administrator
for Policy and Inter-
national Aviation

"I would prefer that we not think of our human relations efforts as an FAA program; rather, we should think of good human relations as something more akin to a personal goal which we strive to achieve both at home and in the work place. The extent to which we are able to live by the 'Golden Rule' determines the likelihood of our achieving our goal. That single precept probably says it all—'Do unto others as you would have them do unto you.' If we live by that precept, it becomes a way of life generally acceptable to all."

Walter S. Luffsey
Associate Administrator
for Aviation Standards

The Bottom Line . . .

"Management and employees alike should take human relations more seriously and prove it by action--don't just talk, act!"

Paul Castle, API

"Surprisingly, things are changing!"
Gene Mercer, APO

"Human relations...the ability to work well with others."
Walter Welch, AGC

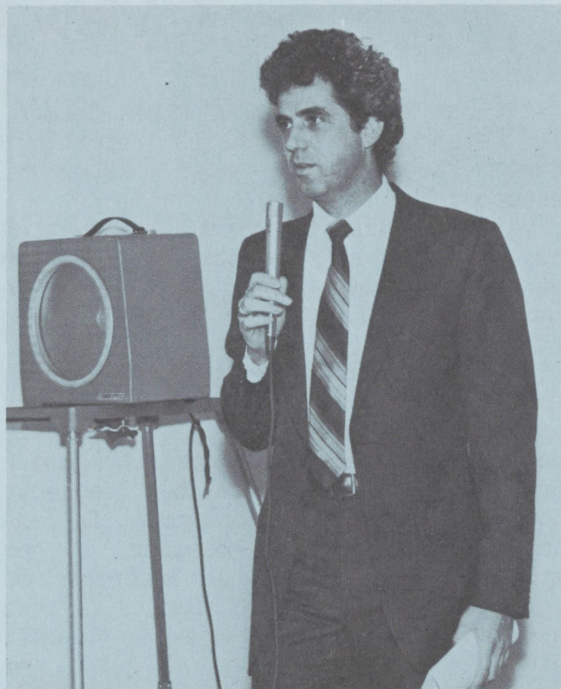
"Human relations is just window dressing...I would like to see more put into it than this."
Bessie Waiters, ARP

"Things are happening."
George Fineberg, AAA

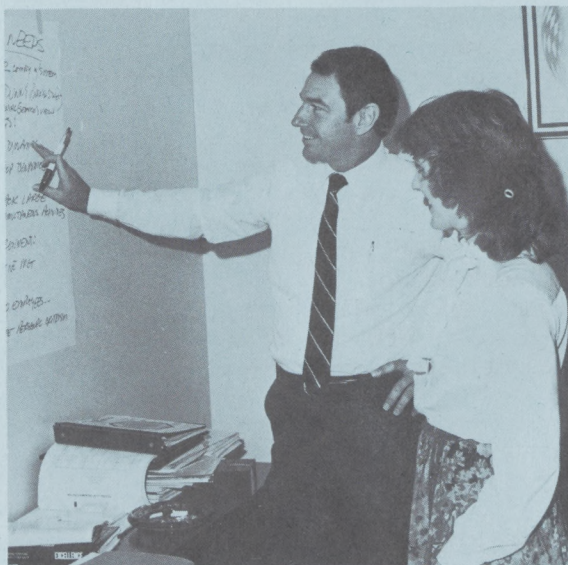
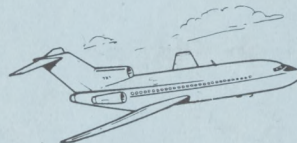
"Human relations...nothing more than good two-way (both up and down) communications at all levels between supervisors and their employees in all aspects of the work environment."
Robert David, APP

"Human relations...getting the office together and discussing problems."
Monica Russell, AGC

"Human relations committee...a plateau where everyone is equal."
Gale Vabolis, ADL



James Boone, formerly of the Southern Region, is the National Human Resource Manager.



John McNeil, Headquarters Human Resource Specialist, explains program to Lisa Long, ABU,

Progress Report

Here's what Headquarters HRC members are doing = besides clarifying our purpose, scope, and operating parameters; getting trained; holding elections; working with our local HRCs; and doing our regular jobs--we have discussed, participated in, and where appropriate, made recommendations on the following:

- Health Benefits Fair
- Building walk-throughs with the Deputy Administrator
- Status of Upward Mobility Program
- Temperature/humidity control in FOB-10A
- Training (lack of curricula)--issue being reviewed by APT
- Building emergency procedures in FOB-10A
- Pedestrian walkway across "C" St.--issue being reviewed by APT
- Hallway location identifiers in FOB-10A--ALG contract underway
- Employee benefits package--upcoming from APT
- Day care center in FOB-10A--issue being reviewed by AAD
- Travel vouchers--"Traveler's Bill of Rights" being prepared by AAA
- Parking payment collection box in FOB-10A
- Repainting of FOB-10A garages to include a pedestrian access--action forthcoming from DOT parking management
- Movie, "Who You Are Is What You Were When"--upcoming
- Dr. Jordan, AAM-2, responded concerning flu shots in FAA clinic

Human relations sessions for FAA managers--recently conducted by John McNeil

Aviation motif in FOB-10A-- Subcommittee forming

One of the primary ways the Headquarters HRC can support employees is by providing information and the opportunity to comment on agency actions which impact them. In this regard, the Headquarters HRC has provided information on the following:

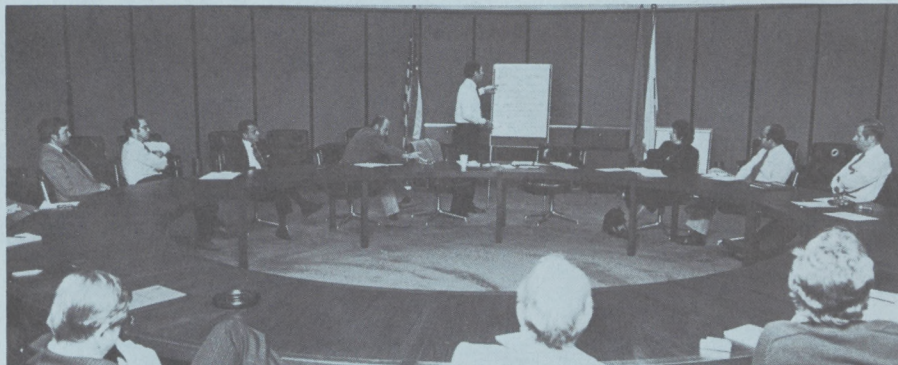
- Draft Order 3400., Merit Pay Performance Appraisal System
- Draft Order 3110.14B, Supervisory and Managerial Training
- Proposed OPM Regulations
- Departmental Comments on Proposed OPM Regulations
- Order 3750.4, Conduct and Discipline, Change 8 concerning drug abuse policy
- Draft Notice N1400, Accommodation of Religious Observances Preferences
- Draft Order 3330.1B, Merit Promotion Program
- Draft Notice N1110., Annual Award for Human Resources Achievement

We, more than anyone, recognize this is only a beginning...changing the FAA's culture will take time, energy, and commitment from all of us!

Upcoming Headquarters HRC Meetings:

November 22--11 a.m.-1 p.m. in Conference Room 7B.

December 6--11 a.m.-1 p.m. in API Conference Room 1002.



John McNeil outlines HR plan to office and service heads in round room.

From Around FAA

Individual offices and services outline some accomplishments of Human Relations Committees on the local level. First is the Office of Chief Counsel. That office's Human Relations Committee consists of 11 members who represent all employee levels from clerical to Assistant Chief Counsel. The committee, among other things, provides a forum for improved communication among all employees and makes recommendations on a wide variety of issues. One of the principal projects the committee is developing is a training guide to be used by employees who are interested in sharpening their skills in their present position and by those who are aspiring to other positions. The guide will list various positions, the skills necessary for those positions, and training sources to obtain those skills. It will be a tool which can be used by managers in career development counseling. Recently, the committee has offered Lexis and Juris computer legal research training to attorneys and division secretaries.

The Office of the Associate Administrator for Aviation Standards (AVS) reports the Aviation Standards complex comprises such diverse offices as aviation medicine, flight operations, civil aviation security, and aviation safety, to mention only a few. The AVS Human Relations Committee, with 12 full-time members from these vastly different disciplines, is one of the largest in FAA. In its first year of work, the AVS HRC prepared an extensive issue paper on work space and environment, offering several workable alternatives to improve employee morale and office efficiency. This proposal is still under consideration by the Deputy Administrator. Other issues include a needed clarification of job application procedures, greater consultation with employees in scheduling meetings, a "clean-up" of third floor restrooms and lounges, and overall, an improved openness of communication at all levels within the complex.

Future projects include a survey of AVS personnel and small group assessment meetings to discuss survey results.



Members of the HRC for the Office of the Associate Administrator for Aviation Standards are (seated from left): Fred Laird, Judy Leach, Joe Flaim, Denise Cashmere, and Ollie Ensor; (standing from left): Robert Soll, M.D., Joe Gwiazdowski, Sheri Barthelmess, Phyllis Duncan, Art Hayes, and Fred Rapp.



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Headquarters Intercom

In the Beginning There Was a Balloon

Manned flight began 200 years ago this week when two Frenchmen sailed aloft in a Montgolfier hot-air balloon. On November 21, 1783, Francois Pilatre de Rozier and the Marquis d'Arlandes took off from a city estate in Paris and drifted over the roof tops of the city and the adjoining countryside for five miles before coming to a gentle landing.

The Marquis wisely terminated his flying career then and there, but de Rozier went on to qualify as the first experimental test pilot and became the first aviation casualty in the process. He died on June 15, 1785, flying a combination hydrogen/hot-air contraption outside of Paris.

However, the hydrogen balloon was a very early state-of-the-art improvement over its hot-air counterpart. Less than two weeks after the first manned flight, a hydrogen-filled balloon flew an amazing 27 miles outside of Paris.

So the record setting began. By January 1785, the first international flight was made when an American doctor and a Frenchman crossed (See page 2)

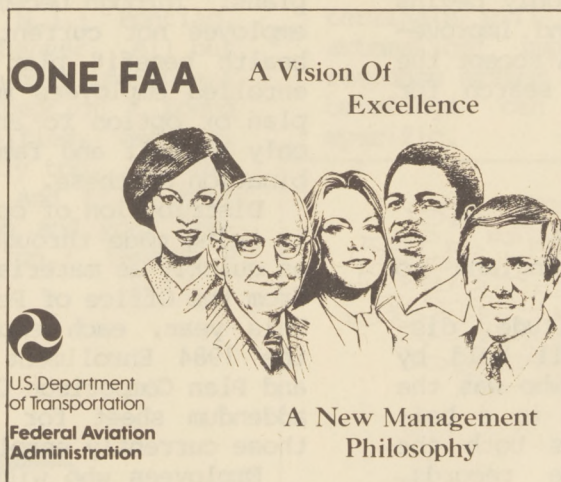
'One FAA' Stressed By Administrator

Achieving full implementation of the agency's human relations effort is the key to achieving the concept of "One FAA."

That's the message the Administrator has sent to FAA employees. The message was timed to coincide with the release of a new statement of management philosophy entitled "One FAA—A Vision of Excellence."

Prepared by the 22-member Administrator's Management Team, which includes all the regional directors and associate administrators among others, the 16-page pamphlet spells out the steps necessary "to create a climate that will foster an esprit de corps unmatched by any public agency." Copies are being made available to every FAA employee.

In his message, the Administrator said the agency has completed the implementation of the communication and education phases of the human relations issues program and has begun the long-term process of institutionalizing the changes already achieved or underway. He called this the "first major step in creating 'One FAA,'" which (See page 2)



This pamphlet outlining the new FAA management philosophy will be distributed to all FAA employees.

Administrator (From page 1)

he described as everyone working together "to a common union of excellence."

The Administrator noted that "this agency has a reputation now better than any time in its history and it's getting better every day." He credited the performance of FAA employees for creating this positive agency image and said, "I'm absolutely confident that you can take on the new challenge of growing for the future."

In summary, the Administrator stressed that none of the various planning programs now underway will be completed without successful human relations considerations. "All of those efforts will be a function of just how effective we are in solving our human resources applications problems."

The 16-page "One FAA" pamphlet lists five specific areas where changes in the workplace must occur--the working environment, leadership and management, relationships, the rewards program, and finally, the structure of the agency itself. It notes that "these five areas provide a mechanism by which management and employees can change forever the culture of the FAA."

It concludes by noting: "This document does not contain all of the answers to all of the questions and problems confronting the agency. It only begins the journey toward change and improvement, as all of us in the FAA accept the commitment to continue the search for excellence."

Balloon (From page 1)

the English Channel from England to France in a hydrogen balloon.

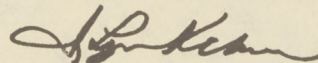
Today's records for altitude, distance, and endurance are all held by Americans. Ben L. Abruzzo, who was the first to cross the Atlantic in a balloon, with his crews, holds both the endurance and the distance records. Navy Commander M. D. Ross holds the altitude record.

Administrator Expresses Thanks for A 'Sense of Pride'

"Thanksgiving is a traditional time for contemplation. It is an occasion for reflecting on the many blessings this land has given us.

"Among the blessings I feel fortunate to share with the men and women of the FAA is the enormous sense of pride in what we have accomplished. Together, we have built and sustained the most comprehensive and safest aviation system in the world. Everyday millions of Americans rely on our efforts for transportation and jobs.

"That provides a source of great satisfaction for all of us at the FAA. That is something we can all share as we celebrate Thanksgiving Day."



Open Season is on

It's "open season" again on the various Federal employee health benefit plans. Through December 9, any eligible employee not currently registered in a health benefit plan may sign up, and enrolled employees may change from one plan or option to another or from self only to self and family or to any combination of these.

Distribution of open season materials is being made through personnel offices as quickly as material becomes available from the Office of Personnel Management. This year, each employee will receive the 1984 Enrollment Information Guide and Plan Comparison Chart, as well as an addendum sheet for 1983 brochures for those currently enrolled.

Employees who wish to enroll in, or change to, a particular plan will find brochures available at personnel offices. New enrollments and changes will become effective for all plans on Jan. 1, 1984.

USAF/Pilot Salute FAA

Although professionalism is supposed to be its own reward, a little recognition for a job well done is never out of order. That's why the Administrator has passed along a couple of letters he received recently commending the performance of FAA employees.

The first is from the commanding general of the 23rd Air Force at Scott AFB. He writes: "On the occasion of the 25th Anniversary of the Federal Aviation Administration, the 23rd Air Force salutes the men and women of your organization. During this 25-year period, our Aerospace Rescue and Recovery Service has worked closely with your Air Traffic Control Centers on a daily basis. Together we have located and saved hundreds of lives. We look forward to a continued close association with the FAA during the years to come." (Major General William Mall)

And a Denver attorney and veteran pilot (ATP and CFI certificates) starts out by saying, "This is a letter of praise [for FAA employees]. Earlier this week, I returned to Denver from a six-day business trip flight which involved nearly 4,000 miles of airway travel—flying a single-engine Mooney, and departing Jefferson County Airport, Denver. I made stops at Albuquerque; Oklahoma City; Knoxville; Manteo, N.C.; Islip, N.Y.; Caldwell, N.J.; Pontiac, Mich.; Omaha, Neb.; and Denver. All but one short leg was flown under instrument conditions. Without exception I found the ATC personnel qualified, capable, and cooperative. Friendly too. The ATC system is running well, and if my trip is any test, I think you and your personnel deserve commendation." (Robert P. Smith)



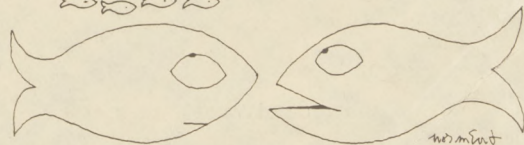
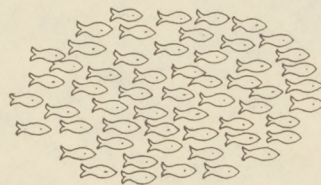
FAA Developing Better Service for Pilots

FAA's goal of better service for pilots is being achieved through programs like the Aviation Route Forecast (ARF). This enhancement to Model 2 of the Flight Service Station Modernization Program is scheduled to come on-line in 1986 or 1987 and is being jointly developed by the agency, the MITRE Corporation, and the National Weather Service.

With this enhancement, the Automated Flight Service Station (AFSS) should be able to provide forecast weather information more specifically tailored to the route of flight. This should further reduce the amount of nonpertinent weather information pilots must review prior to flight.

Pilots having access to a computer terminal with either a display or printer, will be able to get this information by dialing up the AFSS and giving the starting point, estimated time of departure, destination, route of flight, altitude and airspeed of the planned flight. Weather information for each segment of the trip, proper headings for each leg and even estimated times of arrival as well as NOTAM's then will be printed out on the terminal display or printer. In addition, a radar map of weather along the route is displayed.

Pilots not having access to computer terminals will also benefit from this automation improvement since voice response system briefings and specialist briefings can be made even more specific.



"I shudder to think how much it's going to cost to put them all through school."

Start an education fund today. Buy variable interest U.S. Savings Bonds through the Payroll Savings Plan.

Headquarters News



Awards and Rewards

During the past two weeks the following awards were presented to Headquarters employees:

Special Achievement Awards Based on Sustained Superior Performance:

Thomas W. Ennis, AEU
John Scardina, AAP
Sally Ryberg, ASF
Billy G. Bailey, ALG
Janice Vitko, AAT
Edward Huntzinger, ALG
Irene Barnett, AVS

Special Achievement Awards Based on Special Acts or Services:

Ronald F. Kennedy, ALG
Diane Proctor, ALG
Sharon Fletcher, ALG
Annette Edmunds, ALG
Andy DeChat, ALG
Dorothy Bailey, ALG
Allyson McKissick, AFO
James Faber, AMS
James Cooper, AMS
Lawrence Kotzker, APM
Jan Stallings, APM
Roger Hunter, APM
Blanche M. Mader, APM

Letters of Commendation:

Alice Knudson, AAS
Helen Smith, ALG
Noretta Harrett, ALG
Rita Freeman, AMS
Nancy Lambert, ASF
Leo Gumina, APM
Helen Smith, ALG

Quality Increases:

Theodore Weyrauch, APM
Donald L. Stone, APM
Frank Del Gandio, ASF
Robert D. Cook, ASF
Allan Griggs, AWS
Vera Edwards, ALG
David A. Smith, AEE

Certificates of Achievement:

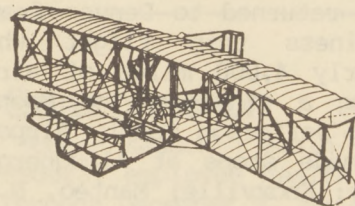
James Faber, AMS.

Human Relations Intercom Coming

This week Intercom comes in two sections. Besides this regular edition, there will be a "Special" Headquarters Intercom, outlining the Agency's plans and progress in human relations.

The Wright Stuff

The Headquarters Human Relations Committee is looking for a few good people to help restore an aeronautical theme to the walls of the cafeteria and corridors in FOB-10A. If you would like to help put aviation back in the FAA building, contact Gary Michel, AGC-210, 426-8756, or Rick Richardson, ADL-13, 426-3677.



Open Season Video Tape Scheduled

An Office of Personnel Management health benefits "open season" video tape will be shown November 30 every hour on the hour from 10 a.m. to 4 p.m. in rooms 9ABC. The tape provides pertinent information about the benefits of various health plans.



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

Pay Hike Is 3.5 Percent

Federal employees will receive a 3.5 percent pay increase in January 1984. This annual comparability increase, paid in October in past years, also will raise the pay "cap" on Federal salaries from \$63,800 to a new ceiling of \$66,000.

Although President Reagan recommended a 3.5 percent increase, Congress supported a four percent pay hike and made the higher increase part of the 1983 Omnibus Budget Reconciliation Bill. However, Congress adjourned without taking final action on that bill. Thus, the amount recommended by the President became the official amount of the pay increase.

FAA employees can expect to see the hike in January 31 paychecks. (See pay chart on page 2)



New Wichita Tower dedicated. Story on page 2.

Air Traffic Rules Proposed for Olympics

In preparation for the XXIII Olympic Games in Los Angeles next summer, the agency has issued a Notice of Proposed Rulemaking to provide for the safe and orderly movement of air traffic in that area during the period July 14 - Aug. 26, 1984. The games are expected to attract an estimated 625,000 spectators to Los Angeles with a great many of them arriving and departing by air.

The agency is proposing to establish two airport reservation systems to regulate the flow of traffic, at a minimum of 7 airports in southern California and Nevada.

One advanced reservation system would apply to all scheduled airline and commercial operations at the designated airports and would be patterned after the "slot" allocation system implemented at major U.S. airports after the 1981 controller strike. A second first-come, first-served system to handle unscheduled charter flights and private aircraft also is being proposed.

Airports affected by these systems include: Los Angeles International, Burbank-Glendale-Pasadena, Long Beach Daugherty Field, Ontario International, San Diego International, Santa Ana (John Wayne/Orange County), and Las Vegas (McCarran Field). Other airports may be added if necessary.

Besides the special air traffic rules, certain other special requirements are being proposed for operations in the Los Angeles Olympic Area, which includes all the airspace within an 80 nautical mile radius of Los Angeles International Airport. In addition, provisions for special security requirements are proposed.

FAA will hold a public hearing on the proposals in Los Angeles on December 14.

"Age 60" Engineer Rule To Get Additional Study

FAA has decided to delay action on a proposal to make airline flight engineers subject to the "Age 60" retirement rule that now applies to pilots.

Deputy Transportation Secretary James Burnley told a Congressional subcommittee on November 16 that public comments on an FAA Advanced Notice of Proposed Rulemaking contained conflicting data, which indicates that "further analysis should be pursued before reaching a conclusion on potential rulemaking."

Burnley said the action was neither a decision to proceed or abandon rulemaking. "Rather," he added, "we are going to take one more hard look at the wisdom of extending our safety regulations to the third member of the commercial aircraft flight crew."

President Launches New DOT Space Mission

President Reagan has put the Department of Transportation in the space business by designating it the principal Government contact point for the burgeoning new private-sector space transportation industry. DOT will be the Government's lead agency for expendable launch vehicles (ELV) in space and will institute major streamlining of the regulatory process governing private sector launches.

In addition to creating a new office to oversee this activity, DOT will establish and chair an interagency task force on commercial ELVs. FAA and all other agencies involved in the regulation of ELVs will be represented on this task force.

Wichita Tower Dedicated

FAA's newest airport traffic control tower was dedicated November 17 at the Wichita, Kan., Mid-Continent Airport. Principal speaker at the ceremony was Secretary Dole, who called the \$8.3 million facility "one of the most modern towers in the country."

Tower Chief Bill Winnett said the new tower went operational on October 31, and all 57 FAA AT and AF employees have now moved into the new structure. These include 50 controllers, supervisors, data system specialists, and administrative staff members as well as seven maintenance specialists assigned to the tower to keep the sophisticated ATC equipment in continuous working order.

The 111-foot tower is the agency's second to be equipped with an Integrated Communications Switching System (ICSS), which provides ground-to-ground and air-to-ground communications switching. Winnett pointed out that the new system will, among other things, greatly simplify his task of reconfiguring when controller positions are added or removed. He also said it would make it much easier for controllers to switch over to a back-up system in case their primary system goes out.

1984 PAY SCHEDULE FOR FEDERAL WHITE-COLLAR WORKERS

GS	1	2	3	4	5	6	7	8	9	10
1	\$8,980	\$9,279	\$9,578	\$9,876	\$10,175	\$10,350	\$10,646	\$10,942	\$10,955	\$11,232
2	10,097	10,337	10,671	10,955	11,078	11,404	11,730	12,056	12,382	12,708
3	11,017	11,384	11,751	12,118	12,485	12,852	13,219	13,586	13,953	14,320
4	12,367	12,779	13,191	13,603	14,015	14,427	14,839	15,251	15,663	16,075
5	13,837	14,298	14,759	15,220	15,681	16,142	16,603	17,064	17,525	17,986
6	15,423	15,937	16,451	16,965	17,479	17,993	18,507	19,021	19,535	20,049
7	17,136	17,709	18,280	18,851	19,422	19,993	20,564	21,135	21,706	22,277
8	18,981	19,614	20,247	20,880	21,513	22,146	22,779	23,412	24,045	24,678
9	20,965	21,664	22,363	23,062	23,761	24,460	25,159	25,858	26,557	27,256
10	23,088	23,858	24,628	25,398	26,168	26,938	27,708	28,478	29,248	30,018
11	25,366	26,212	27,058	27,904	28,750	29,596	30,442	31,288	32,134	32,980
12	30,402	31,415	32,428	33,441	34,454	35,467	36,480	37,493	38,506	39,519
13	36,152	37,357	38,562	39,767	40,972	42,177	43,382	44,587	45,792	46,997
14	42,722	44,146	45,570	46,994	48,418	49,842	51,266	52,690	54,114	55,538
15	50,252	51,927	53,602	55,277	56,952	58,627	60,302	61,977	63,652	65,327
16	58,938	60,903	62,868	64,833	66,798	68,763	70,728	72,693	74,658	
17	69,042	71,343	73,644	75,945	78,246					
18	80,920									

*IN MOST CASES, THE MAXIMUM SALARY PAYABLE IS \$66,000.

SOURCE: OFFICE OF PERSONNEL MANAGEMENT

Security System Working

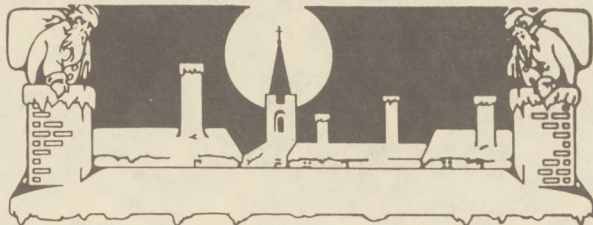
More than 313 million people were processed through airport security systems during the first six months of 1983, resulting in the detection of 1,360 firearms and the arrest of 630 people. In addition, the agency completed the investigation of 1,669 alleged security violations, taking administrative action in 1,422 cases and civil penalty action in 96 others. These are just a few of the statistics in the agency's "Semiannual Report to Congress on the Effectiveness of the Civil Aviation Security Program for January 1 - June 30, 1983." Copies are available from the Office of Aviation Security.

Commuter Aircraft to Get Permanent Standards

The agency has moved to make permanent the certification standards for commuter airline aircraft that are too big for Part 23, but not large enough for Part 25. Part 23 covers small or light aircraft and Part 25 applies to airline and transport type aircraft.

In a Notice of Proposed Rulemaking printed in the November 15 Federal Register, the agency said it intends to incorporate the present temporary standards—Special Federal Aviation Regulation 41 (SFAR 41)—into Part 23 along with special noise limitations and additional standards recommended by the International Civil Aviation Organization.

As it now reads, Part 23 covers aircraft with takeoff weights up to 12,500 pounds. SFAR 41 provided for aircraft with takeoff weights up to 19,000 pounds and 19 or fewer passenger seats. It was adopted in October 1978 for ten years.



FAA's Minority Contracts Set Records in '83

FAA's Minority Business Enterprise Program enjoyed its best year ever in FY 1983 with contracts totaling over \$71 million going to small business concerns owned and controlled by economically and socially disadvantaged individuals. That was 126 percent of the FY'83 targeted goal of \$56.16 million.

According to William Burgess, FAA's Minority Business Development Officer, \$64.82 million in contracts were awarded under Section 8(a) of the Small Business Act. Another \$5.18 million was in direct contracts and \$1.01 million in subcontracts. The latter figure is expected to increase as additional reports are received from prime contractors.

Every FAA region/center exceeded its goal, except one, with the Southern Region hanging up the best record. It achieved 244 percent of its goal, followed closely by the Northwest Mountain Region with 195 percent.

Burnley New Deputy



James H. Burnley IV was sworn in as the new Deputy Secretary of Transportation on November 29. Before stepping up to the Department's number two slot, he was Transportation's General Counsel.

Before joining DOT, Burnley was the director of VISTA and served with the Department of Justice.

A cum laude graduate from Yale, he holds a law degree from Harvard.



FAAers Take Titles

FAA participants captured three of the seven titles in the recently completed DOT Open Tennis Tournament. Over 80 players, representing almost all of the Department's administrations, took part in the event. Ed Van Duyne, FAA tournament representative, said that the success of this year's event and the enthusiasm of the participants almost guarantees that a similar tournament will be held next year.

Winners of this year's events were:

Men's Singles:

Advanced—Akira Kondo, FAA

Intermediate—Dave Bringham, NHTSA

Men's Doubles:

Advanced—Cdr. Dennis Parker, USCG
and Sam Whitehorn, CAB

Intermediate—Cdr. Kenny Fields, FAA
and James Norton, FAA

Men's Singles—40 and over:

John McQuaig, FAA

Women's Singles:

Kathy Koo, NHTSA

Mixed Doubles:

Cdr. Dennis Parker, USCG
and Nita Jackson.



FACF Christmas Lunch

The Federal Aviation Christian Fellowship (FACF) cordially invites all employees to their annual Christmas luncheon which will be held on Dec. 13 at 11:30 a.m. in the 2nd Floor Executive Training Center. Special guest speaker will be Dr. Reginald Elliott, Assistant Director, D.C. Street Academy. His topic will be "What is the True Spirit of Christmas?" All are welcome. Please contact Eloise Singleton, 426-4413, by December 9, if you plan to attend.

Awards and Rewards

During the past week, the following awards were presented to FAA employees. Special Achievement Awards Based on Sustained Superior Performance:

Aubrey Ellis, AFO

Carol Montgomery, AAT

Special Achievement Awards Based on Special Acts or Services:

Dorothy Janet Matthews, AVS

Quality Increase:

James Parker, ACS

Susan Reyes, APT

Carol Carmody, ABU

FAA Cafeteria Offers Lavish 99-Cent Lunch

There's no such thing as a free lunch, but the cafeteria has come up with the next best thing. It's offering 99¢ lunches every Tuesday. Last week, for instance, the ladies behind the counter were serving roast beef, baked potato, tossed salad and layer cake—all for 99¢ (\$1.07 with tax).

Menu's for the first two Tuesdays in December are:

Dec. 6

Bowl of soup

Swiss steak

Mashed potatoes

and gravy

Green beans

Cole slaw

Choice of pie

Dec. 13

Bowl of soup

BBQ spare ribs

Potato skins

Cole slaw

Choice of pie

On all days, except Tuesday, the cafeteria will now offer a new grill item—rib eye steaks.





U.S. Department
of Transportation

Federal Aviation
Administration

Headquarters Intercom

Moving Payments Liberalized

Congress has voted to liberalize moving cost reimbursement for Federal employees moved in the interest of Uncle Sam. The legislation, introduced by Congressman Frank Wolf (R-Va.) and Senator John Warner (R-Va.), was included in a Continuing Resolution, which was approved by the President November 14.

The legislation will become effective when details are worked out by the General Services Administration and may be retroactive to Jan. 1, 1984. It will help in a number of ways the approximately 27,000 Federal employees relocated each year. For instance, the weight limitations for household goods moving and storage expense reimbursement is being raised from 11,000 pounds to 18,000 pounds. Also, payments for expenses for a new home are being upped from \$5,000 to \$7,500 or five percent of the purchase price amount adjusted to the CPI for October 1.

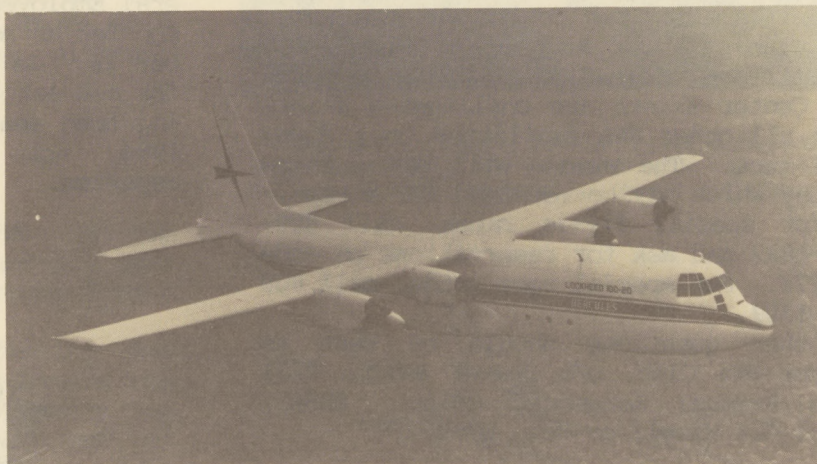
Merit Pay Date Set

After being excused from implementing the merit pay system for two years as a result of the controllers strike, FAA now is committed to go on the system in October 1984. First payments are expected to be made shortly after this date.

At this time the agency intends to continue the payment of within-grade pay increases (WGIs) to merit pay employees until October 1984. FAA has advised the Office of the Secretary of Transportation and the Office of Personnel Management of this. However,

they have not had time to review and comment upon our proposal.

Because of the delay in implementation, the Office of Personnel and Training now has come up with a new version of the merit pay order. Essential differences from the original order include changes in merit pay units within each region. For purposes of merit pay, each region now is divided into three units—an AT unit, including AT facilities; and AF unit, including AF sectors; and a unit of personnel from all other areas.



FAA certification is being sought by Lockheed Corp. to convert the C-130 cargo carrier into a 101 passenger airliner. See story on page 2.

Passengers and Cargo May Ride Hercules

The Lockheed-Georgia division of the Lockheed Corp. has applied to FAA for a change in the type certificate of the civilian version of the C-130 military transport to allow it to carry up to 101 passengers.

The civilian version, known as the Hercules, is now certificated as a cargo carrying aircraft which can carry only 12 passengers on a not-for-hire basis. To qualify for the carriage of up to 101 passengers, Lockheed will have to add enough emergency and other exits to meet the requirements of FAR Part 25.

Lockheed-Georgia also is seeking approval for use on the Hercules of palletized lavatories and galleys that can be easily removed, along with passenger seats, to convert the aircraft back to a cargo configuration.

The Marietta, Ga., based company reportedly expects that such an aircraft would be popular with oil drilling companies that want to fly to remote areas with equipment and fly out with passengers—or vice-versa.

Denver En Route Center Plans FAA Ski-Fest

All FAA employees, families, and friends are invited to the Denver Center Ski Club's "First Annual FAA Ski Fest," in Keystone, Colo., February 27 - March 2. Center skiers are challenging skiers from all other FAA facilities to a downhill race. The winner will get a large trophy which may be retained for a year.

For special fly-in rates, call 800-525-1092 and ask for reservations on code 302274. For special room rates, call 800-525-1309.

Other questions should be sent to Denver Ski Club, c/o Denver ARTCC, 2211 17th Avenue, Longmont, Colo. 80501, Attn: Gil Miceli or John Byrd.

Winter Flying Warning

With Old Man Winter already taking up residence in some parts of the country, the National Transportation Safety Board has issued an accident report that should serve to remind pilots that winter operations often require special precautions. The January 1983 accident involved a Republic Airline Convair 580 that struck a snowbank after landing at Brainerd, Minn., with the death of one passenger when a broken propeller blade penetrated the cabin.

The Board said the pilot, who was making an approach during low ceiling and visibility conditions, attempted to position the airplane to land in the center of the runway, but over corrected and touched down on the right side of the slippery snow-covered runway.

It ruled the probable causes of the accident were "the failure of the captain to properly align the airplane with the runway in sufficient time to allow a touchdown with no drift and the position of a snowbank on the edge of the runway the height of which exceeded that specified by regulation."

Open Season Extended

The Office of Personnel Management has announced that it is extending the Federal Employees' Health Benefits Open Season for an additional week through December 16. In addition, the effective date for new enrollments and changes made during open season for all plans is Jan. 8, 1984, not January 1, as previously reported.



Team Work Pays Off

FAA controllers and their military counterparts learned to work in close harmony in the aftermath of the 1981 strike and that spirit of cooperation still is alive and well. Recently, they teamed up to help a pilot in Maine who declared an emergency after losing the altimeter and other flight instruments in his single-engine airplane while flying IFR on top.

Boston en route center controller Edward M. Green picked up the emergency call and vectored the distressed pilot back toward his takeoff point of Presque Isle, Maine, for a possible landing. However, since weather conditions throughout the area were marginal, controller Francis M. Bujack and area supervisor Jimmie R. Herb contacted military controllers at Loring AFB, near Presque Isle, to arrange for a Precision Approach Radar (PAR) let-down.

Air Force controllers then picked up the ball. Because the pilot was reluctant to descend through clouds with malfunctioning instruments, they contacted a near by civil airport and arranged for an escort plane. The link up was made, and the pilot and his three passengers landed safely at the Air Force base.

During the month of October, 85 flight assists were reported. Flight service stations were responsible for 42 of these while terminal facilities accounted for 30, and centers handled 13. There were 186 persons on board the aircraft involved.

AFSS Site Picked

FAA has picked Columbus, Neb., as the site of the automated flight service station that will serve the Nebraska flight plan area.

The Columbus Airport Authority and City of Columbus have agreed to build the facility and lease it to the agency for \$1 a year which includes the cost of maintenance. The building occupancy date is January 1985.

FAA now has selected 26 of the 61 automated FSS locations that will comprise the future system.

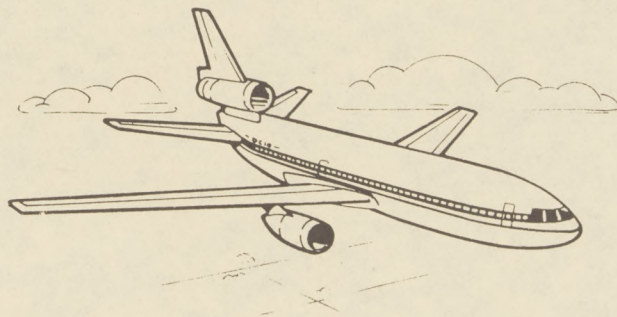
Dulles Access Road Linked to Downtown, D C

When FAAers from the field visit Washington Headquarters now the trip from Dulles Airport to downtown will be just a little easier and a little faster. A three-mile, \$25 million connector road that links the Dulles Access Road with Interstate 66 was opened this month with the Secretary of Transportation and FAA Administrator officiating at the ribbon cutting ceremonies.

Previously, most visitors arriving at Dulles, which is 26 miles from the Washington city center, exited the access road at the Washington Beltway and made their way into town by various routes...none of them especially good. Now I-66 will take them straight downtown, virtually cutting in half rush hour travel time. Traffic from Washington to Dulles will follow the same expeditious route.



Transportation Secretary Dole is flanked by FAA Administrator Helms (right) and Virginia Senator John Warner as she cuts the ribbon on the Dulles Access Road connector.



Headquarters News



Awards and Rewards

During the past week headquarters employees have received the following awards:

Special Achievement Awards Based on Sustained Superior Performance,

Alphonso Barr,
Paul J. Przedpelski, and
Elizabeth Bugay, ALG; and
Rita Lutz, AFO;

Special Achievement Awards Based on Special Acts or Services,

Barrie Britton, AAT, and
Anthony Garka, APM;

Letters of Commendation,

Barbara Cook, ABU;
Arthur Hayes, AWS; and
George Mathieu, APA;

Quality Increases,

George Sullivan and
Jocelyn Nakashima, AAT; and
Mae Lapane, AAM.

Lights Out Save Energy

The General Service Administration, owners and operators of FOB-10A, report that the "turn off the lights" campaign is paying off. GSA noted that since the article about saving energy appeared in the July 19 Intercom, there has been a reduction in energy consumption in this building.

For this progress, the Acquisition and Materiel Service thanks all employees who remembered to turn off the lights. For those offices that remained lighted, they wish to remind employees that it is their tax dollars that are paying for this waste of energy.

Glaucoma Tests Set

One of our most treasured possessions, our eyesight, is sometimes allowed to ebb away by glaucoma. To avoid this, the Office of Aviation Medicine is holding a "Glaucoma Alert Program" during the entire month of December in the headquarters building.

Glaucoma is the second major cause of blindness. It strikes without pain or other obvious symptoms and affects an estimated two million persons a year, including those in the prime of life.

The glaucoma test which will be administered by AAM is a painless way to detect glaucoma. Once detected, the malady can be treated and eyesight preserved. For an appointment, call the Health Unit on 426-3250.

Home Lost in Fire

On Thanksgiving night, Kenneth Marshall, AAT, and his son could give thanks only for escaping the fire which destroyed their home and most of their belongings. They jumped to safety from a second story window to keep from being burned by the fire which is believed to have been started by a wood stove on the first floor. Now they're alive, but without clothing or furniture or a house to put them in. Anyone interested in helping them to get started again should contact Jean Richardson on 426-2090.

Get Promoted Easier

The Labor Relations and Career Development Branch, APT-140, is available to assist headquarters employees who are interested in participating in the recently established Self-Development Program for enhancing Supervisory Potential. This voluntary preparatory program described in FAA Order 3110.15 enables employees to obtain additional merit promotion credit in the supervisory selection process.

Employees interested in getting credits call Cathy Bracy on 426-8916.



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

New Equipment to Speed Flight Plan Read-Outs

The agency has awarded a \$13-plus million contract for high-speed data input and read-out equipment for air traffic control facilities that will bring them up to speed with computers currently being used. The \$13 million is for the first year of a multi-year contract.

The contract to Wespercorp's California Mini-Computer Systems, Inc. is for high-speed, state-of-the-art printers and display screens, plus associated equipment, that can read-out flight plan data from air traffic control computers as fast as the computers can make it available.

Besides being faster, the new equipment will be easier and cheaper to maintain. Much of the existing equipment consists of mechanical printers with hundreds of moving parts that require the almost constant attention of technicians to keep working.

The new equipment, on the other hand, will be approximately 30 times faster. Since it is solid state with few moving parts, maintenance problems and costs will be cut to minimum.

The first shipment of new equipment is scheduled for delivery in January 1985.

News in Brief

* For some people, the holiday season is a time for taking rather than giving. That's why the Office of Civil Aviation Security cautions all employees to keep their purse or wallet with them or locked up at all times. The same goes for valuable Christmas packages. In addition, any suspicious persons or activities observed in the office areas should be reported to the local security or guard office. For Washington headquarters, the number is 426-4677.

* The new airport traffic control tower at Molokai, Hawaii, was dedicated



Flying over the countryside is one of the Altair Fokker-28s that was repossessed by the agency and recently sold. Story on page 2.

December 3. The \$750,000 facility will be staffed by four journeyman controllers as well as air traffic manager Robert Rabideau. The new facility replaces a

temporary mobile control tower which was installed atop the airport's fire/crash/rescue building.

* FAA has (See Page 2)

A Little Quiet, Please

The agency has awarded an \$813,000 grant to the City of South Francisco for soundproofing approximately 100 homes and two schools near San Francisco International Airport.

Although FAA has been involved in soundproofing projects before, this is the first time money has been approved for private dwellings and the first time a grant for this purpose has gone to a non-airport owner. The total cost of the project is estimated at \$888,400 of which FAA is paying 80 percent under the provisions of the Airport Improvement Program.

Briefs (From Page 1)

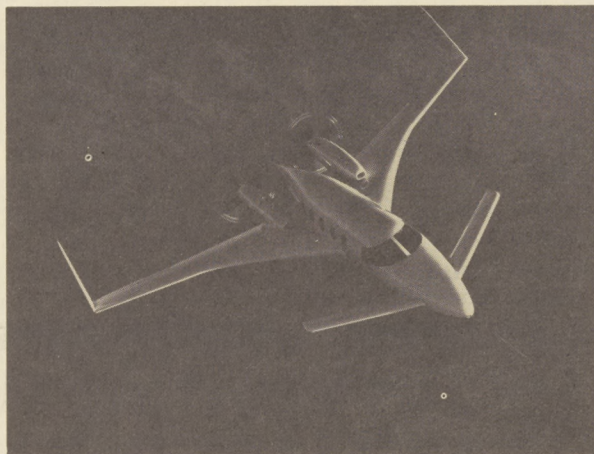
scheduled a conference and training session on "Wildlife Hazards to Aircraft" in Charleston, S. C., May 22 = 24, 1984. Subjects to be covered at the three-day meeting include: techniques to control wildlife hazards; detection, monitoring and quantification of wildlife; recognition of problems; engine and aircraft protection; legal aspects; and other related subjects. The contact for additional information is Michael Harrison (AAS-300) on 426-3854.

Agency Sells Four Repossessed Planes

Early this month, the agency completed arrangements to sell the four Fokker-28 aircraft it acquired from Altair when the fledgling airline could not repay a government-guaranteed loan. By selling the planes to the New York-based Empire Airlines, FAA recovered \$28.9 million of the \$38.8 million it had to pay when Altair defaulted on a loan made under FAA's Loan Guarantee Program.

In addition to the four, 75-passenger, twin-jet airliners, the deal with Empire Airlines includes three engines as well as other spares and tooling. Payment in full is scheduled to be made when the planes are delivered in early 1984.

80 Years of Flight



WHAT THE WRIGHTS HAVE WROUGHT: Maybe the Wrights were right after all. Eighty years after their first flight (12/17/03), more and more people are returning to their way of thinking on aircraft design. Consequently, FAA is getting an increasing number of certification applications for aircraft like this Beech Starship I which features the canard wing in front, the main wing in the rear, and pusher-type engines. Orville and Wilbur must be pleased.

REAGAN PRAISES FAA: In an official proclamation marking the 80th anniversary of the Wright Brothers first flight, President Reagan has singled out the FAA for special praise.

"This year also marks the 25th anniversary of the signing of the Federal Aviation Act of 1958," he said. "This legislation created the Federal Aviation Administration, which has played a central role in making civil air carriage ten times safer than it was in 1958, thus helping to advance the progress of civil aviation and to fulfill the Wright Brothers' dream of the future role aviation would have in our world."

Weather Research Needed

Although FAA programs now underway will provide "substantial improvements in the observation, processing and dissemination of weather information," there still is a need for new technology in some areas.

Testifying before a Congressional subcommittee recently, FAA's Neal Blake said the "needed research includes improving accuracy in measurement and forecasting of winds aloft for both domestic and oceanic areas." Blake oversees the agency's aviation weather programs in his capacity as Deputy Associate Administrator for Engineering.

He said that other needed research "includes improvements in sensors for present weather and cloud height measurement, cloud type identification, vertical wind shear detection, and wake vortex detection; improvements in short-term forecasts and icing and turbulence forecasts; and development of airborne turbulence and wind shear detection systems."

Blake said FAA is working closely with other government agencies and universities to develop the needed technology and cited several "new technology" programs currently underway. Included is the development and testing of new sensors, such as the microwave PROFILER and the satellite-based WINDSAT, to improve upper air measurements. Also mentioned were better forecast models, an "eye safe" laser ceilometer and improved icing forecasting methodology.

FAAer Flies Combat Mission

Jim Crowling from the headquarters National Flight Data Center recently found himself flying into a combat zone only hours after he reported for reserve duty with the 459 Tactical Airlift Wing at Howard AFB in Panama. A navigator on a C-130, Major Crowling was on one of the first cargo flights to land at the Grenada Airport in support of combat operations.

He reports that the trip was relatively uneventful with the only interceptors aloft being U.S. Navy fighters. "However," he said "the traffic around the Cuban built airstrip was very heavy.

"There were helicopters and other military planes all over the place," he reported. "But the Air Force air traffic controllers had the situation under control."

Incidentally, the squadron commander who was keeping things organized back in Panama was also an FAAer. He was Dave Harrington, Manager of the Commuter and Air Taxi Branch in the Office of Flight Operations.

The Season to be . . . Careful

Once again, we are moving into the holiday season, when people are disposed to gift giving as an expression of appreciation or friendship or more questionable motives. Consequently, employees and supervisors, especially those who work in regulatory or contracting or inspection activities, should be aware of the complications which can result from accepting holiday gifts or favors from persons who deal with DOT. The Office of the Chief Counsel reminds everyone that accepting even a seemingly innocent holiday gift can result in a real or apparent conflict of interest. Remember, what might be acceptable in the private sector could be a violation in the FAA. For full details on the acceptance of gifts and favors, employees should check DOT Regulations, Part 99, Employee Responsibilities and Conduct, or contact their servicing Personnel Management Division.

Headquarters News



Almost Free Lunch A Hit

Even though there is no such thing as a free lunch, FAA employees are responding enthusiastically to the 99¢ almost-free lunch being served on Tuesdays during December in the FOB-10A cafeteria. On December 6, well over a thousand of the special luncheons were served. Menus for the rest of the month are:

December 20

Bowl of Soup
Fried Chicken
Baked Potato
Green Beans
Fruit Salad

December 27

Bowl of Soup
Veal Parmesan
Garlic Spaghetti
Tossed Salad
Choice of Pie



Christmas Contest Set

The DOT Employees Recreation Association is especially anxious to have FAA offices enter the Christmas door decorating contest. The entry date has been moved up to Dec. 16 to give FAAers a chance to enter.

Offices with winning doors will be awarded gold engraved, handsome wooden plaques. Judging of doors will take place on Dec. 19, and the doors will be rated for originality, contemporary design, and religious message.

To enter, contact Yvonne Washington on 426-5403 before Dec. 16.

Christmas Bazaar Scheduled

The Federal Aviation Club is sponsoring a Christmas Bazaar for the shopping convenience of FAA personnel. The bazaar is to be held in conference rooms 9AB&C from 2 - 10 p.m., December 15 and 16. Luggage, handcrafted jewelry, and lucite gifts will be on sale.

Awards and Rewards

During the past two weeks the following awards were presented to headquarters employees:

Special Achievement Awards Based on Sustained Superior Performance:

Linda S. Cahow, AES

Special Achievement Awards Based on Special Acts or Services:

Nancye Turner, APT

Stanislaw Grzeda, AAT

Freida Johnson, AES

Robert F. Wein, AES

Sandra L. Simone, AES

Herbert Goldstein, AES

Jack Loewenstein, AES

Letters of Commendation:

John Foundos, ABU

Idel Breland, ALG

James E. Hooker, AIA

Quality Increases:

Alan Read, ACS

Michael S. Singer, AES

David A. Smith, AEE

Why Seven Digits ?

The decision to go to seven digits dialing for "in-house" telephone calls was made by the General Services Administration (GSA) and the telephone company. GSA says that the seven digit system is more economical and the phone company promises better service and more lines with the new system.

U.S. Department
of TransportationFederal Aviation
Administration

Headquarters Intercom

SEASON'S GREETINGS



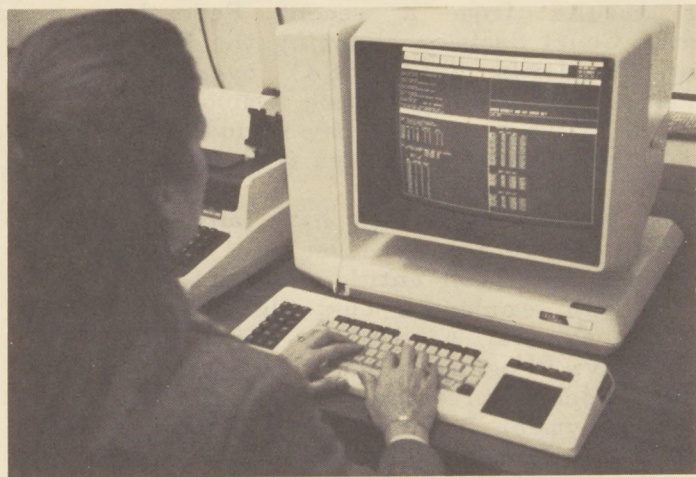
New Airport Area Concept Set For Validation

Controllers and pilots in Austin, Texas, and Columbus, Ohio, have been getting ready for weeks for an operational evaluation of the new Airport Radar Service Area (ARSA) concept that eventually could replace the present Terminal Radar Service Areas (TRSA) nationwide.

The one-year validation period gets underway December 22 at Austin's Robert Mueller Municipal Airport and January 19 at Port Columbus International Airport. The ARSA concept is one of many recommendations developed to date by the ongoing National Airspace Review.

So far, more than 350 pilots have been briefed at 15 FAA-sponsored pilot meetings in the Austin area. Another 400 have attended meetings around Columbus.

Generally, pilots have reacted favorably to ARSA, which promises better service than TRSA and, at the same time, will be less restrictive than Terminal Control Areas (TCA). One particular selling point is the fact that no additional (See Page 2)



Gloria Nicks, a computer programmer with the Central Flow Control project, "talks" to the new computer through the new Apollo display. Story on page 3.

Airline Fleets Quieter

A total of 25 U.S. airlines now have achieved 100 percent compliance with Federal noise standards for their aircraft fleets—more than a year ahead of schedule. The list includes such major carriers as: American, Delta, Northwest and Pan American.

An FAA rule, adopted in December 1976, required the airlines to bring their fleets into compliance with FAR Part 36 noise standards in accordance with a time-phased schedule and with a final deadline of Jan. 1, 1985. The rule applies to all large turbojet aircraft, with certain exceptions, and will have the effect of forcing older planes, such as Boeing 707 and McDonnell Douglas DC-8, out of service unless retrofitted.

The 25 airlines that have achieved 100 percent compliance did so despite 1980 legislation which exempted smaller twin-engine jets having 100 seats or less, like the Boeing 737, DC-9, and BAC 1-11, from meeting the Part 36 standards until 1988. None of the 25 made use of that exemption provision.

Some FAAers in Line For Back Overtime Pay

Many FAAers in fire protection and law enforcement activities, including some of those who worked as Federal Air Marshals during special security programs, may be entitled to retroactive overtime pay. This results from a recent Federal Appeals Court decision changing the Fair Labor Standards Act (FLSA) overtime standards for fire protection employees from 108 to 106 hours per pay period and for law enforcement employees from 46 1/2 to 42 3/4 hours per week.

Most eligible employees have already been notified, and some have been paid. To protect their full entitlement back to Jan. 1, 1978, employees must file a claim with the General Accounting Office so they receive it before January 1. Claims should be sent—preferably by registered mail—to Payment Branch, Claim Group—AFMD, General Accounting Office, Washington, D.C. 20548.

New Airport (From Page 1)

equipment, beyond a two-way radio, will be required for ARSA operations.

Weslie Goheen, Assistant Manager of the Austin Tower, said controllers also have reacted positively to ARSA, which gives them more flexibility in spacing arriving and departing traffic. They also like the idea that ARSA participation is mandatory, which means that pilots are under positive control at all times. TRSA participation is voluntary, which produces a traffic mix.

Pay Change Cuts Salary

Beginning January 8, Federal salary checks will be calculated in a new manner. The recalculation will save the Government about \$240 million a year and will result in a \$3.20 cut each pay period for the typical Federal employee.

Essentially, the change involves calculating pay on the basis of a 2,087-hour, work year instead of the 2,080-hour, work year currently used. The change will not have any impact on the way employees earn sick leave or annual leave, nor will it affect their service computation time for retirement purposes.

The new calculation method originally was scheduled for implementation on October 1, but was delayed three months so the cut would be absorbed by the 3.5 percent pay raise that also takes effect in January.



Santa tries to stay VFR at all times.

Ambulance Was There To Save Pilot's Life

"I'm the only pilot on board and becoming grossly ill," was the cryptic message transmitted to controller Richard Kleebauer of the Fort Worth Center recently. In a strained voice the pilot of the light, twin-engine corporate aircraft went on to ask for a vector to the nearest airport and got an immediate response from Kleebauer. "The nearest airport is 12 o'clock and one zero miles," said the 18-year FAA veteran. "Descend to and maintain 4,000 feet."

After the pilot acknowledged, Kleebauer continued to vector the plane for a straight-in approach at Granbury Airport, Granbury, Texas. He heard pain in the airman's voice as the man asked for an ambulance to meet him at the airport.

Immediately, Kleebauer arranged for an ambulance. This was done by telephone and through a Lear Jet flying in the area that relayed the request on the Unicom frequency.

Kleebauer's care and professionalism paid off when the pilot landed after being vectored virtually to the runway's threshold where an ambulance was on hand to whisk him to the hospital.

It was learned later that the pilot, who was a 59-year old oil executive, had suffered a severe heart attack but was expected to recover thanks to Kleebauer.

"All I could do," he told the Dallas Times Herald, "was head him for the nearest airport, give him the best service I could, and say a prayer that he makes it."

The Kleebauer flight assist was one of 84 by the Air Traffic Service during November. There were 134 people on board the aircraft involved.



Central Flow Gets New Computers/Displays

The first phase of an ambitious modernization program for the Central Flow Control (CFC) Facility in Washington headquarters will go "on line" December 31. At that time, flow control computer operations will be switched from an old IBM 9020 located in the Jacksonville en route center to a more modern unit located at the FAA Technical Center in Atlantic City.

The new main computer, which will be linked by landlines to the CFC, is an IBM 4341 with eight times the storage capacity of the 9020 it replaces. The Jacksonville computer was the prototype for the en route computer systems. Delivered in the late 1960s, it was later replaced at Jacksonville by a more powerful 9020.

In addition to the 4341, which was previously used as an administrative computer at the Aeronautical Center, a PDP 11/14 computers also will become operational at the end of the month. This unit is specially developed as communication processors and is also located at the Technical Center. All this state-of-the-art electronic gear will make possible two-way communication directly between CFC and 9020 computers located at FAA's 20 en route centers. Previously, the en route computers could communicate directly with Washington but not vice versa.

Besides the remotely located computer, CFC also is getting new Apollo displays. Six of these bigger, clearer displays, that are themselves micro processors, already have been installed.

Getting ready for the computer switch-over has taken months. Since April, air traffic and Technical Center specialists have been modifying the CFC program to run in the new computer. Eastern Region will assume maintenance of the facilities. According to John Richardson, manager of Air Traffic's Data Systems Branch, the program has been supported by scores of Technical Center employees. The ATC Automation Division in the Program Engineering and Maintenance Service (APM-200) is providing overall management of the project.

Headquarters News



47 FAAers Step Up

The following headquarters employees were promoted during the months of September, October, and November:

Herbert K. Bachner, APM
Thelma Bagley, ALG
Margarete Berrios, APT
George R. Booth, AAT
Barbara A. Boulware, ACR
Patricia Cline, AEE
Anna Clogan, ALG
Diane Davis, ALG
Vanessa D. Dixon, APA
Carolyn N. Edwards, ASF
Deborah Ford, AAM
Catherine Gloeckler, ALG
Barbara A. Gordon, ADL
Joyce M. Hall, AFO
Noretta Harrett, ALG
Charlotte Harrison, AAA
Marian S. Hawes, ADL
Charles Hicks, Jr., APT
William Hohe, ALG
Mary Hoppe, ALG
Irene Howie, AGC
Magrissa Johnson, AOA
Beverly K. Knessi, AAT
Pamela G. Kruzic, AES
Jacqueline N. Lewis, ASG
Jorge Lugo, APM
Rose E. Marra, APM
Theodore Oliver, ALG
David W. Ostrowski, ARO
Catherine L. Randall, AES
Fred V. Rapp, ACS
James W. Rogers, API
Donna M. Santa Croce, API
Ann Schroeder, ALG
Maggie S. Smith, API
Judith L. Spruill, ASF
Lisa Taylor, AFO
Laura Thomas, PI
Dawn M. Tristani, AGC
Rosemary Tuinman, ALG
Clara Ullman, AIA
Bessie M. Waiters, ARP
Rudolph A. Watkins, APM
James H. Whitlow, AGC
Franklin L. Wilcox, APM
Deborah Wilson, ALG

Awards and Rewards

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

Special Achievement Awards Based on Sustained Superior Performance,

David W. Kress, and
June Davis, AFO, and
Donald Hansen, AAA;

Special Achievement Awards Based on Special Act or Service,

Frederick Whiteside,
Sidney Mays,
Ralph Schetrom, Olivia Thompson,
James R. Young,
Charlotte Harrison,
Rufus Smith,
Jerome Evanosky,
Mark Silvestri,
Roger Rusk,
Cynthia Atlee, all of AAA;

Letters of Commendation,

George Bolduc, APP; and

Quality Increase Awards,

Debra Barnes, and
Edward Godfrey, ABU,
MaryAnn Guntow, and
Patricia Reed, AFO,
Linda S. Booth, APP,
Ernest Boyer, AWS, and
Larry Young, APM.

Travel Tips From HRC

The headquarters human relations committee wants to make sure that employees are fully aware of their entitlements when they travel on agency business.

They remind all employees that for most trips travelers can get \$300 to \$500 travel advances through the imprest fund before they start out. The committee notes, "if you are prudent and plan in advance where possible, you can start your trip with an advance in hand large enough to cover your trip."



U.S. Department
of Transportation

**Federal Aviation
Administration**

Headquarters Intercom

Goodbye GAR—Nobody Sang Auld Lang Syne

General aviation pilots will have something extra to celebrate on New Year's Eve. They can ring out the General Aviation Reservation (GAR) system along with the old year.

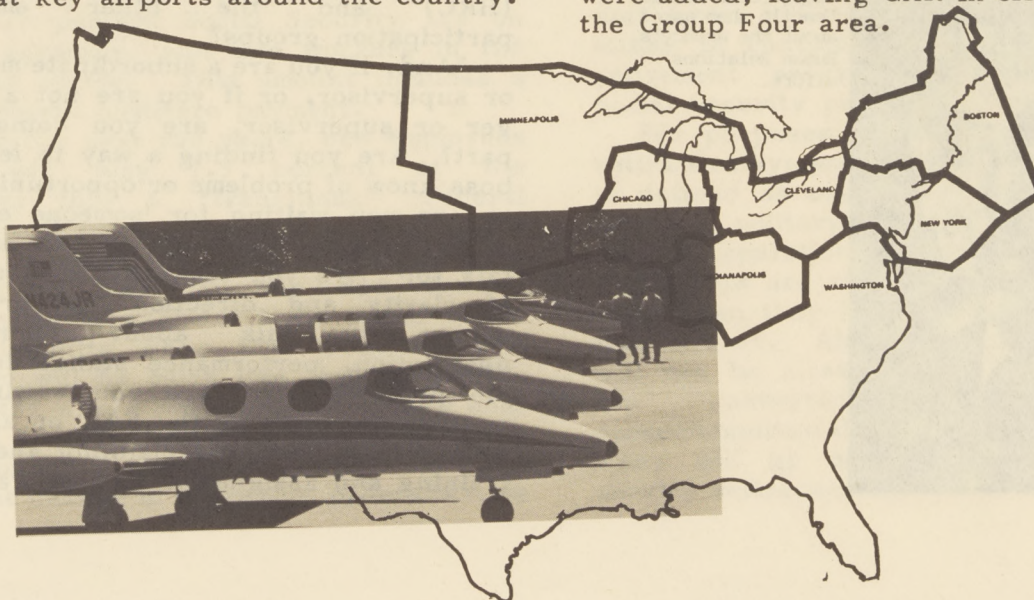
At midnight on December 31, the agency will drop the last vestige of the strike-related GAR system which now requires pilots to obtain an en route center reservation for IFR operations to or from airports in the northeast and north-central U.S. This is the Group Four center area which includes the New York, Boston, Minneapolis, Chicago, Indianapolis and Cleveland air route traffic control centers.

GAR was established after the August 1981 controllers strike to cut back general aviation operations in much the same way as air carrier flights had been reduced through the allocation of landing slots at key airports around the country.

Initially, general aviation pilots, working through flight service stations, had to obtain a center reservation to make any IFR flight.

FAA began relaxing these restrictions the following summer as additional capacity became available. In June and July 1982, it was lifted between airports within the boundaries of the Seattle, Salt Lake City, and Albuquerque centers.

The next step was to group centers by geographic areas and allow pilots to operate between airports in the same group without obtaining a reservation. The final countdown began Oct. 1, 1983, when unrestricted flights were permitted between Group One and Group Two centers, which included most of the U.S. west of the Mississippi. On October 31, the Group Three, or southeastern, centers were added, leaving GAR in effect only in the Group Four area.



AAT-1 Gets New Status

It's now Associate Administrator for Air Traffic Raymond J. Van Vuren. The new title was conferred on the former Director of the Air Traffic Service by the FAA Administrator, effective Dec. 25.

The change reflects the fact that Van Vuren has been reporting directly to the Administrator since mid-1982 when a top-level reorganization abolished the post of Associate Administrator for Air Traffic and Airway Facilities. The Airway Facilities function was assigned at the time to the newly created position of Associate Administrator for Development and Logistics.

A career FAAer, Van Vuren learned air traffic control in the military during the Korean War. He went to work at the Chicago Midway Tower in December 1955 and then moved over to Chicago O'Hare as a supervisor in 1961. Prior to being named AAT-1 in June 1980, he was Deputy Director, AAT and, before that, AAT Division Chief in both the Eastern and Rocky Mountain Regions.

In September 1982, Van Vuren received the Secretary's Award for Meritorious Achievement for his leading role in directing the recovery of the post-strike air traffic control system. Other awards include the Presidential Meritorious Executive Rank Award (1981) and Senior Executive Service Performance Award (1980).



"It is your future," answered Deputy Administrator Michael Fenello when asked about the agency's Human Relations effort.

The Deputy Speaks Out On Agency H R Effort

To sum up the old year and start out the new on a firm foundation, FAA's deputy and associate administrators have given INTERCOM their views on the state of the agency's human resources effort. This week Michael Fenello, Deputy Administrator, will give his statement and in subsequent issues others will be run.

"I would like to take the opportunity to answer a question that is frequently asked about our ongoing HR effort. The question is, 'what is the future of the H.R. Program?'

"Well, I don't know with certainty... only time will tell. But I do know this: you already have the largest part of the answer.

"If you are a manager or supervisor, are you continuously finding ways to improve communications? Are you asking for and using personal and organizational feedback? Are you encouraging those who work for you (or are they working with you) to participate in those decisions directly affecting them and their immediate work environment? Are you taking time (even when there never seems to be enough time) to ensure that people know what is expected of them, how they are performing, and assisting in planning for their future? Are you complimenting people and finding ways to recognize good performance? Are you involved with and supporting your Human Relations Committee (HRC) and the other employee participation groups?

"And, if you are a subordinate manager or supervisor, or if you are not a manager or supervisor, are you doing your part? Are you finding a way to let your boss know of problems or opportunities... or are you waiting for 'someone else' to do it because 'the boss is too hard to talk to?' Are you complaining about lack of clarity and direction...or are you asking to talk about your job description, performance standards, and job performance? Are you waiting for your future here in the FAA or are you asking for advice and planning ahead for training and assignments? (See Page 3)

HR (From Page 2)

Are you actively supporting your HRC's and the other participation groups...or complaining about the 'lack of results?'

"What were your answers to these questions? Are you acting positively now? Are you planning for positive action? Really? Your answers to these questions are an indication of the future of 'Human Relations' in the FAA. It is your future.

"My expectation, based on the agency's current direction and the genuine talent and dedication of our people, is that the FAA will become one of the most unified and progressive agencies in the Federal government. It has the respect for individuals...based on acknowledgement of the fact that the people of the FAA are the FAA.

"This will take time. Happily, the journey is as exciting and rewarding as it is long and difficult.

"We know that this can be the future of 'Human Relations' in the FAA. My question to you is, 'Would you have it any other way?'"

Administrator Thanks All For Standard of Excellence

In a holiday message to all FAA employees wishing them a specially happy Christmas and a satisfying New Year, Administrator Helms expressed his pride and satisfaction that FAAers have established "a new standard of excellence for Government employees."

The Administrator's talk in the Washington headquarters auditorium was broadcasted throughout the building, and taped for subsequent rebroadcast in regional headquarters and field facilities.

In reviewing Christmases past, the Administrator reminded his listeners that two years ago many FAAers were working long hours in connection with the air traffic control recovery program; last year, FAAers were deeply involved with the National Airspace System plan and putting together other new programs.

Over and over again the Administrator noted that, "you, the FAA employees did it." He said the agency has a path to the end of the century laid out, and he hoped FAAers would now take a feeling of accomplishment with the spiritual message of the season into their homes to share with their families.

New Federal Employees On Social Security

Beginning January 1, newly-hired Federal civilian employees will be covered by Social Security and paying the full 6.7 percent Social Security tax on their earnings, just like workers in the private sector. This amount includes a 1.3 percent Medicare payment.

For the next two years, new employees also will play 1.3 percent of the salaries into a "transitional" Federal retirement fund. This will give Congress time to come up with a supplemental retirement plan for the new Federal employees to augment their Social Security benefits when they retire. The system will be much like that in private industry where most workers receive both Social Security and some sort of company pension.

The change in retirement programs does

not affect career employees now on the Federal payroll. They will continue to pay 7 percent into retirement and 1.3 percent for medicare and be eligible for full Civil Service retirement benefits. In addition, Presidential appointees and non-career SES employees have an option either to continue in the Civil Service retirement program or switch to the Social Security program.

For purposes of inclusion in the new retirement system, a newly hired employee is defined as one with no prior Federal civil or military service or one hired after a separation of more than one year. Annuitants are not considered new hires even when they have been away for more than a year. Also, temporary employees will not be classified new hires if they are converted to career or career-conditional status next year. They will go under the regular civil service retirement system.

Headquarters News



Fitness Tests Available

DOT Headquarters employees are eligible for a free aerobic fitness evaluation offered by the DOT FITNESS Center. The evaluation, which consists primarily of walking on a treadmill, includes testing for blood pressure, heart rate, body weight, percent of body fat, trunk flexibility, and the ability of the individual to utilize oxygen for energy. The fitness center staff provides each participant with a personalized exercise prescription based on test results. The staff also conducts fitness training classes to accommodate a variety of work schedules. Classes are held at lunchtime, early morning, and late afternoon sessions. By participating, an employee may improve his/her level of physical fitness and reduce the risk of coronary artery disease, lower back disorders, and other associated and disabling conditions.

To take advantage of this opportunity, call 755-1891.

New Job Form Necessary

The Employment Branch, APT-150, has implemented a new form WA 3330-8, "Position Vacancy Application," which is to be submitted with 171 forms. It will provide applicants with information on the status of the vacancy announcement and their application. Copies are available in Room 516.

Sci-Fi Films Scheduled

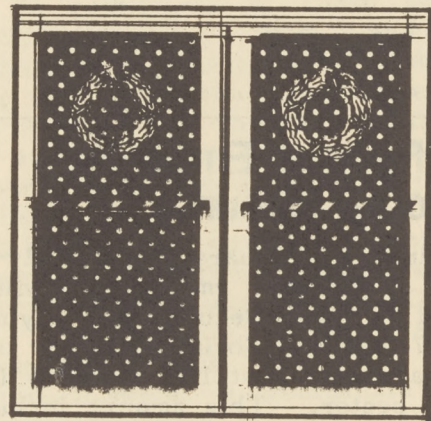
The Air and Space Museum has announced that the Space Fiction Film Series will continue through January and February of 1984. All shows begin at 7:30 p.m. and seating is on a first-come-first-serve basis. Sci Fi films scheduled to be shown are: Battlestar Galactica, January 20, The Thing, January 27, Five Million Years to Earth, February 3, It Came From Outer Space, February 10, Aelita, February 17, and Star Trek II, February 23 and 24. Except for Star Trek II, admission is free.

Fancy Doors Win DOT Plaques

The Office of Accounting and the Office of Flight Operations were the FAA winners in the DOT Employees Recreation Association Door Decorating Contest. Triple A Secretaries Catherine Opperman, Lauren Bakri, Linda Brown, and Dorisel Sturdivant in the Office of Accounting teamed up to win "Most Original" honors with a door sporting evergreen trim and white macrame wreaths.

Secretary Rita Lutz of AFO was assisted by June Davis, Mary Ann Gunto and Dave Kress in winning "Best Contemporary" honors. Their door was covered with shiny green paper and hung with a red wreath and bows.

Both offices received handsome polished wood and metal plaques from the association.



Awards and Rewards

Special Achievement Awards Based on Sustained Superior Performance

Gary Baldwin, ALR
Mary Bartlein, AAA
Marlene Thomas, APM

Special Achievement Awards Based on Special Acts or Services

Thomas L. Marker, AES
Don E. Garrett, AAT
Quality Increases
Robert Heller, APT.